



MEMORANDUM

Human Resources

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TO: Exempt Employees participating in the City of Toledo's Health Care Plan

FROM: Tyrome Alexander, Director

DATE: Tuesday, December 08, 2020

SUBJECT: Proposed Changes in Health Care Coverage

The City of Toledo's administration recently engaged in health care negotiations with the applicable union leadership. Out of those meetings, came changes to the health care plan that will affect all employees, including those employees in the exempt classifications. Included is a handout that illustrates the current coverage, alongside the proposed changes. Please be sure to read through the handout carefully.

The following changes are specific to the exempt employees:

- Emergency room co-pays will be increased to \$200.00.
- The co-pay will no longer be waived based on the day and time of service.
- Employees can request that \$100.00 of the \$200.00 co-pay be waived by providing proof that the member was referred to the ER by his or her primary care physician, or by an urgent care facility, or by a tele-medicine service.
- The prescription drug co-pay reimbursement program will be eliminated. (Refer to the chart for important dates.)
- Prescription drug co-pays will now be \$0.00 for generic medications, \$15.00 for preferred brand medications and \$30.00 for non-preferred brand medications.
- The dental program coverage for all employees will be increased to \$1,300 annual maximum for Type B services (major and minor restorative), and \$1,300 lifetime maximum for Type C services (orthodontia).
- The annual maximum amount covered for chiropractic services is increased to \$1,000.

Upon approval by City Council and the applicable unions, the changes are expected to become effective **January 1, 2021**.

Please feel free to contact Carry Arnold at carry.arnold@toledo.oh.gov or 419-245-1507 with any questions.