



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

**Date:** January 31, 2018  
**To:** LEOFF 1 Disability Board members  
**From:** Paula Dillon x 7198, Human Resources  
**RE:** Tuesday, February 6, 2018, Regular Meeting

Please review the attached Agenda packet for the upcoming LEOFF 1 Disability Board meeting on Tuesday, February 6, 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  
Wayne Bergeron, Fire Department  
Bryan Reil, Police Department

*Other Copies:*

Cindy Lin, City Attorney's Office  
Joy St Germain, Diane Kendall, Human Resources  
Paula Dillon, Human Resources  
Sandra Nunnelee, Council Coordinator  
Michelle Luce, Council Coordinator  
Todd Dickerboom, 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, February 6, 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, January 9, 2017**
- 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**
- VII. Consideration of Medical Claims**
  - A. Routine claims**
  - B. Special claims**
  - C. Pre-Approved Recurring Long-Term Care Claims**
- VI. Staff Reports**
- VII. New Business**
- XI. Unfinished Business – Hearing Aids and Eyeglasses Policy Discussion**
- X. Announce Date & Time of next meeting: Tuesday, February 6, 2018**
- XI. Adjournment**

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

January 9, 2018  
5:30 p.m. – Administration  
6:00 p.m. – Business Meeting

Conference Room 1E-118  
Bellevue City Hall

**MEMBERS PRESENT:** Boardmember Wayne Bergeron  
Boardmember Bryan Reil  
Councilmember Lynne Robinson

**MEMBER ABSENT:** Chairperson Susan Neiman

**OTHERS PRESENT:** Paula Dillon, Human Resources

**MINUTES TAKER:** Michelle Cash, *via recording*

**I. CALL TO ORDER**

The meeting was called to order at 6:00 p.m. by Boardmember Bergeron.

**II. ROLL CALL**

A quorum was present.

**III. PUBLIC COMMENT**

None.

**IV. APPROVAL OF MINUTES**

**Motion by Councilmember Robinson and second by Boardmember Reil to approve the December 5, 2017 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 Councilmember Robinson and second by Boardmember Reil to approve the Routine Claims as presented. Motion carried unanimously (3-0).**

B. Special Claim

None.

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**

Ms. Dillon reminded Boardmembers that at the December 5, 2017 Board meeting additional information was requested on options for containing the costs of hearing aids such as establishing a cap tied to the reasonable costs of such items and other possible strategies for addressing the cost of this medically necessary item. Currently, the Board's policy on hearing aids reads as follows:

*Hearing aid devices will be considered a necessary medical expense on a case-by-case basis, as follows:*

*These minutes are in DRAFT form until approved by the LEOFF 1 Disability Board.*

1. *Requests for authorization of payment for hearing aid devices must be submitted in advance by the LEOFF 1 active/retiree and pre-approved by the Disability Board.*
2. *Where the Board authorizes a hearing aid device as a necessary medical expense, 100% of the cost will be paid.*

Ms. Dillon noted that the policy does not address specific criteria for examining the reasonableness of charges for hearing aids. For ease of administration, the Board also allows Premera to process hearing aid claims without Board pre-approval.

Ms. Dillon distributed the following information:

- Hearing aid claims that have been processed by the Board for the past three years.
- Hearing aid claims that have been processed by Premera for the past three years.
- WSLEA policy comparison.

The following were some of the findings from the WSLEA policy comparison:

- The average cost per hearing aid is \$2,250.
- The average replacement time is 4 years.
- Over half of the jurisdictions cover batteries.
- 14 out of the 59 respondents require a warranty.
- 19 out of the 59 respondents cover repairs.
- 4 out of the 59 respondents ask that Members use Costco.

Councilmember Robinson suggested the following parameters for a hearing aid policy:

- Hearing aid allowance of \$3,000 per hearing aid.
- Replacement every 3 years.
- Establish a cap for hearing aid batteries.
- Provide a copy of the hearing test.
- Minimum 2 year warranty required.
- No repair costs will be covered.

Boardmembers would like the hearing aid policy reviewed every three years. The policy will be prepared for further review at the next Board meeting. Boardmembers would like the full Board present to approve the policy.

Boardmember Reil inquired if the eyeglass policy should be reviewed/updated. Boardmembers requested that the eyeglass policy be reviewed as well so that both the hearing aid policy and the eyeglass policy can be presented to Members at the same time. Staff will review the current eyeglass policy and provide recommendations at the next meeting.

