CITY OF EUGENE

EMPLOYEE BENEFITS PLAN

Amendment No. 2020-01

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:

Effective 3/5/20, a temporary waiver of copays, coinsurance and deductibles will apply under the Plans for Coronavirus (COVID-19) testing and diagnosis related visits for covered members. This waiver will remain in place until further notification from the City of Eugene.

The temporary cost-share waiver will apply to:

a) Diagnostic tests to detect the virus that are approved or authorized by the FDA, including the administration of such tests; and

b) Items and services furnished to individuals during provider office visits (whether in-person or via telehealth), urgent care visits, and emergency room visits that result in an order for, or the administration of, the test described above, but only to the extent such items or services relate to the furnishing or administration of the test or the evaluation of whether the person needs the test.

The City of Eugene will have the final determination in ending this temporary waiver and will review relevant guidance from health experts, as well as Federal and State guidelines, in making that decision. Upon ending the temporary waiver, the above services will be subject to the cost share provisions outlined in the member's plan design.

City Managed Care and City Hybrid Health Plans:

Effective 3/1/20, the City of Eugene will implement a pilot program to offer coverage under the Plans for telehealth medical and behavioral health consults provided through PacificSource's telehealth partner, Teladoc. Teladoc consults will be covered in full after a $10 copay.

Effective 3/1/20, in response to the COVID-19 outbreak, the City of Eugene will implement a temporary waiver of member cost-share for Teladoc Services. This waiver will remain in place until further notification from the City of Eugene. The City of Eugene will have the final determination in ending this temporary waiver and will review relevant guidance from health experts, as well as Federal and State guidelines, in making that decision. Upon ending the temporary waiver, Teladoc service will be subject to the cost share provisions outlined in the member's plan design.

City Health Plan:

Effective 3/1/20, the City of Eugene will implement a pilot program to offer coverage under the Plans for telehealth medical and behavioral health consults provided through PacificSource's telehealth partner, Teladoc. Teladoc consults will be covered at 90% after deductible.

Effective 3/1/20, in response to the COVID-19 outbreak, the City of Eugene will implement a temporary waiver of member cost share for Teladoc Services. This waiver will remain in place until further notification from the City of Eugene. The City of Eugene will have the final determination in

ending this temporary waiver and will review relevant guidance from health experts, as well as Federal and State guidelines, in making that decision. Upon ending the temporary waiver, Teladoc service will be subject to the cost share provisions outlined in the member's plan design.

This Amendment 2020-01 and its provisions are approved and accepted.

CITY OF EUGENE

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By: _____
Mia Cariaga, Central Services Executive Director

Dated: March 20, 2020

CITY OF EUGENE

EMPLOYEE BENEFITS PLAN

Amendment No. 2019-02

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.

City Hybrid Health Plan:

The Plan has been administered since inception to accumulate medical copays and coinsurance toward the medical out of pocket maximum for all members on the City Hybrid Plan. Effective September 1, 2019, the SPDs will be amended to document the administration.

All Plans:

The Plans have been administered since July 1, 2010 to not require a referral for services received by a Licensed Clinical Social Worker. Effective September 1, 2019, the SPDs will be amended to document the administration.

All Dental Plans:

Effective July 1, 2019, the dental plans will be amended as follows:

- Composite restoration on posterior teeth will be covered as basic treatment.
- Space maintainers for missing primary teeth will only be covered for members under age 14.

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 2019-02 and its provisions are approved and accepted.

CITY OF EUGENE

By: _____, AIC
Mia Cariaga, Central Services Executive Director

Dated: 8/21/2019, 2019

CITY OF EUGENE

EMPLOYEE BENEFITS PLAN

Amendment No. 2019-01

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 Plans have been administered since July 1, 2010 to accumulate mail-order prescription out of pocket costs toward the prescription out of pocket maximum for all members on the City Managed Care and City Hybrid Plans and for Non-Represented members on the City Health Plan. Effective March 1, 2019, the SPDs will be amended to document the administration and to add the benefit for all members on the City Health Plan.

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 2019-01 and its provisions are approved and accepted.

CITY OF EUGENE

RBI By: _____

Mia Cariaga, Central Services Executive Director

Dated: 6-24, 2019