

CITY COUNCIL AGENDA ITEM COVER MEMO

Agenda Item Number: _____

Meeting Type: Regular

Meeting Date: Jul 23, 2015

Action Requested By: Human Resources

Agenda Type: Resolution

Subject Matter:

Blue Cross and Blue Shield of Alabama Enrollment Agreement Benefit Changes

Exact Wording for the Agenda:

Resolution authorizing the Mayor to execute Enrollment Agreement Benefit Changes for the purpose of amending eligibility criteria on the City's Group Health Plans.

Note: If amendment, Please state title and number of the original

Item to be considered for: Action

Unanimous Consent Required: _____

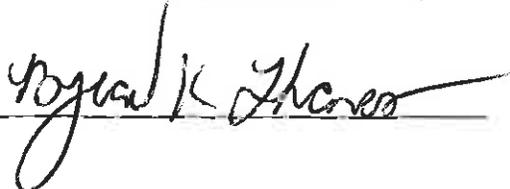
Briefly state why the action is required; why it is recommended; what council action will provide, allow and accomplish and; any other information that might be helpful.

This document is required to amend the enrollment eligibility criteria for the City's group health plans in accordance with the U.S. Supreme Court's June 26, 2015 opinion regarding the recognition of same-sex marriages.

Associated Cost: _____

Budgeted Item: Not Applicable

MAYOR RECOMMENDS OR CONCURS: _____

Department Head: 

Date: 7/17/15

ROUTING SLIP CONTRACTS AND AGREEMENTS

Originating Department: Human Resources Council Meeting Date: 7/23/2015

Department Contact: Cindy Lehman Phone # 256-427-5244

Contract or Agreement: Agreement

Document Name: Enrollment Agreement Benefit Changes

City Obligation Amount:

Total Project Budget:

Uncommitted Account Balance:

Account Number:

Procurement Agreements

<u>Select...</u>	<u>Select...</u>
------------------	------------------

Grant-Funded Agreements

<u>Select...</u>	Grant Name: <input style="width: 90%;" type="text"/>
------------------	--

Department	Signature	Date
1) Originating	<i>Cindy Lehman</i>	7/17/15
2) Legal	<i>Debra C. Carter</i>	7/17/15
3) Finance	<i>BJC</i>	7/17
4) Originating		
5) Copy Distribution		
a. Mayor's office (1 copies)		
b. Clerk-Treasurer (Original & 2 copies)		

RESOLUTION NO. 15-_____

WHEREAS, on June 26, 2015, the United States Supreme Court issued the *Obergefell v. Hodges* opinion, which requires all states to issue marriage licenses for same-sex couples and to recognize same-sex marriages performed in other states; and

WHEREAS, the City of Huntsville's group health plan administered by Blue Cross and Blue Shield of Alabama currently allows only opposite-sex spouses and dependents from opposite-sex marriages to be enrolled as a dependents; and

WHEREAS, in order to comply with the law established by the *Obergefell* decision, the City must amend its group health plan to allow same-sex spouses and dependents from same-sex marriages to be enrolled in the group health plan; and

WHEREAS, the City must have a special enrollment period to allow employees affected by the policy change to make changes to their individual policies;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Huntsville, Alabama, that the Mayor be, and he is hereby authorized to enter into a modification of the City of Huntsville's agreement with Blue Cross and Blue Shield of Alabama, as adopted and approved by Resolution No. 14-484 on October 9, 2014, on behalf of the City of Huntsville, a municipal corporation in the State of Alabama, which said modification to agreement is substantially in words and figures similar to that certain document attached hereto and identified as "Enrollment Agreement Benefit Changes," consisting of two (2) pages, and the date of July 23, 2015 appearing on the margin of the first page, together with the signature of the President or President Pro Tem of the City Council, an executed copy of said document being permanently kept on file in the Office of the City Clerk-Treasurer of the City of Huntsville, Alabama; and

BE IT FURTHER RESOLVED that the City of Huntsville Director of Human Resources is authorized and directed to distribute that certain document attached hereto and identified as "Special Enrollment Opportunities for Same-Sex Spouses," to current eligible employees and is further authorized and directed to distribute that certain document attached hereto and identified as "Special Enrollment Opportunities for Same-Sex Spouses-Retiree Plan" to retired employees enrolled in the group health plan.

