



**City of Bellevue**  
**Human Resources Department**

**Date:** September 4, 2018  
**To:** LEOFF 1 Disability Board members  
**From:** Paula Dillon x 7198, Human Resources  
**RE:** Tuesday, September 11, 2018 Regular Meeting

Please review the attached Agenda packet for the upcoming LEOFF 1 Disability Board meeting on Tuesday, September 11, 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, September 11, 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
- X. Announce Date & Time of next meeting: Tuesday, October 2, 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.

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

August 7, 2018  
5:30 p.m. – Administration  
6:00 p.m. – Business Meeting

Conference Room 1E-118  
Bellevue City Hall

**MEMBERS PRESENT:** Chairperson Susan Neiman  
Boardmember Mike Crosby  
Boardmember Bryan Reil  
Councilmember Janice Zahn<sup>1</sup>

**MEMBER ABSENT:** Councilmember Lynne Robinson

**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 Chairperson Neiman.

**II. ROLL CALL**

A quorum was present.

**III. PUBLIC COMMENT**

None.

**IV. APPROVAL OF MINUTES**

Approval of the June 5, 2018 meeting minutes was postponed due to a lack of quorum for the minutes.

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<sup>1</sup> Arrived at 6:06 p.m.

**V. CONSIDERATION OF APPLICATION FOR DISABILITY ALLOWANCE**

A. Application for Disability Allowance

**Motion by Boardmember Reil and second by Boardmember Crosby to approve the application for Disability Allowance as presented. Motion carried unanimously (3-0).**

B. Applications for Disability Allowances Greater than 1 month

None.

**VI. CONSIDERATION OF MEDICAL CLAIMS**

A. Routine Claims

**Motion by Boardmember Reil and second by Boardmember Crosby to approve the Routine Claims as presented. Motion carried unanimously (3-0).**

B. Special Claims

**Motion by Boardmember Reil and second by Boardmember Crosby to approve the Special Claims as presented.**

Boardmembers discussed Member #58's claim for dental reimbursement. The Member fractured a tooth when biting into a hard item, while eating popcorn. Ms. Dillon reminded Boardmembers that similar claims have been approved in the past. She also reviewed the statute for dental care.

Ms. Dillon reported that in the past 10 years, \$36,504 has been paid for dental related accidental claims (14 claims in 10 years).

Boardmembers discussed Member #6's claim for hearing aids. Ms. Dillon noted that although the new Hearing Aid Policy has not officially been approved, this claim would fall under the proposed guidelines.

**At the question, motion carried unanimously (4-0) to approve the Special Claims as presented.**

C. Pre-Approved Recurring Long-Term Care Claims

The pre-approved recurring long-term care claims were reviewed and included in the Board packet. Ms. Dillon reported that there was a change to Member #9's claim, which is why the claim was reviewed under "Special Claims." This claim will be presented under the "Pre-Approved Recurring Long-Term Care Claims" agenda item at the next Board meeting.



**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 a revised amendment was recommended to the Hearing Aids and Laser Eye Surgery Policy by the Third Party Administrator. This revision was forwarded to membership for their comments. A request was made by a LEOFF 1 Member to increase the hearing aid allocation from a maximum payment of \$6,000 to \$6,500, every 3 calendar years. The Member recently received an estimate of \$6,400 for hearing aids.

After a brief discussion, Boardmembers viewed the policy that was approved at the June 5, 2018 Board meeting, with the maximum payment of \$6,000 every 3 calendar years, as reasonable. No amendments or changes were recommended to the policy. Members are encouraged to present documentation to the Board if they would like special consideration for an exception to the policy. These will be treated on a case-by-case basis.

**X. ADJOURNMENT**

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