

**CITY OF CLEVELAND AND
CLEVELAND ASSOCIATION OF RESCUE EMPLOYEES/ILA, LOCAL 1975**

TENTATIVE AGREEMENT 2019-2022 CBA

SERB Case No. 2019-MED-04-0429

The City of Cleveland ("City") and the Cleveland Association of Rescue Employees/ILA, Local 1975 ("CARE" or "Union") (collectively "the Parties") tentatively agree to resolve the parties' successor Collective Bargaining Agreement ("CBA") under the following terms:

1. **Articles 31 (Compensation) and 32 (Step Schedule)** shall be modified to reflect the following wage increases for all CARE bargaining unit members:

- a. 2.0% wage increase effective April 1, 2019
- b. 2.0% wage increase effective April 1, 2020
- c. 2.0% wage increase effective April 1, 2021

[Updated Step Schedule attached]

2. **Article 28 (Health Coverage)** shall remain current contract language from the terms of the 2016-2019 CBA, as agreed upon by the Parties in the Agreement to Amend Conciliation Award ("Settlement Agreement #1"), for the duration of the 2019-2022 CBA.

3. **Article 50 (Duration)** shall be modified to read as follows:

This Contract represents a complete and final understanding on all operational policy between the City and the Union and it shall be effective from April 1, 2019 through March 31, 2022.

4. All other terms of the 2016-2019 CBA, including the Parties' tentative agreements for the 2016-2019 CBA, the terms of the Conciliation Award issued by David Stanton in AAA Case No. 01-17-0007-3460, and the Parties' agreed upon amendments to the Conciliation Award as set forth in Settlement Agreement #1, shall be incorporated unchanged into the 2019-2022 CBA.

FOR THE UNION:

Paul Melhuish, President Date

FOR THE CITY OF CLEVELAND:

Nicole Carlton, Commissioner Date
Division of Emergency Medical Service
Department of Public Safety

RECOMMENDED FOR APPROVAL BY:

William Menzalora Date
Chief Assistant Director of Law
Department of Law

ARTICLE 32
STEP SCHEDULE

Emergency Medical Technician

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Start	\$38,530.25	\$39,300.86	\$40,086.87
After 1 Year	\$40,266.96	\$41,072.30	\$41,893.75
After 2 Years	\$43,161.70	\$44,024.94	\$44,905.43
After 3 Years	\$45,666.48	\$46,579.81	\$47,511.41
After 4 Years	\$48,171.24	\$49,134.67	\$50,117.36
After 5 Years	\$53,636.31	\$54,709.04	\$55,803.22
After 10 Years	\$54,884.79	\$55,982.49	\$57,102.14

Paramedic I (Functioning Paramedic 0-12 Months)

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Start	\$40,485.46	\$41,295.17	\$42,121.08
After 1 Year	\$42,109.89	\$42,952.08	\$43,811.13
After 2 Years	\$45,116.89	\$46,019.23	\$46,939.62
After 3 Years	\$47,621.65	\$48,574.08	\$49,545.57
After 4 Years	\$50,126.41	\$51,128.94	\$52,151.52
After 5 Years	\$55,591.47	\$56,703.30	\$57,837.37
After 10 Years	\$56,841.01	\$57,977.83	\$59,137.39

Paramedic II (Functioning Paramedic 12-36 Months)

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
After 1 Year	\$42,570.61	\$43,422.02	\$44,290.46
After 2 Years	\$45,605.70	\$46,517.81	\$47,448.17
After 3 Years	\$48,110.42	\$49,072.63	\$50,054.08
After 4 Years	\$50,615.18	\$51,627.49	\$52,660.03
After 5 Years	\$56,080.25	\$57,201.86	\$58,345.90
After 10 Years	\$57,328.73	\$58,475.31	\$59,644.81

Paramedic III (Functioning Paramedic 36 Months or Longer)

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
After 3 Years	\$48,599.22	\$49,571.20	\$50,562.62
After 4 Years	\$52,359.41	\$53,406.60	\$54,474.74
After 5 Years	\$57,824.52	\$58,981.01	\$60,160.63
After 10 Years	\$59,073.00	\$60,254.46	\$61,459.55

Emergency Medical Dispatcher

	<u>4/1/2019</u>	<u>4/1/2020</u>	<u>4/1/2021</u>
Start	\$36,343.45	\$37,070.32	\$37,811.73
After 1-2 Years	\$38,434.17	\$39,202.85	\$39,986.91
After 3 Years	\$41,757.94	\$42,593.09	\$43,444.96
After 4 Years	\$45,081.70	\$45,983.34	\$46,903.00
After 5 Years	\$49,324.86	\$50,311.36	\$51,317.58
After 10 Years	\$50,573.34	\$51,584.81	\$52,616.50

