

BILL NO. \_\_\_\_\_

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION AMENDING RESOLUTION NO. 6855 AND REMOVING SECTION 5 FROM THE RESOLUTION.

WHEREAS, Resolution No. 6855 was approved by the City Council on September 6, 2022 authorizing the City Manager to implement recommended changes to the City's self-funded health insurance plan; and,

WHEREAS, Section 5 directs the City Manager to implement changes to the City-sponsored HSA contributions to quarterly rather than annually; and,

WHEREAS, the City Council deems it advisable to make certain changes to Res. No. 6855; and,

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

SECTION 1: The City Manager shall accept and implement the pharmacy benefit renewal made by Cigna that is projected to save the Staywell Fund \$479,000 for plan year 2023 as recommended by the Special Stay Well Sub-Committee on August 31<sup>st</sup>, 2022.

SECTION 2: The City Manager shall implement plan design changes as recommended by the Special Stay Well Sub-Committee on August 31<sup>st</sup>, 2022 as follows:

- OAP 1
  - 15% premium increase
  - Increase the following:
    - Deductible: \$2,500/\$5,500
    - OOP: \$5,500/\$11,000
    - OV Copay: \$45/\$80
    - Urgent Care/ER: \$100 copay/\$300 copay, then deductible then 20%
- OAP 2
  - 10% premium increase
  - Increase the following:
    - Deductible: \$2,000/\$4,000
    - OOP: \$4,000/\$8,000
- Local Plus
  - 8% premium increase
  - Increase the following:
    - Deductible: \$1,750/\$3,500
    - OOP: \$3,500/\$7,000

SECTION 3: The City Manager shall implement the addition of a new "Base Plan" as recommended by the Stay Well Sub-Committee on August 31<sup>st</sup>, 2022 as follows:

- Deductible: \$3,500/\$7,000
- OOP: \$7,000/\$14,000
- QHDHP with no City-sponsored HSA contribution

- “Low-cost” payroll deductions (\$0 for EE only coverage)

SECTION 4: The City Manager shall implement the expansion of a Client Specific Network through Cigna, to include retention of access to Hy-Vee clinics along with expanded access to include the University Health clinic at 606 South Hardy Avenue and virtual urgent care/preventive care through MDLive as recommended by the Stay Well Sub-Committee on August 31<sup>st</sup>, 2022

~~**SECTION 5: The City Manager shall implement changes to City-sponsored HSA contributions to be made quarterly rather than annually as recommended by the Stay Well Sub-Committee on August 31<sup>st</sup>, 2022.**~~

SECTION 65: The City Manager shall take the necessary steps to prohibit the City from sponsoring health benefits for any additional spouses after retirement when a spouse passes away.

SECTION-76: The Stay Well Sub-Committee will reconvene on December 20<sup>th</sup>, 2022, and as needed thereafter, to review the fiscal impact of these changes to the Stay Well Fund. The Sub-Committee will specifically evaluate and deliberate the necessity for contribution changes to be made effective with the 2024 Plan Year.

SECTION 8-7: The Stay Well Committee will, on an ongoing basis, continue to evaluate the status of the Stay Well Fund and make recommendations for plan design changes, deductibles, and OOP changes as required to mitigate increases.

PASSED THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2022, BY THE CITY COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI.

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

ATTEST:

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City Clerk

APPROVED AS TO FORM AND LEGALITY

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City Counselor

REVIEWED BY:

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City Manager

**NOTE: Text being eliminated by this resolution is lined through and bolded, and text being added by this resolution is underlined and bolded.**