

**RESOLUTION 22-92**

**A RESOLUTION TO ADOPT INSURANCE CONTRIBUTION AND REIMBURSEMENT  
POLICY FOR 2022-2023**

**WHEREAS**, the Spring Hill Board of Mayor and Aldermen provides health insurance benefits to employees and their families; and

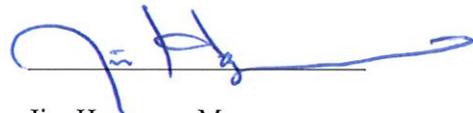
**WHEREAS**, due to the recent change to the State of Tennessee Local Government Health Insurance Plan, the City of Spring Hill Board of Mayor and Alderman desires minimize the impact of this change for employees; and

**WHEREAS**, in order to achieve this objective, the City of Spring Hill intends adopt a Health Reimbursement Account to reimburse employees for 100% of their additional out of pocket expenses, when incurred, during the 2022-23 budget and declining from there per the adopted attachment A

**NOW, THEREFORE BE IT RESOLVED**, that the City of Spring Hill, Board of Mayor and Aldermen hereby adopts Attachment A as the Insurance Contribution and Reimbursement policy for the Year 2022-23 and proposes that this policy be in effect through 2024-25.

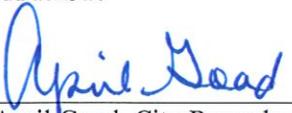
**BE IT FURTHER RESOLVED**, that this amendment shall become effective on July 1, 2022.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on the 16th day of May, 2022.

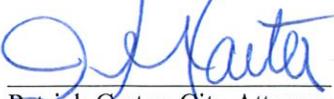


Jim Hagaman, Mayor

ATTEST:

  
April Goad, City Recorder

LEGAL FORM APPROVED:

  
Patrick Carter, City Attorney

## **Health Insurance Contribution and Reimbursement Policy**

1. The City shall make available to all City Employees, who meet the threshold of annual hours worked as set by the Affordable Care Act, the options for health care as identified in the State of Tennessee Local Government Health Plan
2. The City shall make available to all City Employees who chose to have Health Insurance a Dental Plan that is provided by Cigna. The Plan shall carry a \$2,500 annual maximum. The 2022-23 cost of which will be capped at the same levels as the 2021-22 employee contribution. The additional cost will be borne by the City.
3. An Optional Vision insurance Plan will be available to employee to purchase at their own cost.
4. Additional benefits as provided by the Personnel Manual will continue to be offered with the same participation as identified in that police.
5. A Health Reimbursement Account shall be funded by the city to reimburse those employees who exceed the 2021-22 maximum out of pocket allowance during the year 2022-23. This reimbursement will only be available once the costs have exceeded the previous max out of pocket and only upon receipt by the city, or agent of the city, of such a bill being owed.
6. It is expected that in future budget years, the % of reimbursement for year 2 of this plan will be 66.6% of that difference, year 3 will 33.3% of that difference and in year 4 the employee will be responsible for the entirety of the max out of pocket as identified in their chosen plan option of the state.
7. All employees hired after July 1, 2022, shall be responsible for the entirety of the max out of pocket in their chosen plan.
8. Any employee who is eligible to receive a health care benefit but chooses not to take such benefit and can show proof of being covered by another health care plan will be paid a health care “opt out” bonus of \$200 per month as a taxable wage.
9. The Health Care plan offers two HSA plans and the City will support the monthly contribution to the HSA per the schedule below.
10. Employees who select plan options above the single employee Local Access Plan or HSA plans shall be required to contribute through biweekly payroll deduction (24 deductions per year) as percentage of the plan cost, as identified in the schedule below.

Plan Option	Plan Coverage	Employee Contribution	City HSA Contribution
Local Access PPO	Employee Only	0%	
	Employee & Child	11%	
	Employee & Spouse	11%	
	Employee & Family	11%	
Open Access PPO	Employee Only	3%	
	Employee & Child	14%	
	Employee & Spouse	14%	
	Employee & Family	14%	
Local Access HSA	Employee Only	0%	\$125
	Employee & Child	0%	\$250
	Employee & Spouse	0%	\$250
	Employee & Family	0%	\$250
Open Access HSA	Employee Only	0%	\$100

	Employee & Child	0%	\$200
	Employee & Spouse	0%	\$200
	Employee & Family	0%	\$200