

BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION REVISING RATES FOR THE CITY'S SELF-INSURANCE
HEALTH PLANS

WHEREAS, the City Manager has created a Staywell Committee made up of representatives of plan participants for the purpose of advising and making recommendations to the City Manager on plan design and premiums for the Staywell Plan.; and,

WHEREAS, the City Staywell Plan Committee reviewed the current financial status of the Staywell Fund through a series of Staywell Committee meetings; and,

WHEREAS, the City provides approximately eighty percent of the funding for the Stay Well Fund; and,

WHEREAS, the Committee made a recommendation to the City Manager to adjust deductibles, out of pocket maximums and copays for the City's health insurance plans; and,

WHEREAS, the Committee made a recommendation to the City Manager to remove vision coverage from the Staywell Program; and,

WHEREAS, the Committee made a recommendation to the City Manager to adjust the premiums for all plan participants by a total of 8% effective January 1, 2022; and,

WHEREAS, the Committee made a recommendation to the City Manager to add a new High Deductible Plan to the City's Staywell Program to be named Local Plus with deeper discounts for local medical providers; and,

WHEREAS, the City Manager has considered these recommendation and has determined that there are funds available to increase the contribution rates for the City 8% for all members; and,

WHEREAS, in consultation with the City's Consultants, the City Manager has determined that splitting the recommended premium increase between the two plans at 9% for OAP1 and 2% for OAP2 is in the best interest for the long-term viability of the Staywell Plan; and,

WHEREAS, the City Manager has indicated to the Committee that these minor adjustments and rate increase is to allow time for further consideration of a comprehensive review and future recommendations of plan design changes to the City's Staywell Plans to ensure future financial stability of the Plan and City finances in preparation for Open Enrollment in the Fall of 2022;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI, AS FOLLOWS:

SECTION 1. The City Manager is directed to increase the City share by the City and Employee share of contributions by 9% for OAP1 and 2% for OAP2 to be effective January 1, 2022.

SECTION 2. The City Manager is further directed to make the plan design changes as recommended by the Staywell Committee to be effective January 1, 2022.

SECTION 3. The City Manager, with recommendations by the Committee, will present plan design alternatives to the City Council prior to open enrollment, to be effective on January 1, 2023.

PASSED THIS _____ DAY OF _____, 2021, BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI.

Presiding Officer of the City Council
of the City of Independence, Missouri

ATTEST:

City Clerk

APPROVED AS TO FORM AND LEGALITY:

City Counselor

REVIEWED BY:

City Manager