

RESOLUTION NO. 130553

PASSED December 19, 2013

A RESOLUTION OF THE CITY OF GAINESVILLE, FLORIDA, AMENDING THE RETIREE HEALTH SAVINGS PLANS ADMINISTERED BY THE ICMA RETIREMENT CORPORATION TO REMOVE THE IN-SERVICE DISTRIBUTION OPTION AND PROVIDE BENEFITS ONLY AT SEPARATION FROM SERVICE FOR EACH MEMBER OF THE PLANS, INCLUDING MEMBERS REPRESENTED BY THE COMMUNICATIONS WORKERS OF AMERICA SUPERVISORY AND NON-SUPERVISORY BARGAINING UNITS, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS-DISTRICT CHIEFS BARGAINING UNIT, AMALGAMATED TRANSIT UNION, POLICE BENEVOLENT ASSOCIATION, AND THOSE ELIGIBLE EMPLOYEES NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT EFFECTIVE JANUARY 1, 2014

WHEREAS, the City of Gainesville (“Employer”) has employees rendering valuable services; and

WHEREAS, the Employer has established retiree health savings plans in the form of VantageCare Retirement Health Savings Plans (the “Plan(s)”) for such employees that serve the interest of the Employer by enabling it to provide reasonable security regarding such employees’ health needs during retirement, by providing increased flexibility in its personnel management system, and by assisting in the attraction and retention competent personnel;

WHEREAS, the Employer has determined that the amendment and continuance of the Plans service the above objectives; and

WHEREAS, amendments to the Plans are required to ensure they comply with the Prohibition on Annual and Lifetime Limit provision of the Patient Protection and Affordable Care Act of 2010:

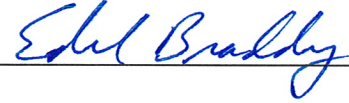
NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF GAINESVILLE, FLORIDA:

Section 1. The Employer amends the Plans to remove the in-service distribution option and condition reimbursement eligibility upon the employee’s separation of service as outlined in the City of Gainesville, Florida VantageCare Retirement Health Savings (RHS) Plan Amendments for the Patient Protection and Affordable Care Act of 2010 Prohibition on Annual and Lifetime Limits, attached hereto as Exhibits A, B, and C, and by reference made a part of hereof as if set forth in full below.

Section 2. The City Manager or designee(s) is authorized to execute any instrument necessary to effectuate the aforementioned amendment to the Plan.

Section 3. This resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED this 19th day of December, 2013.



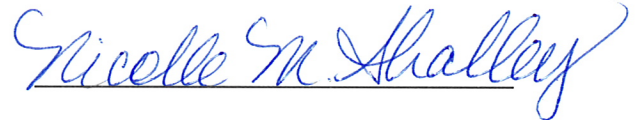
EDWARD BRADDY, MAYOR

ATTEST:

Approved as to Form and Legality:



KURT M. LANNON
CLERK OF THE COMMISSION



NICOLLE M. SHALLEY
CITY ATTORNEY

Exhibit A

130553A

Option A: Retiree Only

[City of Gainesville, Florida] **VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN AMENDMENT FOR THE PATIENT PROTECTION AND AFFORDABLE CARE ACT OF 2010 PROHIBITION ON ANNUAL AND LIFETIME LIMITS**

[City of Gainesville, Florida], as Plan Sponsor, hereby amends its VantageCare Retirement Health Savings Plan by adopting the following revisions to the Plan documents.

[City of Gainesville Plan No. 800150] **VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN ADOPTION AGREEMENT**
SECTION IX
ELIGIBILITY REQUIREMENTS TO RECEIVE MEDICAL BENEFIT PAYMENTS FROM THE VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN

- IX (A) A participant is only eligible to receive benefits at separation from service.
- IX (B) Termination prior to general benefit eligibility: In the case where the general benefit eligibility as outlined in section IX.A includes a retirement component, a Participant who separates from the service of the Employer prior to retirement will be eligible to receive benefits immediately upon separation from service.

[City of Gainesville Retiree Medical/] **RETIREE WELFARE BENEFITS PLAN**
ARTICLE V
PAYMENT OF BENEFITS
SECTION 5.01, ELIGIBILITY OF BENEFITS
SUBSECTION (b)

- 5.01 (b) In order to be eligible for benefits, the Participant must separate from service or separate from service and meet the benefit eligibility criteria outlined in the Employer's VantageCare Retirement Health Savings Plan Adoption Agreement.

Exhibit B

Option A: Retiree Only

[City of Gainesville, Florida] **VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN AMENDMENT FOR THE PATIENT PROTECTION AND AFFORDABLE CARE ACT OF 2010 PROHIBITION ON ANNUAL AND LIFETIME LIMITS**

[City of Gainesville, Florida], as Plan Sponsor, hereby amends its VantageCare Retirement Health Savings Plan by adopting the following revisions to the Plan documents.

[City of Gainesville Plan No. 801974] **VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN ADOPTION AGREEMENT**
SECTION IX
ELIGIBILITY REQUIREMENTS TO RECEIVE MEDICAL BENEFIT PAYMENTS FROM THE VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN

- IX (A) A participant is only eligible to receive benefits at separation from service.
- IX (B) Termination prior to general benefit eligibility: In the case where the general benefit eligibility as outlined in section IX.A includes a retirement component, a Participant who separates from the service of the Employer prior to retirement will be eligible to receive benefits immediately upon separation from service.

[City of Gainesville IAFF-DC] **RETIREE WELFARE BENEFITS PLAN**
ARTICLE V
PAYMENT OF BENEFITS
SECTION 5.01, ELIGIBILITY OF BENEFITS
SUBSECTION (b)

- 5.01 (b) In order to be eligible for benefits, the Participant must separate from service or separate from service and meet the benefit eligibility criteria outlined in the Employer's VantageCare Retirement Health Savings Plan Adoption Agreement.

Exhibit C

Option A: Retiree Only

[City of Gainesville, Florida] **VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN AMENDMENT FOR THE PATIENT PROTECTION AND AFFORDABLE CARE ACT OF 2010 PROHIBITION ON ANNUAL AND LIFETIME LIMITS**

[City of Gainesville, Florida], as Plan Sponsor, hereby amends its VantageCare Retirement Health Savings Plan by adopting the following revisions to the Plan documents.

[City of Gainesville Plan No. 801975] **VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN ADOPTION AGREEMENT**
SECTION IX
ELIGIBILITY REQUIREMENTS TO RECEIVE MEDICAL BENEFIT PAYMENTS FROM THE VANTAGECARE RETIREMENT HEALTH SAVINGS PLAN

- IX (A) A participant is only eligible to receive benefits at separation from service.
- IX (B) Termination prior to general benefit eligibility: In the case where the general benefit eligibility as outlined in section IX.A includes a retirement component, a Participant who separates from the service of the Employer prior to retirement will be eligible to receive benefits immediately upon separation from service.

[City of Gainesville PBA] **RETIREE WELFARE BENEFITS PLAN**
ARTICLE V
PAYMENT OF BENEFITS
SECTION 5.01, ELIGIBILITY OF BENEFITS
SUBSECTION (b)

- 5.01 (b) In order to be eligible for benefits, the Participant must separate from service or separate from service and meet the benefit eligibility criteria outlined in the Employer's VantageCare Retirement Health Savings Plan Adoption Agreement.