

RESOLUTION NO. __

**A RESOLUTION
APPROVING THE CITY'S HEALTH PLAN PREMIUMS AND PLAN DESIGN
CHANGES EFFECTIVE JANUARY 1, 2020**

WHEREAS, the City's Medical Fund Task Force and the Human Resources Department reviews the status of the City's medical fund on a semi-annual basis and makes recommendations each year to City Council regarding amendments to the health plan design and premium rates for the new plan year beginning each January 1st; and desires to provide an opportunity for all eligible City employees to participate in the City sponsored group health insurance plans and related wellness programs; and

WHEREAS, the City Council held a work session on September 10, 2019, for the purpose of hearing the Medical Fund Task Force and the Human Resources Department recommendations for the 2020 plan year; and

WHEREAS, the City Council desires to adopt the recommendations presented at the September 10th session;

BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF GILLETTE, that effective January 1, 2020, the following amendments to health plans and premium rates are adopted:

1. There will be a 3% increase in the Medical plan premiums for the PPO plan;
2. There will be a 10% increase in the Dental plan premiums for the PPO plan;
3. The Medical and Dental premiums for the High Deductible Health Plan (HDHP) Plan will continue to be paid at 100% by the City and coverage will remain the same as the prior benefit year for the HDHP plan;
4. All annual deductibles, co-pays, co-insurance and out-of-pocket maximums will remain the same as the prior benefit year for PPO plans;
5. All annual deductibles, co-pays and co-insurance will remain the same as the prior benefit year for HDHP plans; the HDHP plans IRS Out of Pocket Maximums will increase from \$6,650 to \$6,900 for Employee Only Plan and from \$13,300 to \$13,800 for the Family Plan;
6. All Retail Prescription Plan and Mail Order Prescription coverage will remain the same as the prior benefit year for both the HDHP and PPO plans;
7. The City's benefit administrator of our Prescription Benefit Plan will remain the same as the prior benefit year, BCBS PRIME Therapeutics under the Campbell County Coordinated Benefits Trust;

8. The City's stop loss liability deductible coverage amount will change from \$135,000 to \$140,000;
9. The City will deposit a HSA contribution of \$300 for employees who have been compliant with the Wellness program for the prior calendar year and remain compliant in the Wellness program for HDHP plan participants only;
10. The City will deposit a combined total HSA contribution of \$600 for employees and their spouse who have been compliant with the Wellness program for the prior calendar year and remain compliant in the Wellness program for HDHP plan participants only;
11. The twenty percent (20%) Wellness Participant Differential Premium Incentive will continue as based on established criteria for the PPO plan;
12. Vision coverage will be provided at the current self-paid premium rate; and
13. Other separate ancillary benefits/wellness/insurance plans remain as per the established plans.

The Human Resources Director shall oversee the City benefits and insurance plans, serve as the contact for the plans and shall receive necessary reports, notices, etc.

The Human Resources Director, as the responsible facilitator of the plans, shall provide necessary reports, notices, etc., to the Council regarding the above plans and programs, as needed.

PASSED, APPROVED AND ADOPTED this _____ day of _____, 2019.

Louise Carter-King, Mayor

(S E A L)
ATTEST:

Cindy Staskiewicz, City Clerk