

CITY OF EUGENE
EMPLOYEE BENEFITS PLAN

Amendment No. 2018-01

Health Plan Revisions

The City of Eugene Employee Benefits Plan and its component City Health Plan, City Hybrid Plan and City Managed Care Plan (the "Plans") are each amended in the manner prescribed below.

All Plans:

The City's Plans are administered in compliance with the Oregon Mental Health Parity and Addiction Equity Act. Hereinafter, the City's Summary Plan Documents (SPDs) shall be amended as necessary to document compliance.

Effective July 1, 2019, benefits for children's hearing aids shall be covered as outlined in the Plans every 36 months as mandated by Oregon law.

Effective August 1, 2016 for Non-Represented members and September 1, 2016 for AFSCME-Represented members, lab services eligible for coverage as part of preventative care services covered at 100% under the Plans will have a \$0 copay or coinsurance.

The City's Plans have been administered since July 1, 2010 in compliance with the Affordable Care Act as it applies to 100% coverage of preventative drugs outlined in the Act. The City's SPDs will be amended to document compliance.

Amend Grievance and Appeals section to clarify current administration.

The City Managed Care and City Hybrid Plans:

Effective January 1, 2019, the Plans will transition to a Preferred Provider Network, and requirements for designation of a Primary Care Provider (PCP) and specialist referrals from PCPs shall be removed.

Effective January 1, 2019, eligible coverage changes due to marriage or registered domestic partnership will become effective the date of marriage or date of registration of domestic partnership.

The City Health Plan

Effective January 1, 2019, the requirement that foot orthotics are covered only if supplied by a podiatrist shall be removed, and coverage of foot orthotics if custom made or fitted and prescribed by an appropriate medical provider shall be added.

The City Hybrid Plan

The City's Plans are administered in compliance with the Affordable Care Act as they apply to Grandfathered or Non-Grandfathered Plans. The City Hybrid Plan SPD will be amended to clarify that fixed dollar copays that are considered Essential Health Benefits per the Act accumulate toward the Plan's out of pocket maximum for IATSE-Represented members.

All Vision Plans

Effective January 1, 2019, the requirement that a vision prescription change is needed for coverage of hardware and contact lenses shall be removed.

The City's SPDs will be amended to clarify that the exclusion on sunglasses, safety glasses and goggles only applies to non-prescription hardware.

All Dental Plans

The City's benefits are administered in compliance with required coverage for pediatric Essential Dental Benefits. Hereinafter, the City's Summary Plan Documents shall be amended as necessary to document compliance.

The Employee Benefits Plans, and the Benefits Handbooks for each of the Plans, will be revised to reflect the amending clauses set forth above. The revisions will be transcribed in the style and form of the Handbooks, and will be written in a non-legal manner intended to be easily understood by the covered employees. In the event of any ambiguity between the provisions of a Handbook and the provisions of this Amendment, the provisions of this Amendment will govern.

This Amendment 2018-01 and its provisions are approved and accepted.

CITY OF EUGENE

By: _____

Mia Cariaga, Central Services Executive Director

Dated: 12-31-2018, 2018

CITY OF EUGENE
EMPLOYEE BENEFITS PLAN

Amendment No. 2017-01

Dental Plan Revisions

The City of Eugene Employee Benefits Plan and its component City Dental Plan is amended in the manner prescribed below. The purpose of the amendment is to revise the FY17 dental implant benefit plan design in accordance with a Memorandum of Understanding, agreed upon by the City and AFSCME. This Plan change will be retroactive to September 1, 2016 for AFSCME-represented employees, former AFSCME-represented employees and their eligible dependents covered under the Plans and will extend until July 1, 2020.

Deleted plan language is ~~struck out~~; new language is **bold and double underlined**.


Dental Plan benefits are amended as follows:

BENEFIT	
Dental Implants	<p>AFSCME-represented, IAFF BC and Non-Represented: 50% after deductible. Implant placement and removal once per lifetime per tooth space.</p> <p><u>AFSCME-represented: 50% after deductible, not subject to the annual benefit maximum. Implant placement and removal once per lifetime per tooth space.</u></p> <p><u>Effective July 1, 2020: 50% after deductible, subject to the annual benefit maximum. Implant placement and removal once per lifetime per tooth space.</u></p> <p>Others: Not covered</p>

The Employee Benefits Plans, and the Benefits Handbooks for each of the Plans, will be revised to reflect the amending clauses set forth above. The revisions will be transcribed in the style and form of the Handbooks, and will be written in a non-legal manner intended to be easily understood by the covered employees. In the event of any ambiguity between the provisions of a Handbook and the provisions of this Amendment, the provisions of this Amendment will govern.

This Amendment 2017-01 and its provisions are approved and accepted.

