



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: December 2, 2019

Re: Approval of 2020 Summary Plan Descriptions for the Self-Funded Employee Medical Plan

## Executive Summary

The proposed ordinance adopts the three CY 2020 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 2020 summary plan descriptions for the \$750 PPO plan, \$1,500 PPO plan and \$2,800 High Deductible Health (HDHP) plan require annual adoption by City Council under federal law. The SPDs are attached for reference.

Federal law requires an increase of the deductible amount for the HDHP from \$2,700 to \$2,800. No other plan design changes were made by the City for 2020. The \$750 PPO plan remains closed to new enrollees (initially closed in 2017).

The plan descriptions are effective January 1, 2020. A summary of this information was provided to each employee directly, posted to the employee intranet site and the 2020 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

## 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.