

2019 Plan Document Change Recommendations Summary

| Plan Document Page | Heading/Topic | Current 2018 Language/Policy | Recommendation for 2019 Language/Policy | Reason for Change | Category |
|--------------------|---|--|---|--|------------------------------|
| 8, 9, 126 | Quick Reference Chart and Later Sections/Chapters - Group Term Life, AD&D, BTA, STD, LTD (Sworn and Elected) | Reliance Standard Life Insurance Company, The Hartford | Updates for insurance carrier names, services and contact information for welfare benefit plan changes (MetLife, Unum, Cigna - LINA), as may apply, following RFP procurement process awards | RFP Procurement Awards: add MetLife, Unum and Cigna - LINA for Group Term Life and AD&D, STD and LTD and BTA/Commuter Insurance policies; remove RSLI and The Hartford information | Language Updates |
| 4, 75 | Quick Reference Chart - EAP Program and EAP Section Description | 8 visits per person, per problem, per year (at no cost to member) and 12 visits per police officer/firefighter traumatic event in line of duty | Additional language to accommodate up to 36 counseling visits for police officer and firefighters who need care following a traumatic event in the line of duty (at no cost to member) | AZ HB 2502 compliance | State Compliance Requirement |
| 122 - 124 | Flexible Spending Account FSA - Health | Annual rollover maximum of \$500 without restriction | Require active plan enrollment in order to be eligible for rollover funds from the preceding calendar year | Non-enrolled FSA plan members who receive rollover \$ from the previous calendar year, create "orphan" accounts for which administrative fees (City paid) are ongoing but very little member awareness, utilization or benefit; creates efficiencies and administrative fee cost containment if "orphan" accounts are eliminated | Cost Containment |
| 31 | Schedule of Medical Benefits - Basic and Choice Plans - Medical Out-of-Pocket Maximums (MOOP) | Basic Medical Plan: \$4,650/\$9,300 MOOP; Choice Medical Plan: \$2,600/\$5,200 | Basic Medical Plan: \$4,000/\$8,000 single and family MOOP for medical and behavioral health services; Choice Medical Plan: \$2,000/\$4,000 single and family MOOP for medical and behavioral health services (no change prescription drug MOOP's on either plan) | Modest reductions in maximum out-of-pocket expenses for in-network deductibles, coinsurance and copays; encourages and rewards in-network medical utilization; improves competitive position of plan value | Enhancement |
| 78 | Schedule of Dental Benefits - Annual Maximums Payable for Dental Services | Preventive Dental Plan - \$700; Dental Choice Plan - \$1,700; Dental Choice Plus Plan - \$2,000 | Preventive Dental Plan - \$1,000; Dental Choice Plan - \$2,000; Dental Choice Plus Plan - \$2,300 | Increase competitive plan value and member satisfaction; reduce the effect of dental price inflation on out-of-pocket costs for members | Enhancement |
| 122 | Flexible Spending Account FSA - Health | Annual maximum election: \$2,600 | Annual maximum election: \$2,650 | Align with most recent IRS maximums to provide enhanced member benefit and potential FICA cost savings for the City | Enhancement |
| 83 | Schedule of Vision Benefits | \$130 in-network standard frame allowance; \$150 in-network featured frame allowance; \$70 Costco frame allowance; standard progressive lenses covered with a range of copays up to \$55 | \$150 in-network standard frame allowance; \$170 in-network featured frame allowance; \$80 Costco frame allowance; standard progressive lenses covered with \$10 copay | Enhanced vendor generated frame and lenses benefit on fully insured benefit program with vendor renewal process/no change in premium rates | Enhancement |
| 126 | Supplemental Life Insurance Section | Employee Guaranteed Issue (GI) for Supplemental Group Term Life Insurance: \$100,000 | Employee Guaranteed Issue increased to \$150,000 (without evidence of insurability and modified one-time "open enrollment" for all current employees as of 1/1/19) | Enhancement opportunity with RFP procurement process that provides more financial security for employees and beneficiaries in the event of employee death | Enhancement |
| 8, 126, 127 | Quick Reference Chart and Supplemental Life and AD&D Insurance Section | Supplemental AD&D insurance not available | Auto enroll Supplemental AD&D coverage amounts equal to elected Supplemental Life Insurance coverage amounts for employees, spouses and children | Enhancement opportunity following RFP procurement process; provides twice the financial security for employees and beneficiaries in the event of accidental death of covered employee, spouse or children at very competitive premium rate | Enhancement |