

## HIPAA EXEMPTION ELECTION DOCUMENT

**NAME OF PLANS:** CITY OF WEST ALLIS SELF-FUNDED STANDARD MEDICAL PLAN  
CITY OF WEST ALLIS SELF-FUNDED PPO MEDICAL PLAN

**PLAN SPONSOR:** CITY OF WEST ALLIS  
7525 WEST GREENFIELD AVENUE  
WEST ALLIS, WI 53214

**EMPLOYER'S FEDERAL I.D. NO.** 39-6005651 **PLAN NO.** 3991204 (Standard)  
3997402 (PPO)

**PLAN YEAR:** TERM OF COLLECTIVE BARGAINING AGREEMENT  
January 1, 2008 through December 31, 2010

**PLAN ADMINISTRATOR:** HUMANA  
CORPORATE ACCOUNTS  
1100 EMPLOYERS BOULEVARD  
GREEN BAY, WI 54344

The City of West Allis Self-Funded, Standard and PPO medical Plans are not provided through insurance. Because these plans are maintained under collective bargaining agreements they have been exempt from the HIPAA requirements set forth below, pursuant to Section 102(c)(3) of the Public Health Service Act (PHS Act). At this time, the City of West Allis elects, under the authority of Section 2721(b)(2) of the PHS Act, and 45 CFR 146.180 of Federal regulations, to exempt City of West Allis Self-Funded, Standard and PPO Medical Plans from the following HIPAA requirements and the PHS Act, as amended:

1. Limitations on preexisting condition exclusion periods.
2. Special enrollment periods.
3. Prohibitions against discrimination against individual participants and beneficiaries based on health status.
4. Standards relating to benefits for mothers and newborns.
5. Parity in the application of certain limits to mental health benefits.
6. Required coverage for reconstructive surgery following mastectomies.

This election has been made in conformity with all rules of the plan sponsor, including any public hearing, if required. This election renews the exemption that was in place for the Collective Bargaining term January 1, 2006, through December 31, 2007.\* I certify that the undersigned is authorized to submit this election on behalf of the City of West Allis Self-Funded, Standard and PPO Medical Plans. The notice to plan enrollees has been, and will continue to be, provided to them in accordance with 45 CFR 146.180(f).

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Paul M. Ziehler, City Administrative Officer, Clerk/Treasurer

\* Protracted negotiations with respect to the new collective bargaining agreements resulted in extensions of the terms of the prior agreements. To date, there remains one agreement that has not been settled and ratified.