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RESOLUTION NO. 1247

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
REDMOND, WASHINGTON, AMENDING THE SELF-
INSURED EMPLOYEE HEALTH BENEFITS PLAN AND
INCREASING BENEFITS FOR EMPLOYEES WHO ARE
TRANSPLANT RECIPIENTS

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, the City Council recognizes that in the course of business, changes in benefits are required by vendors and healthcare providers with whom the City contracts for coverage or services, and

WHEREAS, the Sunlife Corporation, handling stop loss insurance for the RedMed Plan, is requiring adoption of a special transplant program increasing benefits available to transplant recipients, 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 Self-Insured Employee Health Benefits Plan adopted by Resolution 913 and referenced in Section 6.40 of the City of Redmond Personnel Manual is hereby amended to include those benefit changes set forth on 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.

Section 3. Effective Date of Benefit Changes. The effective date of benefits adopted by this resolution shall be as set forth on Exhibit 1 in accord with the requirements of the insurance carriers involved.

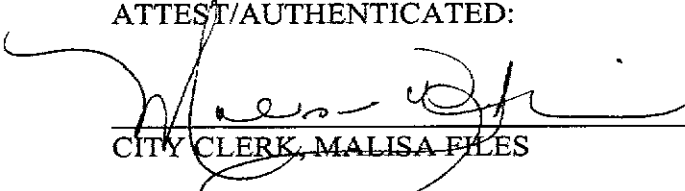
Section 4. Conflicts -- Severability. If any provision of this resolution conflicts with any provision of the City of Redmond Personnel Manual or any other resolution or policy of the City of Redmond, the provisions of this resolution shall govern. If any section, sentence, clause or phrase of this resolution 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 immediately upon passage.

CITY OF REDMOND


MAYOR PRO TEMPORE, NANCY McCORMICK

ATTEST/AUTHENTICATED:


CITY CLERK, MALISA FILES

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
RESOLUTION NO.: 1247

April 12, 2007
April 17, 2007

AMENDMENT No. 13
To the Summary Plan Description of
City of Redmond Health Care Plan

The Summary Plan Description effective 1/1/1998 is amended effective 1/1/2006 as follows:

Change Number 1:

On page 43 of the Comprehensive Major Medical Benefits, please add the following special transplant language:

SPECIAL TRANSPLANT BENEFIT

In addition to any standard transplant benefit set forth in this booklet, a Special Transplant Benefit may be available when a member participates in the Special Transplant Program. The Special Transplant Benefit provides enhanced transplant benefits and participation in the Program is voluntary. Additional information regarding the Special Transplant Program may be obtained through the Plan Sponsor or Plan Administrator.

The Special Transplant Benefit provides the following benefits in addition to any transplant benefits available under this plan:

1. Access to Centers of Excellence Transplant Facilities throughout the United States;
2. Reimbursement, up to a total of \$5,000, for expenses incurred by the member and one companion, or both parents if the member is a minor child:
 - (a) for travel to and from the Centers of Excellence facility when that travel is related to the actual transplant occurrence; and
 - (b) for lodging expenses related to such travel and occurring prior to and following the actual transplant occurrence; and
3. Waiver of the member's deductible and co-payments up to \$1,500 during the year in which the transplant occurs.

The Special Transplant Benefit is only available when a member participates in the Special Transplant Program and satisfies all of the following requirements:

1. Notification of the transplant procedure must be provided to Healthcare Management Administrators in accordance with its guidelines;
2. The member or member's representative or whomever the Employer or TPA designates must call the Special Transplant Program at 1-888-4ORGANS as soon as the member is identified as a potential transplant candidate to notify the Special Transplant Program of the impending transplant; and

All transplant services must be rendered at a Centers of Excellence Transplant Facility which participates in this Program for the specific organ or tissue transplant required. A current list of participating Centers of Excellence facilities for each type of transplant is available from Plan Sponsor or Plan Administrator.

Resolution No. 1247 - Exhibit 1