

# Memorandum



CITY OF DALLAS

DATE November 29, 2017

Honorable Members of the Government Performance & Financial Management  
TO Committee: Jennifer S. Gates (Chair), Scott Griggs (Vice Chair), Sandy Greyson,  
Lee M. Kleinman, Philip T. Kingston, Tennell Atkins, Kevin Felder

SUBJECT **2018 Health Plan Changes**

On September 5, 2017, the Committee was briefed on the City's health plan and the plan design changes proposed for 2018. The December 13, 2017 Council Agenda includes an item to approve the Health Benefit Master Plan and Plan changes that were outlined during the briefing. This item requests that City Council approve the following:

1. The Master Plan Documents for the Employee and Retiree Health Benefit Plans.
2. Health coverage changes and premium rate changes.

## **Master Plan Document Agenda Item**

The Master Plan Document governs the administration of the health plan. The document is comprised of eligibility requirements, summary plan descriptions, and the individual policies for the fully-insured plans.

**The health plan, flexible spending, and COBRA will continue to be managed by Cigna. The health plan changes are as follows:**

- A revised wellness program will be effective January 1, 2018
- Free diabetes management program
- Addition of a telemedicine service for a \$40 copay
- Addition of Airrosti pain management treatment program

**CVS/Caremark will continue to administer the pharmacy program. Pharmacy plan changes are as follows:**

- Diabetes and hypertension drugs in certain classes will have a \$0 copay
- Generic medication incentive program.
  - ❖ Before meeting the deductible, employees will pay no more than \$25 for generic medication on the approved list that are priced at \$100 or less.
  - ❖ Employees will pay \$40 for generic medications on the approved list that are priced at \$100.01 or more.

## Health Plan Premium Changes

- \$50 bi-monthly premium decrease for 75/25 HRA family coverage
- \$25 monthly premium increase for Retiree Only and Retiree + Child(ren) plans
- \$50 monthly premium increase for Retiree + Spouse and Retiree + Family plans

## Davis Vision will continue to administer the vision plan.

- No premium changes

## MetLife will continue to administer the dental plans.

- No premium changes

If you have any questions, please feel free to contact me.

*Molly Carroll*

Molly Carroll  
Human Resources Director

c: Honorable Mayor and Members of the City Council  
T.C. Broadnax, City Manager  
Larry Casto, City Attorney  
Craig D. Kinton, City Auditor  
Billerae Johnson, City Secretary (Interim)  
Daniel F. Solis, Administrative Judge  
Kimberly Bizer Tolbert, Chief of Staff to the City Manager  
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager  
Joey Zapata, Assistant City Manager  
Jo M. (Jody) Puckett, Assistant City Manager (Interim)  
M. Elizabeth Reich, Chief Financial Officer  
Nadia Chandler Hardy, Chief of Community Services  
Raquel Favela, Chief of Economic Development & Neighborhood Services  
Theresa O'Donnell, Chief of Resilience  
Directors and Assistant Directors