CITY OF EUGENE

By: 
 Jon R. Ruiz
 City Manager



Dated: 4/27, 2017

CITY OF EUGENE
EMPLOYEE BENEFITS PLAN

Amendment No. 2016-03

Health Plan Revisions

The City of Eugene Employee Benefits Plan and its component City Health Plan, the City Managed Care Plan, and the City Hybrid Plan (the "Plans") are each amended in the manner prescribed below. The purpose of the amendment is to implement FY17 medical, dental and vision plan design changes negotiated by the AFSCME-represented employee group. These Plan changes will be implemented effective September 1, 2016 for AFSCME-represented employees and former AFSCME-represented employees and their eligible dependents covered under the Plans.

Deleted plan language is ~~struck out~~; new language is **bold and double underlined**.

City Hybrid Plan is amended as follows: Eligibility for enrollment in the City Hybrid Plan is amended to include AFSCME-represented employees, former AFSCME-represented employees and their eligible dependents. Benefits for this group will be the same as those provided to Non-represented employees covered under the **City Hybrid Plan**.

City Managed Care Plan benefits are amended as follows:

<u>Preventative Services</u>			
<i>IATSE-Represented employees have certain women's preventative care services covered with no co-pay as outlined by the Affordable Care Act as it applies to Non-Grandfathered plans. Please contact PacificSource for details.</i>			
Routine Physical Exams	\$15 per visit –EPEA \$20 per visit –AFSCME No co-pay – <u>AFSCME</u> , IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC	100%	50%
Annual Gynecological Exams	\$15 per visit –EPEA \$20 per visit –AFSCME No co-pay – <u>AFSCME</u> , IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%
Routine Mammograms	No co-pay	100%	50%
Cancer Screenings - including Colorectal and Prostate screening (subject to exam frequency limits)	\$15 per visit –EPEA \$20 per visit –AFSCME No co-pay – <u>AFSCME</u> , IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC	100%	50%
Immunizations	No co-pay	100%	50%
Hearing/Eye Exams - Children (1 exam every 24 months for children through age 18)	\$15 per visit –EPEA \$20 per visit – AFSCME No co-pay - IATSE \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%
Well-Baby Care	\$15 per visit –EPEA \$20 per visit –AFSCME No co-pay – <u>AFSCME</u> , IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC	100%	50%

City Health Plan benefits are amended as follows:

BENEFIT	PREFERRED PROVIDER	NON-PREFERRED PROVIDER
Preventative and Well Care Services		
Physical Exams - age two and over, (subject to exam frequency limits.)	80% no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible	50% no deductible
Gynecological Exams (subject to exam frequency limits)	80%, no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible	50%, no deductible
Mammogram (subject to schedule of eligibility)	80%, no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible	50%, no deductible
Cancer Screenings Including Colonoscopy, Colorectal and Prostate screening (subject to schedule of eligibility)	80%, no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible	50%, no deductible
Immunizations	Adults and children age two and over: 80%, no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible Children under age two: Covered only under Well Baby/Child Care	Adults and children age two and over: 50%, no deductible Children under age two: Covered only under Well Baby/Child Care
Well Baby/Child Care From birth to age 12 months	80%, no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible	50%, no deductible
13 months to age 24 months up to a maximum of two visits	80%, no deductible <u>AFSCME</u> , Non-Represented – No co-insurance or deductible	50%, no deductible
Emergency and Urgent Care		
Ambulance (PacificSource contracts with the Life Flight Network for air ambulance services.)	80% after deductible for medically necessary ambulance transportation for service to and from the nearest hospital that can give necessary care and treatment. (Covered at 100% with no deductible for <u>AFSCME</u> , EPEA- and IAFF-Represented employees.)	

Vision Plan benefits are amended as follows:

BENEFIT - Adults	AFSCME and IAFF BC	<u>AFSCME</u> and Non-Represented
Eye Exams (once every 12 months)	80%	80%
Prescription frames, lenses and/or contacts (once every 24 months)	\$150 maximum	\$300 maximum

Dental Plan benefits are amended as follows:

BENEFIT	
Maximum Dental Benefit*	<p>AFSCME-Represented: \$250 per person for expenses incurred first calendar year of eligibility; \$1,500 \$1,600 per person each calendar year thereafter</p> <p>IATSE-Represented: \$250 per person for expenses incurred first calendar year of eligibility; \$1,250 per person each calendar year thereafter</p> <p>EPEA- and IAFF-Represented: \$300 per person for expenses incurred first calendar year of eligibility; \$1,300 per person each calendar year thereafter</p> <p>IAFF BC and Non-Represented: \$1,500 per person each calendar year</p> <p>*Essential dental benefits for members under the age of 16 will not be subject to the annual dental maximum. See the Dental Plan Coverage section of this handbook for details.</p>
Dental Implants	<p>AFSCME-represented, IAFF BC and Non-Represented: 50% after deductible. Implant placement and removal once per lifetime per tooth space.</p> <p>Others: Not covered</p>

The Employee Benefits Plans, and the Benefits Handbooks for each of the Plans, will be revised to reflect the amending clauses set forth above. The revisions will be transcribed in the style and form of the Handbooks, and will be written in a non-legal manner intended to be easily understood by the covered employees. In the event of any ambiguity between the provisions of a Handbook and the provisions of this Amendment, the provisions of this Amendment will govern.

