



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 20, 2017

Re: Approval of 2018 Summary Plan Descriptions for Self-Funded Employee Medical Plan

Executive Summary

The proposed ordinance adopts the three CY 2018 Summary Plan Description documents (SPDs) for the City's self-funded employee medical plan. Federal law requires annual adoption of the SPDs and distribution to plan participants.

Discussion

The 2018 summary plan descriptions for the \$750 PPO plan, \$1,500 PPO plan and \$2,700 High Deductible Health (HDHP) plan require annual adoption by City Council under federal law. The SPDs are attached for reference.

No plan design changes were made by the City for 2018. The \$750 PPO plan remains closed to new enrollees beginning in 2018 (initially closed in 2017).

The plan descriptions are effective January 1, 2018. A summary of this information was provided to each employee directly, posted to the employee intranet site and the 2018 open enrollment Google site, and discussed with employees as part of the City's annual open enrollment process.

Fiscal Impact

Short-Term Impact: Unknown.

Long-Term Impact: Unknown.

Strategic & Comprehensive Plan Impacts

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary



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Legislative History

Date	Action
Annual adoption.	Summary Plan Descriptions are adopted annually prior to January 1, as required by the ACA.

Suggested Council Action

Adopt the ordinance.