

AMENDMENT #2
TO THE
PLAN DOCUMENT/SUMMARY PLAN DESCRIPTION
for the
HEALTH BENEFIT PLAN
FOR EMPLOYEES OF
CITY OF MISSOULA - GROUP #2000203

Effective April 1, 2025, the Health Benefit Plan for Employees of City of Missoula is amended as follows (**red** and *italics* means change or addition and ~~strikeout~~ means deletion):

Within the “**ELIGIBILITY PROVISIONS**” section, the first paragraph is replaced with additional paragraph as follows:

An Employee is not eligible while on active military duty if that duty exceeds a period of thirty-one (31) consecutive days.

If a Dependent and/or spouse or domestic partner is employed by the City, neither can be covered under this Plan as a Participant and a Dependent spouse or domestic partner. However, if two parents both work for the City, they may both elect Dependent Coverage for their eligible Dependent children. Dependent children can be covered under this Plan as a Dependent child by more than one Participant.

Within the “**EFFECTIVE DATE OF COVERAGE**” section, the “CHANGE IN STATUS” subsection is replaced as follows:

CHANGE IN STATUS

If a Covered Dependent under this Plan becomes an eligible Employee of the City, he/she may continue his/her coverage as a Dependent **and/or** elect to be covered as a Participant.

If an eligible Employee who is covered as a Participant of this Plan ceases to be an Employee of the City, but is eligible to be covered as a Dependent under another Employee/Participant, he/she may elect to continue his/her coverage as a Dependent of such Employee/Participant.

Application for coverage due to a Change in Status must be made on the Plan's enrollment platform, within thirty (30) days immediately following the date the Employee becomes or ceases to be an eligible Employee. A Change in Status will not be deemed to be a break or termination of coverage and will not operate to reduce or increase any coverage or accumulations toward satisfaction of the Deductible and Out-of-Pocket Maximum to which the Covered Person was entitled prior to the Change in Status.


Nothing in this amendment is deemed to change any other provision of the Plan Document/Summary Plan Description of which it becomes a part.

CITY OF MISSOULA

BY:


MAYOR

ATTEST:


CITY CLERK
Claire Trumble (Apr 28, 2025 09:58 MDT)











A 10373 City of Missoula 2000203 Amd 2 Dual Coverage 4-1-25 (002)

Final Audit Report

2025-04-28


Created:	2025-04-20
By:	Angela Simonson (simonsona@ci.missoula.mt.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAmnOgRBKJRXDIXo8HsBQIM8I1DDUtRoc4

"A 10373 City of Missoula 2000203 Amd 2 Dual Coverage 4-1-25 (002)" History

-  Document created by Angela Simonson (simonsona@ci.missoula.mt.us)
2025-04-20 - 8:30:06 PM GMT- IP address: 69.146.152.134
-  Document emailed to Tim DeFors (deforst@ci.missoula.mt.us) for approval
2025-04-20 - 8:30:39 PM GMT
-  Email viewed by Tim DeFors (deforst@ci.missoula.mt.us)
2025-04-20 - 8:30:44 PM GMT- IP address: 3.230.3.146
-  Document approved by Tim DeFors (deforst@ci.missoula.mt.us)
Approval Date: 2025-04-21 - 2:47:00 PM GMT - Time Source: server- IP address: 209.137.251.46
-  Document emailed to Leigh Griffing (griffingl@ci.missoula.mt.us) for approval
2025-04-21 - 2:47:01 PM GMT
-  Email viewed by Leigh Griffing (griffingl@ci.missoula.mt.us)
2025-04-21 - 2:47:06 PM GMT- IP address: 54.167.96.174
-  Document approved by Leigh Griffing (griffingl@ci.missoula.mt.us)
Approval Date: 2025-04-21 - 4:55:07 PM GMT - Time Source: server- IP address: 174.231.85.47
-  Document emailed to Andrea Davis (DavisA@ci.missoula.mt.us) for signature
2025-04-21 - 4:55:08 PM GMT
-  Email viewed by Andrea Davis (DavisA@ci.missoula.mt.us)
2025-04-21 - 4:55:13 PM GMT- IP address: 54.237.148.48
-  Document e-signed by Andrea Davis (DavisA@ci.missoula.mt.us)
Signature Date: 2025-04-25 - 8:00:07 PM GMT - Time Source: server- IP address: 209.137.251.46



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 Document emailed to Claire Trimble (trimblec@ci.missoula.mt.us) for signature

2025-04-25 - 8:00:09 PM GMT

 Email viewed by Claire Trimble (trimblec@ci.missoula.mt.us)

2025-04-25 - 8:00:15 PM GMT- IP address: 54.90.153.163

 Document e-signed by Claire Trimble (trimblec@ci.missoula.mt.us)

Signature Date: 2025-04-28 - 3:58:12 PM GMT - Time Source: server- IP address: 209.137.251.46

 Agreement completed.

2025-04-28 - 3:58:12 PM GMT



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