

**CITY OF REDMOND
RESOLUTION NO. 1524**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, ADOPTING A REVISED SUMMARY PLAN DESCRIPTION FOR THE CITY OF REDMOND SELF-INSURED MEDICAL PLAN

WHEREAS, the City Council desires that the City of Redmond maintain a self-insured employee healthcare program that is fiscally sound and legally compliant; and

WHEREAS, since adoption of the City's self-insured employee healthcare program, the City has approved and adopted amendments that are reflected in the Summary Plan Description for the healthcare program; and

WHEREAS, the City Council desires to update the Summary Plan Description to incorporate changes deemed necessary by the third-party administrator, Premera, to clarify benefits and to address evolving treatment options, protocols and other issues; and

WHEREAS, City of Redmond Personnel Manual, Section 1.40, requires Council approval of changes in the medical plan that increase benefits to employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO RESOLVE AS FOLLOWS.

Section 1. Adoption of Changes. The Summary Plan Description for the Self-Insured Employee Health Benefits Plan,

adopted by Resolution No. 913 and amended by Resolution No. 1504 and referenced in Section 8.30 of the City of Redmond Personnel Manual, is hereby amended to include those benefit changes set forth in Exhibit 1 to this resolution and incorporated herein by this reference as if set forth in full.

Section 2. Implementation. The Mayor is authorized and directed to implement the changes adopted in Section 1 and execute any contracts and/or agreements to do so.

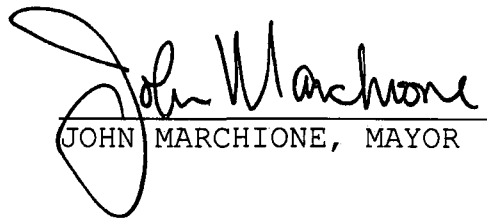
Section 3. Effective Date of Benefit Changes. The effective date of the benefits adopted by this resolution shall be January 1, 2020.

Section 4. Conflicts -- Severability. If any provision of this resolution conflicts with any provision of the City of Redmond Personnel Manual or any other resolution or policy of the City of Redmond, the provisions of this resolution shall govern. If any section, sentence, clause or phrase of this resolution should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this resolution.

Section 5. Effective Date. This resolution shall take effect upon adoption of the Redmond City Council.

ADOPTED by the Redmond City Council this 1st day of October, 2019.

CITY OF REDMOND

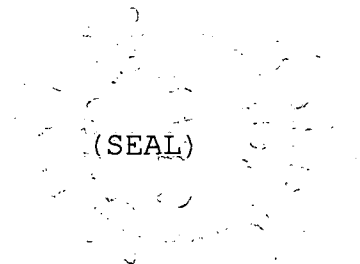


JOHN MARCHIONE, MAYOR

ATTEST:



CHERYL XANTHOS, CITY CLERK



FILED WITH THE CITY CLERK: September 17, 2019
PASSED BY THE CITY COUNCIL: October 1, 2019
RESOLUTION NO. 1524

YES: BIRNEY, CARSON, FIELDS, MARGESON, MYERS, PADHYE

Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Allow the transportation and lodging benefit for all transplant locations, not just Centers of Excellence.	Industry standard benefit language enhancement.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Change copay language to read "one copay per provider per day" instead of "Only one copay is to be taken per day for related outpatient services rendered."	Current language is confusing and could be interpreted incorrectly.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Change language for emergency rooms that all services are covered.	Prudent Layperson language in Washington State dictates emergent services.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Cover all immunizations and remove the language "for the sole purpose of travel, occupation or residence in a foreign country".	Purpose is not commonly identified when billing immunizations.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Remove language around surrogate maternity.	Billing codes do not distinguish surrogate maternity vs. traditional maternity.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Update termination of plan language to standard 12 month timely filing.	Timely filing regulations that require 12 month timely filing with 15 months to submit.	No actuarial cost impact	Yes	Yes

**Summary of 2020 Benefit Recommendations/Modifications
Proposed for Redmond Medical Plan**

Source	Type of Change	Effective Date	Description	Purpose	Cost Impact	EBAC Recommendation	HR Recommendation
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Apply Out-of-Network TMJ services to the out-of-pocket maximum.	To avoid manual claims processing.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Remove "per ear" language from hearing aide benefit and having a flat dollar limit of \$1800.	To avoid manual claims processing.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Remove 5 day grace period in determining whether annual or monthly service limitations have been met.	To avoid manual claims processing.	No actuarial cost impact	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Allow 60 days of inpatient rehabilitation services per condition and remove partial day language.	Inpatient services are limited to 30 days per condition, with an additional 30 days per condition for the treatment of a stroke, head injury, or spinal cord injury. Two partial days will count as one full day. These are both recommended to be changed to offer an industry standard benefit and avoid manual claims processing.	No actuarial cost impact	Yes	Yes

Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Add BestBeginnings Maternity Program	Provides easy-to-understand clinical insight into all stages of pregnancy with help on how to navigate the healthcare system and access to tools to help along the way.	No actuarial cost impact - \$50-\$350 per enrolled member	Yes	Yes
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2020	Add NICU Case Management	Provides care/case management when a newborn is admitted to the NICU. These are very costly cases and care management can help to save costs for the plan and the members.	No actuarial cost impact - \$1962 per enrolled member	Yes	Yes