## **X. ANNOUNCE DATE & TIME OF NEXT MEETING**

The next Disability Board meeting will be held on February 6, 2018.

*These minutes are in DRAFT form until approved by the LEOFF 1 Disability Board.*

**XI. ADJOURNMENT**

By general consensus, the meeting was adjourned at 6:28 p.m.

2. Additional Approved & Pre-Approved Medical Expenses

A. Annually, 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.

1. Laser/refractive eye surgery –

a. the amounts authorized in 2.A up to a lifetime maximum of \$1,250 may instead be applied to medical expenses incurred for laser/refractive eye surgery that occurred during that calendar year.

b. On a case by case basis, the Board may consider reimbursement for laser/refractive eye surgery in amounts greater than 2A1a 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.

B. Hearing aid devices will be considered a necessary medical expense if prescribed by a state licensed audiologist.

1. The Board will allow a maximum payment of \$3,000 per hearing aid.
2. 2-year warranty is required.
3. Replacements are allowed every 3 years.
4. Annually \$50 toward the cost of batteries.

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<#>2. Where the Disability Board authorizes a hearing aid device as a necessary medical expense, 100% of the cost will be paid.¶  
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- (ii) The charges of a registered graduate nurse other than a nurse who ordinarily resides in the member's home, or is a member of the family of either the member or the member's spouse.
- (iii) The charges for the following medical services and supplies:
  - (A) Drugs and medicines upon a physician's prescription;
  - (B) Diagnostic x-ray and laboratory examinations;
  - (C) X-ray, radium, and radioactive isotopes therapy;
  - (D) Anesthesia and oxygen;
  - (E) Rental of iron lung and other durable medical and surgical equipment;
  - (F) Artificial limbs and eyes, and casts, splints, and trusses;
  - (G) Professional ambulance service when used to transport the member to or from a hospital when injured by an accident or stricken by a disease;
  - (H) Dental charges incurred by a member who sustains an accidental injury to his or her teeth and who commences treatment by a legally licensed dentist within ninety days after the accident;
  - (I) Nursing home confinement or hospital extended care facility;
  - (J) Physical therapy by a registered physical therapist;
  - (K) Blood transfusions, including the cost of blood and blood plasma not replaced by voluntary donors;
  - (L) An optometrist licensed under the provisions of chapter 18.53 RCW.

## 2. Additional Approved & Pre-Approved Medical Expenses

- A. Once every twenty-four months, two sets of prescription lenses plus up to \$200 toward the cost of frames. Unused amounts authorized in 2.A may not be carried forward to subsequent 24 month periods.
  - 1. Laser/refractive eye surgery –
    - a. the amounts authorized in 2.A up to a maximum of \$400 may instead

be applied to medical expenses incurred for laser/refractive eye surgery that occurred during that 24 month period.

b. On a case by case basis, the Board may consider reimbursement for laser/refractive eye surgery in amounts greater than 2A.1a 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.

B. Hearing aid devices will be considered a necessary medical expense on a case by case basis, as follows:

1. Requests for authorization of payment for hearing aid devices must be submitted in advance by the LEOFF I active/retiree and pre-approved by the Disability Board.
2. Where the Disability Board authorizes a hearing aid device as a necessary medical expense, 100% of the cost will be paid.

C. Long Term Care reimbursement

1. Policy: The Disability Board has studied how to contain escalating costs associated with Long Term Care Expenses. The LEOFF statute provides that a LEOFF 1 member is entitled to reimbursement for the medically "reasonable charges" incurred for Long Term Care (LTC). The Board has determined that it is appropriate to establish a cap on reimbursing LTC charges that represents a reasonable charge for these services. This cap is based on The Genworth Cost of Care Survey, a nationally recognized survey of average costs for LTC adjusted annually in March of each year. The survey provides average costs by geographic region. For services listed in the survey the Board will reimburse up to 120% of average cost for the geographic region in which the member lives. The cap may be adjusted based on a periodic survey conducted by city staff.

2. Rates: In November of each year, members will be notified by mail of the maximum reimbursement rate for the Puget Sound region that will apply in the following year. The average daily total cost for Home Health Care that will be reimbursed shall not exceed the average daily rate for a Skilled Nursing Facility. If the member lives outside the Puget Sound region they would need to contact the Disability Board staff assistant for the rates for their area.

The maximum reimbursement for the following Long Term Care facilities are:

- a) Assisted Living Facility \* (one bedroom unit)