

Amendment to the Summary Plan Description for Black Hawk County Employee Medical Plan \$500 Deductible Medical Option

Amendment #1 to the 2015 Restated Summary Plan Description

This Amendment is hereby made a part of the *Summary Plan Description (SPD)*, is effective July 1, 2016, and is as follows:

1. **Subsection V.A. Eligibility is amended by deleting the paragraph “for Employer Bargaining Units 1, 2 and 3” and replacing it with the following paragraph:**

For Employer Bargaining Units 1, 2 and 3:

Upon hire, any employee scheduled to work 30 hours or more per week will be offered health insurance coverage. Those employees not working at least 30 hours per week will be offered coverage if during the initial and standard measurement periods have worked at least 130 hours on average per month. The employer will abide by the Affordable Care Act regulations.

2. **All references to “Generic drugs” in the *benefit* schedule of subsection VI.O. *Prescription Drug Services* are replaced with “Tier 1 drugs”.**
3. **All references to “Brand-name *formulary* drugs” in the *benefit* schedules of subsections VI.O. *Prescription Drug Services* and VI.P. *Preventive Contraceptive Methods and Counseling for Women* are replaced with “Tier 2 drugs”.**
4. **All references to “Brand-name non-*formulary* drugs” in the *benefit* schedules of subsections VI.O. *Prescription Drug Services* and VI.P. *Preventive Contraceptive Methods and Counseling for Women* are replaced with “Tier 3 drugs”.**
5. **The *benefit* for “designated tobacco cessation intervention programs” contained in subsection VI.Q. *Preventive Health Care Services* is hereby deleted and replaced with the following:**

- Tobacco cessation intervention programs.

- ✓ Two designated tobacco cessation intervention program attempts per *covered person* per *calendar year*, limited to four counseling sessions per attempt;
- ✓ Tobacco cessation *prescription drugs* and prescribed over-the-counter (OTC) medications when used in connection with or separate from designated tobacco cessation counseling program attempts, are limited to a maximum of 31-calendar days per prescription or refill per *covered person* and a total 93-calendar day supply per *covered person* per attempt for up to two attempts per *covered person* per *calendar year*.

100% of *eligible charges*.
Deductible does not apply.

Not covered.

6. Section VII. Exclusions is hereby amended by deleting the following exclusions:

- 28. Telephone consultations.
- 32. Homeopathic medicine, including dietary supplements.
- 39. *Sickness or injury* that results from:
 - Engaging in an illegal act or the attempt to engage in a felony act, whether or not the individual is formally charged or convicted of such an act. This exclusion does not apply to any *sickness or injury* that is a result of an act of domestic violence or results from a medical condition, such as alcoholism.
 - Voluntary participation in a riot, insurrection or civil disobedience.
 - War or any act of war. “War” means declared or undeclared war and includes acts of terrorism.

and replacing them with the following exclusions:

- 28. Telephone consultations, except when provided by the *Plan’s* designated online care *participating provider*.
- 32. Homeopathic, holistic, or naturopathic medicine, including dietary supplements.
- 39. *Health care services* for *sickness or injury* sustained from:
 - Engaging in or the attempt to engage in a felony act, whether or not the individual is formally charged or convicted of such an act. This exclusion does not apply to any *sickness or injury* that is a result of an act of domestic violence or results from a medical condition, such as alcoholism.
 - Voluntary participation in a riot, insurrection or civil disobedience.
 - War or any act of war. “War” means declared or undeclared war and includes acts of terrorism.

7. The definition for “*Health Care Services*” is hereby added to Section XVIII. Definitions of Terms Used:

Health Care Service(s) Medical or behavioral pharmaceuticals, drugs, and any devices, technologies, treatments, supplies, procedures, or services.

This Amendment does not change, alter, or amend any of the other provisions or limitations of the *SPD*.