



City of Bellevue
Human Resources Department

Date: July 31, 2018
To: LEOFF 1 Disability Board members
From: Paula Dillon x 7198, Human Resources
RE: Tuesday, August 7, 2018 Regular Meeting

Please review the attached Agenda packet for the upcoming LEOFF 1 Disability Board meeting on Tuesday, August 7, 2018. The meeting will be held in Room 1E-118.

Attachments

Distribution List

Disability Board Members:

Susan Neiman, Chair
Lynne Robinson, Councilmember
Janice Zahn, Councilmember
Michael Crosby, Fire Department
Bryan Reil, Police Department

Other Copies:

Cindy Lin, City Attorney's Office
Joy St Germain, Ronald Marshall, Human Resources
Paula Dillon, Human Resources
Sandra Nunnelee, Council Coordinator
Michelle Luce, Council Coordinator
Jay Hagen, Fire Department
Steve Mylett, Police Department
Michelle Cash, Minutes taker – without attachments



City of Bellevue

Disability Board

Agenda Regular Meeting City Hall, Conference Room 1E-118

Date: Tuesday, August 7, 2018

Time: 5:30 pm Administrative Meeting
6:00 pm Business Meeting

- I. Call to Order
- II. Roll Call
- III. Public Comment
- IV. Approval of Minutes of Regular Meeting, June 5, 2018
- V. Consideration of Applications for Disability Allowances
 - A. Applications for Disability Allowances
 - 1) Fire Department
 - B. Applications for Disability Allowances Greater than 1 month
 - 1) Fire Department
- VI. Consideration of Medical Claims
 - A. Routine claims
 - B. Special claims
 - C. Pre-Approved Recurring Long-Term Care Claims
- VII. Staff Reports
- VIII. New Business
- IX. Unfinished Business – Hearing Aids and Laser Eye Surgery Policy Discussion
- X. Announce Date & Time of next meeting: Tuesday, September 11, 2018
- XI. Adjournment

**CITY OF BELLEVUE
LEOFF 1 DISABILITY BOARD
Meeting Minutes**

June 5, 2018
5:30 p.m. – Administration
6:00 p.m. – Business Meeting

Conference Room 1E-118
Bellevue City Hall

MEMBERS PRESENT: Boardmember Mike Crosby
Boardmember Bryan Reil
Councilmember Lynne Robinson

MEMBERS ABSENT: Chairperson Susan Neiman
Councilmember Janice Zahn

OTHERS PRESENT: Paula Dillon, Human Resources
Cindy Lin, City Attorney's Office

MINUTES TAKER: Michelle Cash

I. CALL TO ORDER

The meeting was called to order at 6:00 p.m. by Boardmember Reil.

II. ROLL CALL

A quorum was present.

III. PUBLIC COMMENT

None.

IV. APPROVAL OF MINUTES

Motion by Councilmember Robinson and second by Boardmember Crosby to approve the May 1, 2018 LEOFF 1 Disability Board meeting minutes as presented. Motion carried unanimously (3-0).

V. CONSIDERATION OF APPLICATIONS FOR DISABILITY ALLOWANCES

A. Applications for Disability Allowances

None.

B. Applications for Disability Allowances Greater than 1 month

None.

VI. CONSIDERATION OF MEDICAL CLAIMS

A. Routine Claims

Motion by Boardmember Crosby and second by Councilmember Robinson to approve the Routine Claims as presented.

Councilmember Robinson expressed concern about the high amounts charged by the medical supply company for Member #67's claim. She inquired if there is an alternate supplier that can supply the CPAP supplies that charges more reasonable costs. Ms. Lin explained that if the Board wants to adopt a standard of reasonableness then a formal policy would need to be established, similar to the hearing aid policy. This would require additional analysis. Ms. Lin cautioned that there are legal risks involved when assessing the reasonableness of a charge without having a policy in place.

Councilmember Robinson would like to discuss how the Board can determine the reasonableness of claim charges at a future Board meeting.

At the question, motion carried unanimously (3-0) to approve the Routine Claims as presented.

B. Special Claims

Motion by Boardmember Crosby and second by Councilmember Robinson to approve the Special Claims as presented. Motion carried unanimously (3-0).

C. Pre-Approved Recurring Long-Term Care Claims

The pre-approved recurring long-term care claims were reviewed and included in the Board packet.

VII. STAFF REPORT

None.

VIII. NEW BUSINESS

None.

IX. UNFINISHED BUSINESS

A. Hearing Aids and Laser Eye Surgery Policy Discussion

Ms. Dillon reminded Boardmembers that changes to the City of Bellevue LEOFF 1 Policy and Procedures Manual, Section IV.2. Additional Approved and Pre-Approved Medical Expenses were adopted on May 1, 2018. On May 10, 2018, staff reached out to a Third Party Administrator to request that they incorporate the amended benefits into the City of Bellevue LEOFF 1 Medical Policy for the upcoming benefit year. Staff was informed that there are some items in the amended policy that the Third Party Administrator is not able to administer.

The following amendments are recommended by the Third Party Administrator in order for the Third Party Administrator to continue administering this section of the amended LEOFF 1 Policy and Procedures.

