

## RESOLUTION

WHEREAS, the City of La Crosse Medical Benefit Plan Master Plan Document and Summary Plan Description governs the City's Medical Benefit Plan, and

WHEREAS, the current Master Plan Document and Summary Plan Description was approved by Common Council File #14-0933 adopted on September 11, 2014 and was made effective January 1, 2014, and

WHEREAS, the Director of Human Resources seeks Common Council approval to make changes to the City's Medical Benefit Plan effective January 1, 2015, as described in the attached document that would be applicable to employees eligible for medical plan benefits who are covered under the Employee Handbook, Library Manual, and employees represented by the La Crosse Professional Police Non-Supervisory Association, the La Crosse Professional Police Supervisory Association, and IAFF Local #127.

WHEREAS, such changes will be incorporated into an updated Medical Benefit Plan Master Plan Document and Summary Plan Description to be applicable to such employees.

NOW THEREFORE BE IT RESOLVED BY THE COMMON COUNCIL that the attached changes to the City's Medical Benefit Plan are hereby approved and ratified effective January 1, 2015 and will be applicable to employees eligible for medical plan benefits who are covered under the Employee Handbook, Library Manual, and employees represented by the La Crosse Professional Police Non-Supervisory Association, the La Crosse Professional Police Supervisory Association, and IAFF Local #127.

BE IT FURTHER RESOLVED that the Director of Human Resources is hereby authorized to update the City of La Crosse Medical Benefit Plan Master Plan Document and Summary Plan Description to include such changes and shall provide such amended document to the City Clerk's Office for record retention.

BE IT FURTHER RESOLVED that the Director of Human Resources is hereby directed to take all necessary steps to implement said document.

## **Change Plan Design on Applicable Schedule of Benefits for:**

Employees Covered by the Employee Handbook & Library Manual

Employees represented by: La Crosse Professional Police Non-Supervisory Association  
La Crosse Professional Police Supervisory Association:

- 1) Provide Employees a choice of one of the two plan designs as follows:
  - a) Change in-network deductible from \$275 per person, max of \$825 per family to \$500 per person, max of \$1500 per family. Out of network deductible changes from \$600 per person to \$925 per person.
  - b) Maintain in-network \$275 deductible per person, max of \$825 per family, and add a co-insurance of 95/5, with a cap of \$500 per person, max of \$1000 per family. Maintain out of network \$600 deductible and change out of network co-insurance from 80/20 to 75/25.

## **Modify language in the Medical Benefit Plan Master Plan**

### **Document/Summary Plan Description applicable to:**

Employees Covered by the Employee Handbook & Library Manual

Employees represented by: La Crosse Professional Police Non-Supervisory Association  
La Crosse Professional Police Supervisory Association:  
IAFF Local #127

- 1) Surgery for Morbid Obesity; modify language as attached.
- 2) Eliminate coverage for private duty nursing (page 23 of 2014 Master Plan Document.)  
Delete the following language:  
Private Duty Nursing Services. Private Duty Nursing *Services* of an actively practicing registered nurse (RN) or a licensed practical nurse (LPN) when ordered by a Physician providing such nurse does not ordinarily reside in the *Participant's* home and is not a *member* of his/her immediate family. Note: in-home private duty nursing services are not covered.
  - a. Inpatient Services. Those nursing *services* that the *Plan* determines are of such a nature or degree of complexity or quantity that they could not be or are not usually provided by the regular nursing staff of the *Hospital*.
  - b. Home Services. Those nursing *services* that the *Plan* determines require the skills of an R.N. or L.P.N.
- 3) Urgent Care visit when out of state: Change from an out of network level benefit to in-network level of benefit subject to network deductible, co-insurance (if applicable) and \$75 co-pay.
- 4) Remove \$10 co-pay from Convenience Clinic visits.