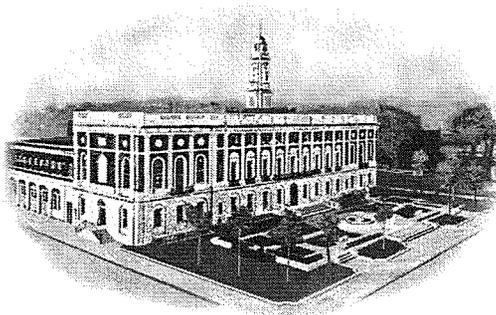


NEIL M. O'LEARY  
MAYOR



JOSEPH A. GEARY  
CHIEF OF STAFF

OFFICE OF THE MAYOR  
**THE CITY OF WATERBURY**  
CONNECTICUT

**To:** All City of Waterbury Employees  
**From:** Neil M. O'Leary, Mayor  
**Date:** March 19, 2013 *NO2*  
**Re:** Medical and Dental Benefits – Change of Third Party Administrators

I write to notify you that, effective July 1, 2013, third party administrative services for your medical benefits will be administered by CIGNA and third party administrative services for your dental benefits will be administered by Delta Dental. Prescription benefits will continue to be administered by Express Scripts, formerly Medco.

CIGNA and Delta Dental have each committed to provide City of Waterbury employees with medical and dental benefits comparable to current benefits at substantially reduced administrative fee costs. I believe that CIGNA's and Delta Dental's administrative capabilities, extensive provider networks, and experience in providing these benefits will ensure a continuity of excellent service provided to you and your family. Furthermore, CIGNA and Delta Dental will provide new opportunities to advance health and wellness initiatives and disease management services for utilization by you and your family. It is my hope that increased employee participation in these health and wellness initiatives and disease management programs will, first and foremost, directly benefit you and your family's well being, and secondly, begin to stem the tide of year over year medical benefit claim cost growth, without sacrificing your current medical and dental coverage.

The City understands that you and your family will have questions regarding this change in third party administrators. As a result, we have scheduled informational sessions with CIGNA and Delta Dental representatives for Wednesday, March 20<sup>th</sup> at 6:30 p.m. in the Kennedy High School Auditorium and Thursday, March 21<sup>st</sup> at 4:30 p.m. in the Crosby High School Auditorium. I encourage you and your dependents to attend one of these meetings to listen to the CIGNA and Delta Dental presentations and to ask any questions you might have about benefit coverage and the upcoming transition. Additionally, CIGNA and Delta Dental, in coordination with the City's Pension & Benefit's Office, will schedule meetings over the next two months within City and School departments for the same purpose. CIGNA and Delta Dental have assured the City that they will be available to meet with every single employee, one-on-one if necessary, to ensure a successful transition. Please make every effort to attend one of these meetings to be scheduled in your department.

I am confident that CIGNA and Delta Dental will provide excellent and cost effective third party administrative services to the City's employees.