

Bill No. 5002

Ordinance No. _____

Requested by: Steve Ehlmann

Sponsored by: Mike Elam

AN ORDINANCE SETTING THE 2022 RATES FOR GROUP MEDICAL INSURANCE BENEFITS WITH AETNA LIFE INSURANCE COMPANY, DAVIS VISION, AND SELF-INSURED DENTAL INSURANCE BENEFITS FOR COUNTY EMPLOYEES, ELECTED OFFICIALS AND RETIREES

WHEREAS, the St. Charles County Charter, Article VI, Section 6.208 authorizes the County Council to provide by ordinance any and all procedures for administering the budget that are necessary and that do not conflict with the language contained in the Charter; and

WHEREAS, in 2019 the County solicited and received proposals for medical coverage for County employees, elected officials and retirees and awarded a one year contract to Aetna Life Insurance Company for medical benefits with an option to renew for two additional years; and

WHEREAS, in 2017 the County solicited and received proposals for vision coverage for employees, elected officials and retirees and awarded a one year contract to Davis Vision with an option to renew for an additional four years; and

WHEREAS, in 2018 the County solicited and received competitive proposals for self-insuring dental insurance for County employees, elected officials and retirees.

BE IT ORDAINED BY THE COUNTY COUNCIL OF ST. CHARLES COUNTY, MISSOURI, AS FOLLOWS:

Section 1. Notwithstanding the provisions of Section 115.320, Ordinances of St. Charles County, Missouri (“OSCCMo”), the County’s monthly portion of the cost, effective January 1, 2022, for medical and vision insurance coverage is:

	<u>Basic</u> <u>(Includes</u> <u>Vision)</u>	<u>Enhanced</u> <u>(Includes</u> <u>Vision)</u>
Employee coverage	\$625.50	\$681.89
Employee and spouse coverage	\$973.87	\$1,156.00
Employee and children coverage	\$1,095.23	\$1,301.61
Employee and family coverage	\$1,479.69	\$1,761.02

Section 2. The employee’s monthly portion of the cost, effective January 1, 2022 for medical and vision insurance coverage is:

	<u>Basic</u> <u>(Includes</u> <u>Vision)</u>	<u>Enhanced</u> <u>(Includes</u> <u>Vision)</u>
Employee coverage	\$32.25	\$ 72.92
Employee and spouse coverage	\$239.58	\$272.66
Employee and children coverage	\$237.42	\$285.30
Employee and family coverage	\$431.10	\$495.93

Section 3. The County's cost shall be charged to object code 42110 in each department's budget.

Section 4. Eligible County retirees and their dependents shall be billed for coverage they elect and shall be responsible for the entire premium until such time as they become Medicare eligible.

Section 5. Benefits adopted by this self-insured medical plan shall not be payable for an abortion except when two physicians have found and so certified in writing to the claims administrator that, on the basis of their professional judgment, the life of the mother would be endangered if the fetus was carried to term. Health benefits shall not cover the use of RU-486 for any reason.

Section 6. Notwithstanding the provisions of Section 115.320, OSCCMo, the County's monthly portion of the cost, effective January 1, 2022 for dental coverage will remain the same as the 2021 rates:

\$24.97 for the employee; and

\$54.86 for the employee and family.

The County's cost shall be charged to object code 42120 in each department's budget.

Section 7. Notwithstanding the provisions of Section 115.320, OSCCMo, the Employee's monthly portion of the cost, effective January 1, 2022 dental coverage will remain the same as the 2021 rates:

\$4.60 for employee-only coverage under the standard plan; and

\$7.94 for employee-only coverage under the enhanced plan; and

\$19.93 for family coverage under the standard plan; and

\$36.27 for family coverage under the enhanced plan.

Section 8. Eligible County retirees and their dependents shall be billed for the coverage they elect and be responsible for the entire premium until such time as they become Medicare eligible.

Section 9. This ordinance shall be in full force and effect January 1, 2022 subject to an appropriation sufficient to fund the costs set forth herein.

DATE PASSED

DATE APPROVED BY COUNTY EXECUTIVE

CHAIR OF THE COUNCIL

COUNTY EXECUTIVE

ATTEST:

COUNTY REGISTRAR