

**CITY OF REDMOND
RESOLUTION NO. 1446**

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, 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 increases 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. 1418 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. 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 the benefits adopted by this resolution shall be April 1, 2016.

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 2nd day of
February, 2016.

CITY OF REDMOND


JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK: January 19, 2016
PASSED BY THE CITY COUNCIL: February 2, 2016
RESOLUTION NO. 1446

YES: ALLEN, BIRNEY, CARSON, MARGESON, MYERS, SHUTZ, STILIN

**Summary of 2016 Benefit
Recommendations/Changes
Proposed for Redmond Medical Plan**

Attachment A, Exhibit 1

Benefit Recommendations — Benefit Changes

Source	Benefit Change or Mandatory	Effective	Description	Purpose
HMA benefit or clarification recommendation	B	April 1, 2016	Increase the Grace Period for Calendar Year Benefits from 1 day to 5 days	Effects services that have a once every 12 month limit in place. The change would allow a participant that incurs the same service within the 5 day grace period to avoid going through a lengthy appeal process.
HMA benefit or clarification recommendation	B	April 2, 2016	Revise the impotency exclusion to allow coverage for medically necessary hormones (such as hormones that are prescribed for fatigue or other conditions not related to sexual dysfunction).	Sexual dysfunction will continue to be excluded. the proposed language clarifies the exclusion and adds an option for coverage of the hormones for medically necessary conditions.
HMA benefit or clarification recommendation	B	April 3, 2016	Update the Cosmetic and Reconstructive Surgery exclusion to allow for areola tattooing following a medically necessary mastectomy when provided in a surgeon's office and billed by the surgeon.	This is not currently covered by reconstructive surgery. This update would allow for areola tattooing following a medically necessary mastectomy which has become standard in the reconstructive process.
HMA benefit or clarification recommendation	B	April 4, 2016	Remove Preventive Care Maximums	Preventive Services are typically not benefits that are over-utilized or abused. Most often, people obtain services as recommended by their physician and often don't realize that the service may be outside of their frequency allowance.
HMA benefit or clarification recommendation	B	April 6, 2016	Update the Durable Medical Equipment (DME) language to provide clarification around wigs. Wigs are currently covered under DME, however the plan is silent. Language will be updated to allow any provider to be used and apply a limitation of 2 wigs covered, every 24 months.	Proposed language will clarify wig benefits and limitations and provide a greater supply of providers (who are most often less expensive than the current "preferred providers")
HMA benefit or clarification recommendation	B	April 7, 2016	Breast pumps are currently covered under preventative care benefits in accordance with PPACA.	Proposed language will separate this out to it's own benefit and neutralize coverage. It removes the preferred provider clause and allows for a greater supply of providers (who are most often less expensive than the current "preferred providers")