**CITY OF CLEVELAND AND
CLEVELAND ASSOCIATION OF RESCUE EMPLOYEES/ILA, LOCAL 1975**

SETTLEMENT AGREEMENT #1

(AMENDMENT OF CONCILIATION AWARD)

The City of Cleveland ("City") and the Cleveland Association of Rescue Employees/ILA, Local 1975 ("CARE") (collectively "the Parties") enter into Settlement Agreement to amend the Conciliation Award issued in AAA Case No. 01-17-007-3460, settle the 2016-2019 Collective Bargaining Agreement ("CBA"), and to resolve the Parties' dispute in City of Cleveland v. Cleveland Association of Rescue Employees/ILA, Local 1975, Eighth Appellate District Case No. 20-109378, Cuyahoga County Court of Common Pleas Case No. CV-18-908520.

BACKGROUND

1. CARE is the exclusive bargaining unit representative of all Emergency Medical Technicians, Emergency Medical Dispatchers, Paramedics and Sergeants within the City's Division of Emergency Medical Services ("EMS").
2. On September 17, 2018, Arbitrator David Stanton issued the Parties his Conciliation Award in AAA Case No. 01-17-007-3460 establishing the terms of the Parties' 2016-2019 CBA.
3. The City filed an action to vacate the Conciliation Award, and CARE filed an action to confirm and enforce the Award in City of Cleveland v. Cleveland Association of Rescue Employees/ILA, Local 1975, Cuyahoga County Court of Common Pleas Case No. CV-18-908520 (Judge Michael J. Russo).

4. On December 13, 2019, the Court of Common Pleas granted CARE's motion to confirm and enforce the Conciliation Award and denied the City's motion to vacate.

5. On January 10, 2020, the City filed an appeal to the Eighth Appellate District (Case No. 20-109378), where the matter is currently pending.

6. Per the Comprehensive Package Settlement Agreement, the Parties agree to resolve the above-referenced dispute under the following terms:

TERMS AND CONDITIONS

7. The terms of the 2016-2019 CBA between the City and CARE shall include the tentative agreements reached between the Parties in SERB Case No. 2015-MED-12-1310, the Conciliation Award terms as issued by David Stanton in AAA Case No. 01-17-0007-3460, and the amendments to the Conciliation Award agreed upon by the Parties as attached and incorporated hereto.

8. The City's appeal in Eighth Appellate District Case No. 20-109378 shall be withdrawn with prejudice pursuant to notice of settlement, and the City withdraws with prejudice its motion to vacate the Conciliation Award.

9. Per the Comprehensive Package Settlement Agreement, CARE agrees to waive its right to payment of statutory interest as awarded in Cuyahoga County Court of Common Pleas Case No. CV-18-908520.

10. The City and CARE are responsible for their own respective legal fees in Eighth Appellate District Case No. 20-109378, Cuyahoga County Court of Common Pleas

Case No. CV-18-908520, and AAA Case No. 01-17-0007-3460, including their respective share of the Conciliator's fees in AAA Case No. 01-17-0007-3460.

11. **No Admission of Liability.** The terms of this agreement represent a compromise of disputed claims, and neither of the parties make any admission of liability or wrongdoing regarding the subject matter of this agreement.

9. **Representations and Warranties.** Each party to this agreement warrants to the other party as follows:

A. They have received independent legal advice from their attorney(s) concerning the advisability of making the settlement provided for in this agreement and of executing this agreement or had the opportunity to obtain legal advice prior to entering into this agreement.

B. They have carefully read and reviewed this agreement and attached with their attorney(s) or had the opportunity to obtain legal advice prior to entering into this agreement and attached, and know and understand their full contents, and are knowingly and voluntarily entering into this agreement.

C. They have not assigned to any person or entity any of the claims, or any portion of any of the claims, that were or could have been asserted in the lawsuit, except that any monies due pursuant to this agreement are assigned to his spouse and/or heir should the above-referenced employee decease prior to payment owed pursuant to this agreement and attached.

D. They are fully authorized and competent to execute this agreement and do so relying on their own judgment of the nature, extent, and duration of any injuries, damages, and/or losses they have incurred.

E. They are not relying on any statement, representation, omission, inducement, or promise of any other party in executing this agreement, except as expressly stated in this agreement or the attached, or as in the Comprehensive Package Settlement Agreement.

10. **Additional Terms.**

A. **Choice of Law.** This agreement has been executed and delivered in the State of Ohio, and the rights and obligations of the parties shall be construed and enforced under Ohio law.

