



Memorandum

Date: 9/16/2025
Meeting of: City Council

File No. AM No. 25-137
Type: Consent Item

TO: Members of the City Council
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
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DEPARTMENT STAFF:

Human Resources	Nicole Bruce	Benefits Program Manager
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TITLE:

Adoption of a Resolution for RedMed Plan Changes for 2026

- a. Resolution No. 1610: A Resolution of the City Council of the City of Redmond, Washington, Adopting a Revised Summary Plan Description for the City of Redmond Self-Insured Medical Plan

OVERVIEW STATEMENT:

The Red-Med Plan is the self-insured medical plan that is provided by the City for employees, spouses, state registered domestic partners, and eligible dependents. Periodically, the City's third-party administrator and broker recommend plan changes. In addition to ensuring that the Plan is legally compliant, these recommendations address evolving treatment options and protocols, as well as other issues and benefit clarifications that these parties deem necessary. Proposed changes in benefits are reviewed and discussed with the Employee Benefits Advisory Committee (EBAC) and any recommendations will be brought forward to Council for their approval. The changes that are being considered for 2026 are outlined in Exhibit 1 - 2026 Plan Change Summary.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information** ☐ **Provide Direction** ☒ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Any changes to Red-Med benefits are incorporated into a Summary Plan Description, which is the definitive description of the benefits that are covered by Red-Med. The Summary Plan Description for the Self-Insured Employee Health Benefits Plan, was adopted by Resolution No. 913 and last amended by Resolution No. 1589.
- **Required:**
The City of Redmond Personnel Manual, Section 1.40, requires Council approval of changes in the medical plan that add or delete benefits to employees.

- **Council Request:**
N/A
- **Other Key Facts:**
These changes are negotiated with bargaining units before they are incorporated into the Summary Plan Description as plan amendments.

OUTCOMES:

The Red-Med changes being considered for 2026, 1) align our plan with recent law changes and 2) incorporate new programs offered by Premera that assist employee and dependents who have complex healthcare needs.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
EBAC meetings are held monthly and discussions regarding 2026 plan changes were discussed at the following meetings:
 - July 23, 2025
 - August 27, 2025 (Vote)
- **Outreach Methods and Results:**
EBAC meetings are held on a monthly basis and discussion around plan changes occur annually with a vote regarding recommendations to Council occurring at the August meeting.
- **Feedback Summary:**
Feedback from this outreach will occur through a vote on recommendations. This vote took place at the August 27, 2025 EBAC meeting and is included on Exhibit 1.

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: ☐ Yes ☐ No ☒ N/A

Budget Offer Number:
N/A

Budget Priority:
Responsible Government

Other budget impacts or additional costs: ☐ Yes ☒ No ☐ N/A

If yes, explain:

The plan changes are anticipated to have a cost neutral impact to the medical plan.

Funding source(s):
Medical Self-Insurance Fund (511)

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
9/9/2025	Committee of the Whole - Finance, Administration, and Communications	Approve

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

For Plan Changes to take effect at the beginning of a new plan year (January 1, 2026), the recommendations will need to be approved at the September 16, 2025, meeting to allow for appropriate lead time for the Benefits Plan Administrator to make adjustments for an effective date of January 1, 2026.

ANTICIPATED RESULT IF NOT APPROVED:

Our Red-Med plan would be out of alignment with the latest law changes; please note that our fully insured health plan, Kaiser, will automatically incorporate these changes as required by law. Also, valuable programs offered by Premiera would not be available to members of the Red-Med Plan.

ATTACHMENTS:

Attachment A: Resolution Amending the Red-Med Plan
Exhibit 1: 2026 Plan Change Summary