ADOPTED this the 23rd day of July, 2015.

President of the City Council of the
City of Huntsville, Alabama

APPROVED this the 23rd day of July, 2015.

Mayor of the City of
Huntsville, Alabama



BlueCross BlueShield of Alabama

An Independent Licensee of the Blue Cross and Blue Shield Association

Enrollment Agreement Benefit Changes

The City Of Huntsville

Group Name: The City Of Huntsville

Group Number: 02576,29092

Corporate Code: 290920001

Effective Date: June 26, 2015

Financial: Self Funded

Divisions: All

Renewal: No

Scope:

The changes described herein will be made to your current Health plan and apply to the following provision(s): Eligibility.

PHYSICAL ADDRESS

Address 1: 308 Fountain Cir Sw
Address 2:
County: Madison
County Code:

City: Huntsville
State: AL
Zip: 35801-4240

BILLING ADDRESS

Address 1: 308 Fountain Cir Sw
Address 2: Po Box 308
County:

City: Huntsville
State: AL
Zip: 35801-4240

GROUP CONTACTS

	Sal.	Name	Title	Telephone
Billing:	Ms	Cynthia Lehman	Benefits And Safety Coor	(256) 427-5244
Benefits:	Ms	Cynthia Lehman	Benefits And Safety Coor	(256) 427-5244
Decision:	Mr	Byron Thomas	Director Of HR	(256) 427-5240

ACCOUNT EXECUTIVE INFORMATION

	Name	Telephone
Primary AE:	James Watkins	256-726-9101
Secondary AE:	Chris Sullivan	205-220-7493
Coordinator:	Becky McCartha	205-220-7954

President of the City Council of the
City of Huntsville, Alabama
Date: _____

SPECIAL INSTRUCTIONS

Retroactive to June 26, 2015:

The City of Huntsville recognizes same sex spouses as eligible dependents for health coverage.

Customer Signature

Mayor, City of Huntsville
Title

Date

Mike Watkins / R McCartha
Blue Cross and Blue Shield of Alabama
Account Executive

AE
Title

2-10-2015
Date

Special Enrollment Opportunities for Same-Sex Spouses

The City of Huntsville has amended the enrollment eligibility criteria for the group benefits plans to comply with the U.S. Supreme Court's June 26, 2015 opinion in *Obergefell v. Hodges* regarding the legality of same-sex marriages. The following information addresses the enrollment opportunities in the City of Huntsville group benefits plans for same-sex spouses and their dependents. These special enrollment opportunities are available through August 31, 2015 and are unique to the issuance of the *Obergefell* opinion; however, the standard existing enrollment processes and procedures will remain effective after this special enrollment period with the eligibility criteria modified to include same-sex spouses.

City of Huntsville Active and COBRA participants

Employees enrolled in or eligible to enroll in the City of Huntsville group benefits plans who are or become legally married during the special enrollment period to a member of the same-sex under the laws of State of Alabama or another State in the USA will have an opportunity to make enrollment changes triggered by the recognition of the marital status including enrollment of themselves and/or their same-sex spouse, and their newly eligible dependents acquired as a result of the same-sex marriage. Any such plan changes shall be made as follows:

- For legal marriages that have taken place or that take place on or before July 24, 2015, if the City of Huntsville receives on or before July 31, 2015 your enrollment request to enroll and/or add a same-sex spouse or newly eligible dependents, then the employee may choose an effective date of coverage of either June 26, July 1, 2015 or August 1, 2015, provided the date chosen is on or subsequent to the date of the marriage. If the City receives, during the month of August 2015, your enrollment request to enroll and/or add a same-sex spouse or newly eligible dependents, then the employee may choose an effective date of coverage of either August 1, 2015 or September 1, 2015, provided the date chosen is on or subsequent to the date of the marriage.
- For legal marriages taking place after July 24, 2015, the employee may enroll and/or add a same-sex spouse or newly eligible dependents on or before the later of August 31, 2015 or (ii) the last day of the 30-day period beginning on the date of the marriage.

