



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 19, 2018

Re: Approval of 2019 Summary Plan Descriptions for the Self-Funded Employee Medical Plan

## Executive Summary

The proposed ordinance adopts the three CY 2019 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 2019 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 2019. The \$750 PPO plan remains closed to new enrollees (initially closed in 2017).

The plan descriptions are effective January 1, 2019. A summary of this information was provided to each employee directly, posted to the employee intranet site and the 2019 open enrollment Google site, and discussed with employees as part of the City's annual open enrollment process.

## Fiscal Impact

Short-Term Impact: Not applicable.

Long-Term Impact: Not applicable.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

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

### Comprehensive Plan Impacts:

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



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Legislative History

Date	Action
Annual adoption.	Summary Plan Descriptions are adopted annually prior to January 1, as required by the federal Affordable Care Act (ACA).

## Suggested Council Action

Adopt the ordinance.