

City of Minneapolis
Request for Committee Action

To: Committee of the Whole
Date: 11/18/2015
Referral: N/A
From: Human Resources
Prepared by: Joyce Traver
Presented by: Joyce Traver
File type: Action
Subcategory: Contracts & Agreements

Subject:

Amendment to City of Minneapolis Health Reimbursement Arrangement Plan (the HRA Plan).

Description:

Authorizing execution of an amendment to the HRA Plan effective Jan. 1, 2016, that will increase administration fees charged against the accounts of HRA Plan members who have separated from service from \$1.50 per month to \$3.45 per month. Fees would continue to be charged beginning the January 1st following the year in which a former employee incurred a one year break in service.

Previous Actions:

Adoption of the City of Minneapolis Health Reimbursement Arrangement Plan, as Amended and Restated Effective Jan. 1, 2006, adoption of the First Amendment to the HRA Plan effective Jan. 1, 2009, adoption of the Second Amendment to the HRA Plan effective Jan. 1, 2010, adoption of the Third Amendment to the HRA Plan effective Jan. 1, 2011, adoption of the Fourth Amendment to the HRA Plan effective May 1, 2012, adoption of the Fifth Amendment to the HRA Plan effective Jan. 1, 2013, adoption of the Sixth Amendment to the HRA Plan effective Jan. 1, 2014.

Background/Analysis:

The requested action results from recommendations made by the Benefits Subcommittee of the Citywide Labor Management Committee and has been incorporated into the most recent Health Care Insurance Letters of Agreement with the various bargaining units.

Financial Review:

No financial impact.