NOTE TO ACTIVE AND COBRA PARTICIPANTS: To make plan changes as indicated above, employees and COBRA participants of the City of Huntsville group benefits plans should contact the Insurance and Benefits Office of the City of Huntsville.

ANNUAL OPEN ENROLLMENT FOR THE CITY OF HUNTSVILLE GROUP HEALTH PLAN FOR THE PLAN YEAR BEGINNING JANUARY 1, 2016: All eligible employees of the City of Huntsville have an opportunity to enroll in the City of Huntsville group benefits plans, add dependents, including their same-sex spouse, and change plan options during the annual Open Enrollment period beginning October 19, 2015 through November 2, 2015.

SPECIAL ENROLLMENT EVENTS: The City of Huntsville will use existing special enrollment processes and procedures as defined in the individual group benefit plan documents when adding newly eligible dependents to coverage due to a special enrollment event. All applications to add a same-sex spouse or newly eligible dependents due to a legal marriage must be accompanied with documents verifying eligibility.

Special Enrollment Opportunities for Same-Sex Spouses – Retiree Plan

The City of Huntsville has amended the enrollment eligibility criteria for the group benefits plans to comply with the U.S. Supreme Court's June 26, 2015 opinion in *Obergefell v. Hodges* regarding the legality of same-sex marriages. The following information addresses the special enrollment opportunities in the City of Huntsville group benefits plans for same-sex spouses and their dependents of participating Retirees. These special enrollment opportunities are available through August 31, 2015 and are unique to the issuance of the *Obergefell* opinion. This enrollment opportunity is only applicable for same-sex spouses and their dependents of participating Retirees and will expire on August 31, 2015.

City of Huntsville Retiree participants

Retirees enrolled in the City of Huntsville group benefits plans who are or become legally married during the special enrollment period to a member of the same-sex under the laws of State of Alabama or another State in the USA will have an opportunity to make enrollment changes triggered by the recognition of the marital status including enrollment of themselves and/or their same-sex spouse, and their newly eligible dependents acquired as a result of the same-sex marriage. Any such plan changes shall be made as follows:

- For legal marriages that have taken place or that take place on or before July 24, 2015, if the City of Huntsville receives on or before July 31, 2015 your enrollment request to enroll and/or add a same-sex spouse or newly eligible dependents, then the retiree may choose an effective date of coverage of either June 26, July 1, 2015 or August 1, 2015, provided the date chosen is on or subsequent to the date of the marriage. If the City receives, during the month of August 2015, your enrollment request to enroll and/or add a same-sex spouse or newly eligible dependents, then the retiree may choose an effective date of coverage of either August 1, 2015 or September 1, 2015, provided the date chosen is on or subsequent to the date of the marriage.
- For legal marriages taking place after July 24, 2015, the retiree may enroll and/or add a same-sex spouse or newly eligible dependents on or before the later of August 31, 2015 or (ii) the last day of the 30-day period beginning on the date of the marriage.

NOTE TO RETIREE PARTICIPANTS: To make plan changes as indicated above, Retiree participants of the City of Huntsville group benefits plans should contact the Insurance and Benefits Office of the City of Huntsville at 256-427-5240 or e-mail to HR-Benefits@huntsvilleal.gov.

SPECIAL ENROLLMENT EVENTS: The City of Huntsville will use existing special enrollment processes and procedures as defined in the individual group benefit plan documents when adding newly eligible dependents to coverage due to a special enrollment event. All applications to add a same-sex spouse or newly eligible dependents due to a legal marriage must be accompanied with documents verifying eligibility.