2. *Additional Approved & Pre-Approved Medical Expenses*
 - A. *In each calendar year, one eye exam, one set of prescription lenses and up to \$200 toward the cost of frames. Unused amounts authorized in 2.A may not be carried forward to subsequent calendar years.*
 - B. *Laser/refractive eye surgery—*
 1. *Up to a lifetime maximum of \$1,000 incurred for laser/refractive eye surgery. ~~in lieu of eyewear benefit for three (3) calendar years following the year of surgery.~~*
 2. *On a case-by-case basis, the Board may consider reimbursement for laser/refractive eye surgery in amounts greater than 2.B.1 where said procedures are necessary to correct vision conditions uncorrectable by any other means **and** without the procedure the member is precluded from performing the duties of his/her position with average efficiency.*
 - C. *Hearing aid devices will be considered a necessary medical expense. You must be examined by a licensed physician (M.D. or D.O.) or an audiologist (CCC-A or CCC-MSPA) before obtaining a hearing aid. if prescribed by a state licensed audiologist. Medically necessary hearing aid expenses will be authorized subject to the following:*
 1. *The Board will allow a maximum payment of ~~\$3,000 per~~ 6,000 for hearing aids.*
 2. ~~*The costs allowed in 2.C.1. must include a 2 year warranty.*~~
 3. *2. Replacement hearing aids are allowed every 3 calendar years.*
 4. *3. No more than \$50 per calendar year may be reimbursed for the purchase of hearing aid batteries.*

These minutes are in DRAFT form until approved by the LEOFF 1 Disability Board.

Ms. Dillon clarified that if the Board does not adopt the revised amendment and proceeds with the policy amendment that became effective May 1, 2018, city staff will take over the administration of Section IV.2.B&C.

Motion by Councilmember Robinson and second by Boardmember Crosby to approve the recommendation to amend Section IV.2.B&C (additional Approved and Pre-Approved Medical Expenses) of the City of Bellevue Disability Board Policies and Procedures Restated: October 2014 and amended May 1, 2018 for ease of administration. Motion carried unanimously (3-0).

Ms. Dillon will forward the approved amendments to membership for their comments. If no comments are received, the policy will be put into effect in 30 days.

X. ADJOURNMENT

By general consensus, the meeting was adjourned at 6:30 p.m.

Disability Board
Agenda Item No. 8.A.
August 7, 2018

- Action
- Discussion
- Information

Subject: Hearing Aid Policy

Contact: Paula Dillon – Human Resources

Policy Discussion: Shall the Board amend Section IV 2 B & C (Additional Approved and Pre-Approved Medical Expenses) of the City of Bellevue Disability Board Policies and Procedures Manual Restated: October 2014 and amended May 1, 2018, for ease of administration?

Background:

The Board adopted the attached change to the City of Bellevue LEOFF 1 Policy and Procedures Manual Section IV 2 Additional Approved and Pre-Approved Medical Expenses on May 1, 2018. On May 10, 2018, staff reached out to our Third Party Administrator (“TPA”) (Premera) to request they incorporate the amended benefits into the City of Bellevue LEOFF 1 Medical Policy for the upcoming benefit year. Staff was informed that there are some items in the amended policy that the TPA is not able to administer.

A revised amendment is attached with the changes required by the TPA in order for the TPA to continue administering this section of the amended LEOFF 1 Policy and Procedures. If the Board does not adopt the revised amendment and proceeds with the policy amendment that was adopted on May 1, 2018, city staff will take over the administration of Section IV. 2. B&C. The claims received under these sections will be submitted to the Board for review and approval at its monthly meetings instead of directly to Premera.

Options:

1. Pass a motion to amend Section IV 2 B & C (Additional Approved and Pre-Approved Medical Expenses) of the City of Bellevue Disability Board Policies and Procedures Restated: October 2014 and amended May 1, 2018 for ease of administration?
2. **Do not pass the motion and have staff administer the amended policy as written.**

Recommendation:

Pass a motion to amend Section IV 2 B & C (Additional Approved and Pre-Approved Medical Expenses) of the City of Bellevue Disability Board Policies and Procedures Restated: October 2014 and amended May 1, 2018 for ease of administration.

Motion:

I move to amend Section IV 2 B & C (Additional Approved and Pre-Approved Medical Expenses) of the City of Bellevue Disability Board Policies and Procedures Restated: October 2014 and amended May 1, 2018 for ease of administration.

Attachments:

Revised Disability Board Policies and Procedures Manual, Section IV.2. B & C

2. Additional Approved & Pre-Approved Medical Expenses

- A. In each calendar year, one eye exam, one set of prescription lenses and up to \$200 toward the cost of frames. Unused amounts authorized in 2.A may not be carried forward to subsequent calendar years.
- B. Laser/refractive eye surgery –
1. Up to a lifetime maximum of \$1,000 incurred for laser/refractive eye surgery. ~~in lieu of eyewear benefit for three (3) calendar years following the year of surgery.~~
 2. On a case by case basis, the Board may consider reimbursement for laser/refractive eye surgery in amounts greater than 2.B.1 where said procedures are necessary to correct vision conditions uncorrectable by any other means **and** without the procedure the member is precluded from performing the duties of his/her position with average efficiency.
- C. Hearing aid devices will be considered a necessary medical expense. You must be examined by a licensed physician (M.D. or D.O.) or an audiologist (CCC-A or CCC-MSPA) before obtaining a hearing aid. ~~if prescribed by a state licensed audiologist.~~ Medically necessary hearing aid expenses will be authorized subject to the following:
1. The Board will allow a maximum payment of ~~\$3,000 per~~ 6,000 for hearing aids.
 - ~~2. The costs allowed in 2.C.1. must include a 2-year warranty.~~
 - ~~3.~~ 2. Replacement hearing aids are allowed every 3 calendar years.
 - ~~4.~~ 3. No more than \$50 per calendar year may be reimbursed for the purchase of hearing aid batteries.