



CITY OF ATLANTA

Choose Your Benefits for 2024

**ENROLL FOR BENEFITS:
November 17, 2023 to November 30, 2023**

Active Employee
Online Enrollment Instructions

Open Enrollment Period: November 17, 2023 to November 30, 2023

Enrollment for your 2024 employee benefits will be held from Friday, November 17, 2023 to Thursday, November 30, 2023, at 11:59 p.m. ET.

This is a passive enrollment, which means that unless you make a plan or dependent change, all current plans and rates will automatically roll over effective January 1, 2024, and no action is required, with the exception of Flexible Spending Accounts.

You must enroll in benefits if you wish to:

- Select coverage for the first time
- Change benefit plans
- Change coverage levels or add a dependent
- Participate in a Flexible Spending Account or Health Savings Account
- Participate in voluntary benefit plans

The options you select become effective January 1, 2024, through December 31, 2024, unless you have a qualifying life event.

In-Person and Virtual Meetings

You can watch the enrollment presentation online at benefits.atlantaga.gov.

The website also lists dates, times and locations of in-person meetings.

Dear City of Atlanta Employee:

The City of Atlanta is pleased to continue providing a comprehensive benefits package for its employees and their families. It's important for you to consider your benefit choices and enroll between **November 17, 2023 and November 30, 2023**.

Please complete these important steps to participate in Open Enrollment:

1. This is a passive enrollment, which means unless a change is made, all plans and rates will roll over with the exception of the Healthcare and Dependent Care FSA Plans. If you wish to continue participation in the FSA Plans, then you must re-enroll for the new plan year.
2. Enroll through our benefits website, benefits.atlantaga.gov, by following the instructions in this guide.
3. Confirm your Life Insurance beneficiaries.
4. **If you wish to add dependents to any of your insurance selections, documentation will be required and must be submitted by December 4, 2023.** (Documentation requirements are listed in the online benefits guide.)

If you need assistance making benefit selections or completing your enrollment, please visit one of the DHR vendor/DHR showcases or contact the City of Atlanta Benefits Department at **(404) 330-6036**, available weekdays during Open Enrollment from 8:15 a.m. to 6 p.m.

The options you select during Open Enrollment cannot be changed unless there is a qualifying life event during 2024. Changes will only be allowed within 31 days of that event.

We look forward to a very successful Open Enrollment period and thank you for your commitment to your job.

Sincerely,



Tarlesha Williams Smith, Esq.
Commissioner of Human Resources

Plan Changes for 2024

Anthem BCBS HDHP Blue Open Access Plan

- **NEW! Open Access In-Network!**
- **No gatekeeper or primary care referral required for specialist visits if using Anthem BCBS in-network providers.**
Participants may use nationwide in-network providers, with services covered at in-network benefit levels.
- HDHP deductibles increase per IRS regulations.
- No premium increase.

Anthem BCBS POS Blue Open Access Plan

- **NEW! Replaces Anthem BCBS Gatekeeper POS.**
- **No gatekeeper or primary care referral required for specialist visits if using Anthem BCBS in-network providers.**
Participants may use nationwide in-network providers, with services covered at in-network benefit levels.
- No premium increase.

Kaiser Permanente High-Deductible HMO

- HDHP deductibles increase per IRS regulations.
- No premium increase.

Kaiser Permanente HMO

- No changes to this plan.
- No premium increase.

Flexible Spending Accounts

- No changes to this plan.
- Contribution limits increase slightly.

Dental Plan

- No changes to this plan.
- No premium increase.

Vision Plan

- No changes to this plan.
- No premium increase.

Life Insurance

- No changes to this plan.
- No rate increases.
- Check your beneficiaries and update as appropriate.

Short-Term Disability Plan

- No changes to this plan.

Voluntary Insurance Products

- No changes to these plans.

Benefits & Enrollment Website

Our benefits website at benefits.atlantaga.gov includes detailed information about:

- Available benefits and plan rates
- Frequently asked questions
- Eligibility and proof of dependent eligibility—see the page “Dependent Eligibility Documentation Requirements”
- Making mid-year plan changes
- How to enroll in benefits
- More information, including required notices, summaries of coverage and a glossary of terms

How to Enroll

There are two ways to access the enrollment system:

1. Go to benefits.atlantaga.gov and click the red “Enroll Now” button on the home page, or
2. Go directly to the *ATLcloud* site at <https://ehxr.login.us2.oraclecloud.com/>.

In either case, follow the instructions below.

Enrollment Instructions

From the *ATLcloud* site:

<https://ehxr.login.us2.oraclecloud.com/>

1. To log in, enter your username and password. (If you need an Oracle password reset, click “FORGOT PASSWORD” on the main screen and change the password.)
2. After you log in, click the “House” icon on the top right, then click the orange “My Benefits” icon.
3. Next, click the white “Make Changes” box.

Important Notes

- You cannot select both a Health Savings Account and Flexible Spending Account. You can only select one of those options.
- You cannot select a Health Savings Account unless you are enrolled in a High Deductible Health Plan.
- If you add a “New Dependent,” you must upload a marriage and/or birth certificate for verification to the “Document of Record” tab on your Oracle home page or you can email it to the Insurance Division at benefits@atlantaga.gov. (Enter your dependents’ Social Security numbers in the “National Identifiers” section.)

More detailed enrollment instructions can be found in the Enrollment Guide, posted on benefits.atlantaga.gov.