B. **Entire Agreement; Modification.** This agreement, the attached, and the Comprehensive Package Settlement Agreement are the full, final, and binding settlement terms between the parties, set forth the terms of the settlements, and supersede any other prior or contemporaneous agreements, representations, and understandings, oral or written, between the parties regarding the subject matter of this agreement, the attached and the Comprehensive Package Settlement Agreement. No supplement, modification, or amendment of this agreement or the attached will be binding unless it is in writing and signed by both parties.

C. **Waiver.** No waiver of any term of this agreement constitutes a waiver of any other provision, whether similar or dissimilar. No waiver of any term constitutes a continuing waiver of that term. No waiver is binding unless signed in writing by the waiving party.

D. **Binding Effect; Assignment.** By affixing his/her/its signature to this document, each party is affirming that he/she/it has read, understands, and consents to the agreement and attached and agrees to be legally bound by and to their terms. This agreement binds and inured to the benefit of all parties and their respective successors and assigns. This agreement and attached cannot be assigned without the prior written consent of all other parties. This agreement and the attached do not waive or alter the parties' bargaining rights under Ohio law or the CBA.

E. **Headings.** The headings in this agreement are for convenience of reference only and do not constitute a part of it. The headings do not affect its interpretation.

F. **Counterparts.** This agreement and attached may be executed in counterparts, each of which is considered an original, but all of which constitute one and the same instrument.

G. **Cooperation.** Each party has cooperated in, and in any construction of this agreement and the attached, and shall be deemed to have cooperated in the drafting and preparation of this agreement and the attached.

H. **Additional Acts/Documents.** The parties shall perform all additional acts and execute and/or deliver all additional documents necessary to carry out the terms of this agreement and the attached terms.

FOR THE UNION:

Paul Melhuish, President Date

FOR THE CITY OF CLEVELAND:

Barbara A. Langhenry, Director* Date
Department of Law

Michael McGrath, Director Date
Department of Public Safety

Nicole Carlton, Commissioner Date
Division of Emergency Medical Service
Department of Public Safety

RECOMMENDED FOR APPROVAL BY:

William Menzalora Date
Chief Assistant Director of Law
Department of Law

* Under Section 125.03 of the Codified Ordinances of the City of Cleveland, only the Director of Law can bind the City of Cleveland to a settlement agreement. Thus, no settlement is final until the Director of Law has signed and delivered the agreement.

AMENDMENTS TO CONCILIATION AWARD

ISSUE 4: SHIFT ASSIGNMENTS – ARTICLE 15 (Star Days)

Amend Sections 1 and 4 as follows:

1. Working Hours. Employees working twelve-hour shifts will work an average of seven days every two weeks, or 84 hours. **Hours worked outside of an employee's regularly scheduled work hours shall be overtime.** ~~Employees shall then receive additional scheduled days off (called "star days"), which the City will attempt to schedule either every third or fourth pay period shall be scheduled contiguous with the employee's other days off, consistent with operational needs.~~

4. Overtime.

a. Every pay period in which an employee works a forty-eight/thirty-six hour schedule including paid union leave, the employee will earn and be paid **in cash eight hours of overtime (time and one-half) for that pay period. The employees' base pay rate and overtime rate shall be based on dividing annual compensation by 2,080 hours per year.** ~~two additional hours of pay (at straight time) and will accumulate six hours to be applied toward a star day.~~

~~b. Every pay period in which an employee is scheduled a star day (36/36), the employee will not be paid the additional two hours.~~

~~c. The City will attempt to schedule the star day either every third or fourth pay period. If the star day is not scheduled until the fourth pay period, the employee will have earned an additional six hours toward the next star day.~~

~~d. If the City is unable to schedule the star day by the end of the fourth pay period, the employee at his or her option, may either bank the accumulated time earned or be compensated in cash (i.e., 24 hours at straight time).~~

~~e. Unless the affected employee advises the payroll officer of how he or she wishes to be compensated within five business days prior to the end of the next pay period, the City will maintain discretion on how the employee will be compensated.~~

~~f. Any cash payments owed will be paid on the succeeding pay period following the employee's request or the City's discretionary judgment.~~

ISSUE 5: OVERTIME/PREMIUM PAY – ARTICLE 23 (When Overtime Payable)

[Current ¶ 1]

All employees who work overtime shall receive time and one-half (1-1/2) their regular rate of pay for all hours worked in excess of **their regularly scheduled work hours** ~~forty (40) in one (1) work week or eight (8) in one (1) work day (excluding employees on a twelve hour schedule, who shall receive overtime pursuant to Article XV).~~

