CITY OF REDMOND RESOLUTION NO. 1353

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 various amendments that are not presently reflected in the Summary Plan Description for the healthcare program; and

WHEREAS, the City Council desires to update the Summary Plan Description to reflect prior amendments and to incorporate changes necessitated by Healthcare Reform and those deemed necessary by the third party administrator, Healthcare Management Administrators, 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 referenced in Section 6.40 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. <u>Implementation</u>. The Mayor is authorized and directed to implement the changes adopted in Section 1.

Section 3. Effective Date of Benefit Changes. The effective date of the benefits adopted by this resolution shall be in accordance with the date identified in Attachments A and B to Agenda Memo No. 11-066(C6).

Conflicts - Severability. If any provision Section 4. 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 competent jurisdiction, such invalidity court of unconstitutionality shall affect not the validity 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 15th day of March, 2011.

APPROVED:

JOHN MARCHIONE, MAYOR

ATTEST:

MICHELLE M. MCGEHEE,

(SEAL)

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

EFFECTIVE DATE:

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March 9, 2011 March 15, 2011

March 15, 2011

ADOPTED 5-0: Allen, Carson, Cole, Myers and Vache