Active Employee Rates

Medical Plans

	Anthem BCBS HDHP Blue Open Access Plan		Anthem BCBS POS Blue Open Access Plan	
Bi-Weekly Rates	Your Cost	City Cost	Your Cost	City Cost
Employee Only	\$82.78	\$266.87	\$99.60	\$321.10
Employee + Child(ren)	\$146.35	\$471.84	\$174.39	\$562.23
Employee + Spouse/Domestic Partner	\$207.20	\$667.97	\$249.21	\$803.45
Employee + Family	\$273.58	\$881.98	\$329.05	\$1,060.86
	Kaiser HDHP		Kaiser HMO	
Bi-Weekly Rates	Your Cost	City Cost	Your Cost	City Cost
Employee Only	\$77.03	\$198.83	\$92.49	\$243.90
Employee + Child(ren)	\$128.07	\$354.66	\$162.02	\$426.62
Employee + Spouse/Domestic Partner	\$192.56	\$497.06	\$231.22	\$609.71
Employee + Family	\$254.16	\$656.15	\$305.21	\$804.83

Dental Plans

	Anthem BCBS Dental High Option		Anthem BCBS Dental Low Option	
Bi-Weekly Rates	Your Cost	City Cost	Your Cost	City Cost
Employee Only	\$3.64	\$12.70	\$3.39	\$11.95
Employee + Child(ren)	\$7.71	\$25.81	\$6.55	\$22.22
Employee + Spouse/Domestic Partner	\$7.44	\$24.93	\$6.90	\$23.29
Employee + Family	\$12.21	\$40.24	\$10.41	\$34.68
	Aetna DHMO			
Bi-Weekly Rates	Your Cost	City Cost		
Employee Only	\$1.36	\$4.38		
Employee + Child(ren)	\$2.45	\$7.97		
Employee + Spouse/Domestic Partner	\$2.66	\$8.74		
Employee + Family	\$4.09	\$13.58		

Vision Plan

	UnitedHealthcare Vision	
Bi-Weekly Rates	Your Cost	City Cost
Employee Only	\$1.51	\$0.00
Employee + Child(ren)	\$3.32	\$0.00
Employee + Spouse/ Domestic Partner	\$3.16	\$0.00
Employee + Family	\$4.28	\$0.00

Life Insurance Plans

	Anthem Life Insurance
Bi-Weekly Rates	Your Cost
Basic Life - 1x salary	\$0.53 per \$1,000
Basic AD&D - 1x salary	\$0.03 per \$1,000
Additional Life	\$0.53 per \$1,000
Dependent Life (Spouse/Domestic Partner)*	\$5.10 per month
Dependent Life (Child)*	\$1.52 per month

*\$5,000 maximum coverage

Important Contact Information

Contact	Address	Contact Information
Benefits/Programs		
DHR – Employee Benefits	68 Mitchell St. SW Atlanta, GA 30303	Phone: 404-330-6036
City of Atlanta Employee Wellness Center	235 Central Ave. SW Atlanta, GA 30303	Health Clinic: 404-546-4730 Fitness Center: 404-546-4745 www.wellnesscenter.atlantaga.gov
City of Atlanta Pension Services	68 Mitchell St. SW Atlanta, GA 30303	404-330-6607
Strategic Benefits Advisors, Inc. (General Pension Fund) (Fire & Police Pension Fund)	2472 Jett Ferry Road Suite 400-410 Atlanta, GA 30338	COA Pension Center: 888-594-0216 coapension@sba-inc.com
Empower (401(a) Defined Contribution and 457(b) Deferred Compensation Plans)	N/A	800-701-8255 www.empowermyretirement.com
Psychological Services and Employee Assistance Program	185 Ted Turner Drive NW 6th Floor, Suite 6100 Atlanta, GA 30303	404-546-3074

Benefit Providers

Contact	Phone	Website
Medical Plans		
Anthem BCBS Blue Open Access	800-368-0766	www.anthem.com
Kaiser Permanente	888-865-5813 or 404-261-2590	www.kp.org
Other Health Plans		
Aetna DHMO	877-238-6200	www.aetna.com
Anthem BCBS Dental	877-604-2158	www.anthem.com
UnitedHealthcare Vision	800-638-3120	www.myuhcvision.com
Life & Disability Insurance		
Anthem Life	800-552-2137	www.anthemlife.com
AFLAC Short-Term Disability	678-886-9454	www.aflac.com
Supplemental Plans		
MetLife (voluntary plans)	800-GET-MET8 (800-438-6388)	www.mybenefits.metlife.com
Anthem ActWise Flexible Spending Accounts	844-858-1839	www.anthem.com

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City of Atlanta Open Enrollment:
November 17, 2023 to November 30, 2023

This document provides a summary of benefits available to City of Atlanta active employees and eligible dependents, as well as laws, procedures, and regulations required to obtain and use such benefits. However, if inconsistencies occur between the contents of this document and the contracts, rules, or laws regulating administration of the various programs, the program contract terms and/or appropriate legislation supersede this document. In some instances, limitations and exclusions may apply.

Should you have questions, please contact the benefit program's member services or the Department of Human Resources (DHR) Employee Benefits. Contact information is included in this document.

City of Atlanta,
Department of Human Resources
Insurance Division
68 Mitchell Street, S.W.
Atlanta, GA 30303-0306