ISSUES 11-13: HEALTH COVERAGE – ARTICLE 28

Hospitalization/Surgical. The City agrees to provide single or family coverage, whichever is applicable, for each eligible member enrolled in any of the health coverage plans under the terms and conditions set forth in this Article. Employees shall maintain their current level of benefits through **June 30, 2020** ~~August 31, 2014~~ and then will be provided benefits in accordance with Addendum A (summary description of benefits effective **July 1, 2020** ~~September 1, 2014~~). There shall be no duplicate coverage if both spouses are on the City's payroll. There shall be no reduction in benefit levels afforded by said plans unless by mutual agreements of the City and the Union, except as otherwise set forth in this article.

All members shall contribute the currently-defined contribution amounts on any hospitalization/medical plans offered by the City through **June 30, 2020** ~~August 31, 2014~~. Effective **July 1, 2020** ~~September 1, 2014~~, members shall contribute a percentage for such plans based on the City's costs or fully-insured equivalent cost of hospitalization, prescription drug, dental and vision coverage to be deducted from the member's wages as follows:

Effective **July 1, 2020** ~~September 1, 2014~~:

	WELLNESS		NON-WELLNESS	
	Individual Coverage	Family Coverage	Individual Coverage	Family Coverage
MMO PLUS	15 12 %	14 11 %	19 16 %	18 15 %
ANTHEM BLUE				
ACCESS PPO	15 12 %	14 11 %	19 16 %	18 15 %
HEALTH SPAN	15 12 %	14 11 %	19 16 %	18 15 %

~~Effective April 1, 2015:~~

WELLNESS		NON-WELLNESS	
Individual Coverage	Family Coverage	Individual Coverage	Family Coverage

MMO PLUS	13%	12%	17%	16%
ANTHEM BLUE				
ACCESS PPO	13%	12%	17%	16%
HEALTHSPAN	13%	12%	17%	16%

Employees will be provided the opportunity to enroll in an available alternative plan during the enrollment period.

Health care deductions of one-half the above amounts shall be made the first two pay periods of each month.

For all mental, nervous, and substance abuse treatment, in-patient and out-patient coverage shall be that set forth as part of the health care insurance plan selected by the employee.

The prescription program shall be that set forth as part of the health care insurance plan selected by the employee.

The City shall have the discretion to implement and offer a voluntary, optional high-deductible hospitalization plan for employees with benefit levels as outlined in Addendum B. If so implemented and elected, the premium rates shall be as follows:

	WELLNESS		NON-WELLNESS	
	Individual Coverage	Family Coverage	Individual Coverage	Family Coverage
Employee Premiums (including Rx, dental and vision coverage)	6 8%	5 8%	10 12%	9 12%

To satisfy the “wellness” requirements and be eligible for the reduced premium contributions, the employee must complete annually a health-risk assessment and have participated once annually in a biometric screening. The screening can be attained either through a program offered by the City, at its option, or by the employee through an annual physical conducted by a physician. The screening shall require the following measurements:

Height
Weight

Body mass index (BMI)
Waist circumference
Blood pressure

The screening shall also require a blood sample to measure:

Total cholesterol
High-density lipoprotein (HDL)
Glucose
Low-density lipoprotein (LDL) (available only with the fasting test)
Triglycerides (available only with the fasting test)

The City shall establish the initial deadline in 2014 on which employees must satisfy the wellness survey/screening requirements. The City shall provide no less than thirty (30) days' advance notice of said deadline. Until such deadline is set, the "wellness" premium contribution rates shall apply.

No later than 150 days prior to expiration, the parties shall convene a labor management committee with no more than three (3) representatives from each party in order to discuss the possible application of health-oriented results to the Wellness Initiatives in the next contract.

Life Insurance. During the term of this Contract, the City shall provide all members with Group Term Life Insurance in the amount of \$15,000.00.

Dental Insurance. The City shall continue to provide all members with a dental insurance package which shall include orthodontist benefits.

Vision Insurance. The City shall continue to provide a vision insurance plan for employees.

The City shall have the right to change insurance carriers or convert to, and from, a self-insured and fully-insured model, provided that benefits levels remain substantially the same. The City shall provide no less than forty-five (45) days advance notice to the Union in order to meet and confer regarding the proposed change.

