



COMMISSIONERS COURT CONTRACT FORM

CONTRACT SUMMARY

Approve the restatement of the County of El Paso's Health and Dental Summary Plan Description for 2020. The County's Health and Dental Summary Plan Description was approved by the Risk Pool Board during their meeting on June 17, 2020. Contract No. 2020-0394. Funding is available in IS-HEALTH-HEALTH/DENTAL CLAIMS

ADDITIONAL BACKGROUND:

The County of El Paso sponsors a health care plan that is administered by a Third Party Administrator (TPA). As part of the plan, the County develops and maintains a Summary Plan Description (SPD) which describes the Medical, Dental, and Prescription Drug (Pharmacy) Benefits, as well as employee rights and responsibilities. The SPD is a guide to the benefits, provisions, and programs offered by the health care plan.

Each year, the plan is reviewed by staff and the County's Risk Pool Board and recommendations are made to the Commissioner's Court during the end of the year budget sessions. After approval of the budget and with the assistance of the Human Resources Department, County Attorney's Office, HUB Health Consultants, and Aetna Life Insurance, the changes are reviewed for compliance with the Affordable Care Act and inserted into an updated Health and Dental Summary Plan Description for the following year.

The 2020 Health and Dental Summary Plan Description includes the following changes:

- Revised and/or added language to ensure plan is in full compliance with the Health Care Reform.
- Revised language with regards to the elimination of the Buy Up plan option.
- Revised language showing the elimination of the 90 day service waiting period.
- Revised and/or added language to clarify Medicare Eligibility for retiree and/or their dependents coverage and eligibility.
- Added language regarding In-Network coverage in Mexico for members enrolled in the Core plan.
- Added benefit coverage language for Habilitative physical, occupational and speech therapy.

The County's Health and Dental Summary Plan Descriptions for 2020 were reviewed by the County Attorney's Office (2020-0394)

FISCAL IMPACT:

The County's Medical Plan is funded through the Risk Pool Fund. Fiscal impact is determined by individual use of the medical benefits while on the health care plan.

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PRIOR COURT ACTION:

June 4, 2018, Item#17, Commissioners Court approved the restatement of the Health and Dental Summary Plan Description Contract No. 2018-0269

August 12, 2019, Item #14, Commissioners Court approved the restatement of the Health and Dental Summary Plan Description Contract No.2019-0410

RECOMMENDATION:

Approve the restatement of the County of El Paso’s Health and Dental Summary Plan Description for 2020. The County’s Health and Dental Summary Plan Description was approved by the Risk Pool Board during their meeting on June 17, 2020. Contract No. 2020-0394. Funding is available in IS-HEALTH-HEALTH/DENTAL CLAIMS

BASIC CONTRACT DETAILS

CONTRACT NO.: 2020-0394

CONTRACT TITLE: 2020 Summary Plan Description (SPD) / Employee Health and Dental Benefits / Yr 2020

SECOND PARTY: El Paso County Health & Benefit Plan Document

CONTRACT TYPE: Employee Benefits

TERM AND BUDGET DETAILS

TERM:

EXTENSION OPTIONS:

EFFECTIVE DATE:

MOD EFFECTIVE DATE (If Applicable):

EXPIRATION DATE:

MOD EXPIRATION DATE (If Applicable):

EXTENSION DEADLINE DATE (If Applicable):

AMOUNT: 0

MOD AMOUNT (If Applicable):

APPROVALS

COUNTY ATTORNEY APPROVAL

The attached document has been given legal review by the El Paso County Attorney’s Office on behalf of the County of El Paso, its officers, and employees. Said legal review should not be relied upon by any person or entity other than the County of El Paso, its officers, and employees.

COUNTY ATTORNEY: Chris Sullivan

LEGAL REVIEW: Approved as to Form as Submitted

LEGAL REVIEW NOTES (If Applicable):

DATE: 6/8/2020

DIRECTOR/DEPARTMENT HEAD APPROVAL

The undersigned hereby certifies that he/she has read the contract, understands and approves the contract terms and conditions and further certifies that the contract conforms to the bid specification, if any, and acknowledges that he/she is responsible for administering all terms and conditions.

DIRECTOR/DEPARTMENT HEAD/DESIGNEE: Sam Trujillo

DEPARTMENT CONTACT: Verence Acosta

DEPARTMENT: Human Resources

DATE: 06/18/2020