



It's almost time to select your 2010 City of Anaheim benefits. Open Enrollment will be held October 7th to October 21st, and you'll soon receive detailed information explaining your 2010 benefit options and what to do to complete the enrollment process.

What's Changing for 2010

In 2009, employees of the City used a high amount of services through the City's medical plans. This high utilization has resulted in increased premiums for all medical plans in 2010, which will impact the amount both you and the City pay for medical coverage.

In an effort to help lower these cost increases, the City will be introducing a new Aetna HMO plan in 2010 for some employee groups. This plan, called the Aetna Value HMO, will cover the same services as our current HMO plan and will use the same network of providers. However, under the Aetna Value HMO, your bi-weekly premium costs will be lower, and you'll generally pay more when you receive care for certain services.

The Aetna Value HMO will replace the current Aetna HMO plan and will be your only Aetna HMO option if:

- You're a non-represented employee, or
- You belong to a bargaining unit that chooses to offer this plan

Currently, AMEA has decided not to offer the Aetna Value HMO for 2010 — AMEA members will continue to participate in the current Aetna HMO Plan. All other bargaining units have not yet made decisions about which HMO plan to offer. Represented employees with these bargaining units will be notified once decisions are made. Keep in mind that if your bargaining unit decides:

- *To offer* the Aetna Value HMO and you've elected to participate in the Aetna HMO, then you'll have a chance to revisit your 2010 enrollment, even if the decision is made sometime after Open Enrollment.
- *Not to offer* the new Aetna Value HMO in 2010, you'll continue to be able to enroll in the current Aetna HMO.

In addition to introducing the new Aetna Value HMO, for 2010 the City is also making the following changes:

- **The Aetna OAMC plan:** Increasing the deductible and copays, including copays for prescription drugs.
- **The Aetna High Option OAMC plan:** Increasing copays for prescription drugs.
- **The disability, life insurance, and accident insurance plans:** Changing carriers to The Hartford. This change means you'll have the opportunity in November to purchase additional life insurance coverage without proving proof of good health — if you've been considering increasing coverage, don't let this opportunity pass you by!

There are no changes to the dental plans for 2010, although premiums for the Delta Dental PPO will increase slightly. Detailed information about the 2010 plan changes, plan availability, and premium rates will be included in your Open Enrollment packet, which you'll receive in the mail in early October.

Mark Your Calendar! 2009 Health Expo

The Health Expo is a great opportunity to get answers to any benefit questions you may have. See you there!

When: October 7th
from 9 a.m. to 2 p.m.

Where: The Downtown
Community Center





Going Green

Another change we're making is going green when possible, in an effort to both control costs and reduce the amount of paper used. For Open Enrollment, this means no longer printing the Enrollment Guide — instead, we'll make it available on the City's website at the start of Open Enrollment.

What You Need to Do

1. Review the information in the enrollment packet you'll receive in the mail in October, which includes your enrollment instructions.
2. In addition to the enrollment materials you'll receive in the mail, review the 2010 Benefits Guide that will be available on the City's website.
3. Be sure to return necessary documents or forms to Human Resources before the October 21st deadline.

Remember, Open Enrollment is your once-a-year opportunity to make changes to your City-sponsored benefits.

