

RESOLUTION NO 1285

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE SELF-INSURED EMPLOYEE HEALTH BENEFITS PLAN TO ADD A HEALTH PROMOTION PROGRAM WITH ADDITIONAL PREVENTIVE BENEFITS FOR PARTICIPANTS

WHEREAS, the City Council desires that the City of Redmond maintain a self-insured employee healthcare program that is fiscally sound and legally compliant, and

WHEREAS, the City Council recognizes that, over time, employee health and management of chronic disease impacts overall costs of the medical program, and

WHEREAS, A Health Promotion program assists employees and their eligible spouses and domestic partners with management of chronic diseases which may result in long term savings for the RedMed Plan as well as improved health for enrollees, and

WHEREAS, City of Redmond Personnel Manual, Section 1 40, requires Council approval of changes in the medical plan that increase benefits to employees

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO RESOLVE AS FOLLOWS

Section 1 Adoption of Changes The Self-Insured Employee Health Benefits Plan adopted by Resolution 913 and referenced in Section 6 40 of the City of Redmond Personnel Manual is hereby amended to include those benefit changes set forth in Exhibit 1

to this Resolution and incorporated herein by this reference as if set forth in full

Section 2 Implementation The Mayor is authorized and directed to implement the changes adopted in Section 1

Section 3 Effective Date of Benefit Changes The effective date of benefits adopted by this resolution shall be January 1, 2009

Section 4 Conflicts -- Severability If any provision of this resolution conflicts with any provision of the City of Redmond Personnel Manual or any other resolution or policy of the City of Redmond, the provisions of this resolution shall govern. If any section, sentence, clause or phrase of this resolution should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this resolution.

Section 5 Effective Date This resolution shall take effect upon adoption of the Redmond City Council

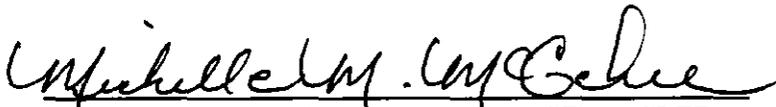
ADOPTED by the Redmond City Council this 16th day of
December, 2008

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

ATTEST



MICHELLE M MCGEHEE, CMC, CITY CLERK

(SFAL)

FILED WITH THE CITY CLERK	December 10, 2008
PASSED BY THE CITY COUNCIL	December 16, 2008
SIGNED BY THE MAYOR	December 16, 2008
EFFECTIVE DATE	December 16, 2008
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Exhibit 1

PREVENTIVE CARE

This benefit covers routine physician services and related diagnostic tests that are regularly performed without the presence of symptoms. Services are payable as shown in the Schedule of Benefits and include, but are not limited to:

- Routine physical exams.
- Pediatric exams.
- Routine gynecological exams.
- Routine immunizations and vaccinations.
- Lab and x-rays associated with the office visit.
- Routine pap smears.
- Routine mammograms.
- Electrocardiograms.

Eye exams and hearing exams are not covered under this benefit.

Health Promotion Program/Enhanced Preventive Care Benefit

The City offers a Health Promotion Program; a set of programs and resources for eligible employees, and covered spouses and domestic partners to help identify and manage chronic diseases, and the risk factors that may lead to these diseases. The goal of the Health Promotion program is to promote a healthy workforce.

The program includes:

- Health Risk Assessment (HRA) for employees, and covered spouses and domestic partners.
- Nurse Coaching for certain high or medium risk individuals with chronic diseases including diabetes, coronary artery disease, chronic heart failure, chronic obstructive pulmonary disease and hypertension.
- Access to wellness website and 24/7 Nurse Care Line.
- Disease specific mailings for individuals with chronic diseases.
- "Tomorrow's Child Maternity Newborn" program.

Employees and spouses who complete a Health Risk Assessment each November, through the Health Promotion Program, will be eligible for enhanced preventive care benefits for the following calendar year.

The enhanced preventive care benefit provides preventive colonoscopies, mammograms, and prostate exams, covered at 100% with the deductible waived. These services will not be applied towards the annual Preventive Care maximum, as outlined in the Schedule of Benefits.

This benefit does not apply to Police and Police Support employees, or to individuals who do not complete the Health Risk Assessment each November.