



HUMAN RESOURCES DEPARTMENT

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Open Enrollment Memo

To: All City of Yakima Health Plan Participants
From: Lori Gross, Human Resources Specialist
Date: November 1, 2023
Subject: 2024 Open Enrollment

November is Open Enrollment Month

During O.E. you can enroll, make changes, or cancel insurance that is not required for employment. The City follows the CDC's, "Total Worker Health Model", for *Safety-Protection from harm. Social Support - Connection & Community. Work-Life Harmony. Mattering at Work & Work that matters. Opportunity for Growth - Learning.*

Workplace Mental Health and Well-Being

You matter, our workplace plays a significant role in our lives. Work affects both our physical and mental well-being - in good and bad ways. COY workplace resources and support can help you flourish.

2024 Improved health plan benefits:

- VSP now includes retinal eye exam, the added benefit provides less magnification of the optic nerve. Some claim that retinal eye exams can give doctors more insight in the health of the eye. (General Plan Only)
- Delta Dental annual benefit increased to \$1500 (General Plan Only)
- *No Changes to YPPA Plan pending negotiations*

Added Mental Health Services – Now available 24/7 Mental Health Services:

- Recuro Mental health 24/7 telehealth visits (co-pay) (General Plan Only)
- Employee Assistance Program (EAP) counseling sessions are free and confidential
- Medical plan behavioral health benefits
- [MyStrength](#) app for mindfulness and meditation program
- Personal holidays

Learn your Benefits (Pick up your 2024 benefits guide at the Wellness Fair or go online to CityICE)

COY Benefits Guide

▪ Traditional Benefits	▪ Supplemental Benefits
▪ Flexible Spending	▪ Recuro Telehealth
▪ Wellness Incentive	▪ Employee Assistance
▪ Employee Primary Care Clinic	▪ Health Advocate

Important items to remember:

- Stay in network, out of network providers don't negotiate a good deal for you. Aetna does, and they can save you and the plan a lot of money. Always ask your provider if they are in-network and if they are not persuade them to join.
- 2024 O.E. checklist to check off your O.E. task.
- If you do not wish to change your benefit elections, you do not need to take any action. Benefit elections will roll over into the next plan year.