

Staff Report

Subject: Approval of Meritain Health Plan Amendment #8

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Department: Human Resources and Risk Management

Meeting Date: January 7, 2025

Item Description: Request approval of Meritain Health Plan Amendment #8.

Summary Recommendation

- The Sex Transformation exclusion under “General Exclusions and Limitations” section is deleted and a new “Gender Reassignment Services” section has been added under Eligible Medical Expenses section.
 - Our corporate enterprise-wide position on this exclusion is to now allow plans to ‘exclude’ medically necessary gender affirming care. As a result, we removed exclusion language in alignment with this position.
 - The updated language specifically references ‘medically necessary’ gender affirming care and services.
 - This new language also references any services that fall outside of the medically necessary qualifier, etc.
- The ‘Nutritional counseling’ benefits under “Eligible Medical Expenses” was deleted and updated with new language to bring Effingham County BOC into compliance with having this benefit category covered as an eligible benefit.
 - Regardless of ERIS status, language that was previously used in SPD/ Plan Docs. referenced “medical conditions”, which was too narrow & didn’t represent our enterprise-wide position. As a result, new updated SPD language was required to make it clear the coverage is for both ‘medical necessary’ treatment of ‘both’ medical and mental health conditions and mitigates Mental Health Parity risk.
- Under General Exclusions and Limitations Section, ‘Surrogacy Benefit’ language was updated to extend the definition of the benefit due to the Pregnancy Discrimination Act, which doesn’t require plans to cover maternity benefits, but does not require plans to cover surrogate pregnancy.
 - Since Effingham County BOC’s does ‘not’ currently cover surrogate pregnancy, we still needed to update the language to expand on this exclusion.

Alternatives

1. Recommend approval of Amendment to Administrative Services Agreement.
2. Disapprove and provide staff with guidance on how to proceed.

Other Alternatives: None

Department Review: County Manager, County Attorney, and Human Resources.

Funding Source: None

Attachment: 17760-08