This Amendment 2016-03 and its provisions are approved and accepted.

CITY OF EUGENE

By: _____

Jon R. Ruiz
City Manager

Dated: 8/16, 2016

CITY OF EUGENE
EMPLOYEE BENEFITS PLAN

Amendment No. 2016-02

Health Plan Revisions

The City of Eugene Employee Benefits Plan and its component City Health Plan, the City Managed Care Plan, and the City Hybrid Plan (the "Plans") are each amended in the manner prescribed below. The purpose of the amendment is to implement FY17 health plan design changes for the non-represented employee group, including former non-represented employees and their dependents covered under the Plans. These Plan changes will be implemented effective August 1, 2016.

Deleted plan language is struck-out; new language is **bold and double underlined**.

For the **City Health Plan** the preventative services benefits are amended as follows:

BENEFIT	PREFERRED PROVIDER	NON-PREFERRED PROVIDER
Preventative and Well Care Services		
Physical Exams - age two and over, (subject to exam frequency limits.)	80% no deductible <u>Non-Represented - No co-insurance or deductible</u>	50% no deductible
Gynecological Exams (subject to exam frequency limits)	80%, no deductible <u>Non-Represented - No co-insurance or deductible</u>	50%, no deductible
Mammogram (subject to schedule of eligibility)	80%, no deductible <u>Non-Represented - No co-insurance or deductible</u>	50%, no deductible
Cancer Screenings Including Colonoscopy, Colorectal and Prostate screening (subject to schedule of eligibility)	80%, no deductible <u>Non-Represented - No co-insurance or deductible</u>	50%, no deductible
Immunizations	Adults and children age two and over: 80%, no deductible <u>Non-Represented - No co-insurance or deductible</u> Children under age two: Covered only under Well Baby/Child Care	Adults and children age two and over: 50%, no deductible Children under age two: Covered only under Well Baby/Child Care
Well Baby/Child Care From birth to age 12 months	80%, no deductible <u>Non-Represented - No co-insurance or deductible</u>	50%, no deductible
13 months to age 24 months up to a maximum of two visits	80%, no deductible <u>Non-Represented - No co-insurance or deductible</u>	50%, no deductible

For the City Managed Care Plan the preventative services benefits are amended as follows:

Preventative Services <i>IATSE-Represented employees have certain women's preventative care services covered with no co-pay as outlined by the Affordable Care Act as it applies to Non-Grandfathered plans. Please contact PacificSource for details.</i>			
Routine Physical Exams	\$15 per visit –EPEA \$20 per visit – AFSCME No co-pay – IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%
Annual Gynecological Exams	\$15 per visit –EPEA \$20 per visit – AFSCME No co-pay – IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%
Routine Mammograms	No co-pay	100%	50%
Cancer Screenings - including Colorectal and Prostate screening (subject to exam frequency limits)	\$15 per visit –EPEA \$20 per visit – AFSCME No co-pay – IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%
Immunizations	No co-pay	100%	50%
Hearing/Eye Exams - Children (1 exam every 24 months for children through age 18)	\$15 per visit –EPEA \$20 per visit – AFSCME No co-pay - IATSE \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%
Well-Baby Care	\$15 per visit –EPEA \$20 per visit – AFSCME No co-pay – IATSE and Non-Represented \$15 per visit – IAFF, IAFF-BC and Non-Represented	100%	50%

For the City Hybrid Plan the preventative services benefits are amended as follows:


Preventative Services <i>Note: IATSE-Represented employees have certain women's preventative care services covered with no co-pay as outlined by the Affordable Care Act as it applies to non-grandfathered health plans. Please contact PacificSource for details.</i>			
Routine Physical Exams	No co-pay – IATSE-Represented and \$15 per visit – Non-Represented	100%	50%
Annual Gynecological Exams	No co-pay – IATSE-Represented and \$15 per visit – Non-Represented	100%	50%
Routine Mammograms	No co-pay	100%	50%
Cancer Screenings - including Colorectal and Prostate screening (subject to exam frequency limits)	No co-pay – IATSE-Represented \$15 per visit – and Non-Represented	100%	50%
Immunizations	No co-pay	100%	50%

Hearing/Eye Exams - Children (1 exam every 24 months for children through age 18)	No co-pay – IATSE-Represented \$15 per visit – Non-Represented	100%	50%
Well-Baby Care	No co-pay – IATSE-Represented \$15 per visit – <u>and</u> Non- Represented	100%	50%

The Employee Benefits Plans, and the Benefits Handbooks for each of the Plans, will be revised to reflect the amending clauses set forth above. The revisions will be transcribed in the style and form of the Handbooks, and will be written in a non-legal manner intended to be easily understood by the covered employees. In the event of any ambiguity between the provisions of a Handbook and the provisions of this Amendment, the provisions of this Amendment will govern.

This Amendment 2016-02 and its provisions are approved and accepted.

CITY OF EUGENE

By: 
 Jon R. Ruiz
 City Manager



Dated: 7/2, 2016