[Health Care Addendum – Attached]

ISSUE 14: HAZARDOUS DUTY INJURY – ARTICLE 29 (Mental Trauma Qualifies for HDI)

Maintain current contract language of Section (A)(1) – (6). In lieu of the changes awarded in Section (A), the following new Article shall be included in the 2016-2019 CBA:

ARTICLE
EMPLOYEE MENTAL HEALTH

Any employee receiving, dispatching or responding to the scene of an emergency incident, as described below, shall, upon completion of the incident and upon their request or at the request/referral of a co-worker or their supervisor, be provided a minimum of sixty (60) minutes to decompress, emotionally and physically relax, reflect on the incidents impact and determine if additional assistance is wanted.

- A. Death or life-threatening injury of a City of Cleveland, Department of Public Safety employee, co-worker or family member.
- B. Death or life-threatening injury to a child under the age of 12
- C. Incidents involving multiple deaths or casualties.
- D. Incidents involving criminal assault on an employee or his/her partner during the course of duty.
- E. Incidents deemed by EMS Administration as potentially causing mental trauma.

If an employee, co-worker or on-duty Captain requests the service of Employee Assistance Program (“EAP”) immediately following the incident, the on-duty Captain shall contact the appropriate EAP. Immediately following contact to the designated EAP, the Commissioner of the Division of Emergency Medical Service and/or Deputy Commissioner of Operations shall be contacted by the on-duty Captain.

After conferring with EAP, the employee may return to duty or request a release from duty for the remainder of their regularly scheduled shift. A request for release from duty will be evaluated and recommendations made by the Cleveland Stress Consultant and Safety Medical Unit or City-designated mental health clinician in regard to additional leave. The EMS Commissioner may approve up to three (3) shifts of paid administrative leave (not including the shift on which the incident occurred). The EMS Commissioner shall not unreasonably reject the leave recommendations of EAP, the Safety Medical Unit or City-designated mental health clinician.

EAP will contact the employee within twenty-four (24) hours of the incident to determine the employee’s status. In the event the employee is not available at the time of the contact, it is the employee’s responsibility to follow up with EAP within twenty-four (24) hours of the contact or no later than one hour prior to the employee’s next scheduled shift.

In the event a formal post incident debriefing is scheduled, all involved employees will be permitted to attend the meeting. In the event an employee is scheduled to work during the debriefing, they will be released from duty. The time while attending the debriefing shall be documented as paid administrative leave.

In the event an employee requires additional time off from work for the purpose of follow up treatment directly related to the incident, they shall make a request for paid administrative leave. Approval of additional paid administrative leave shall be reviewed on a case by case basis and at the discretion of the city of Cleveland Stress Consultant, SMU and Commissioner EMS/designee. Otherwise, employees may use accrued available leave as permitted under the CBA and/or law.

In the event the City requires an employee to see an EAP representative for a mental trauma evaluation outside the employee's normal work hours, the employee shall be paid a minimum of two hours of overtime per visit.

ISSUE 16: COMPENSATION – ART. 31 / STEP SCHEDULE – ART. 32 (General Wage Increases)

Modify “Wages” Section as follows, otherwise CCL:

Wages

In settlement of wages for the year 20137, there shall be a ~~one percent (1%)~~ **two percent (2%)** wage increase added to the base rates of the classifications, retroactive to April 1, 20137.

Effective April 1, 2018, a \$1,800 equity adjustment shall be made to the “Start” annual compensation of all bargaining unit classifications set forth under the Step Schedule (EMD, EMT, Paramedic I, II, III), and another \$1,200 equity adjustment (for a total of \$3,000) to the “After 10 Years” annual compensation of the same bargaining unit classifications.

In settlement of wages for the year 20148, **after the above equity adjustments**, there shall be a ~~two percent (2%)~~ **two percent (2%)** wage increase added to the base rates of the classifications, retroactive to April 1, 20148.

~~In settlement of wages for the year 2015, there shall be a two percent (2%) wage increase added to all base rates of the classifications, effective on or about April 1, 2015.~~

[Step Schedule, Article 32 – Attached]

This Agreement does not modify the Parties’ prior tentative agreements for the 2016-2019 CBA. Unless expressly stated otherwise above, the Conciliation Award terms stand as awarded. The Parties agree the tentative agreement terms, the Conciliation Award terms, and the terms as amended above shall be effective for the 2016-2019 CBA upon execution of the Settlement Agreement, with the exception of compensation which shall be effective (retroactive) on the dates indicated above and the employee premium contributions and plan-design changes which shall be effective July 1, 2020.

HEALTH CARE ADDENDUM A

I. COMPREHENSIVE MAJOR MEDICAL PPO PLAN (PLUS)

	<u>In-Network</u>
a. Annual Deductible:	\$750 single \$1,500 family
b. Comprehensive Major Medical: (Co-Insurance percentage)	90% - 10%
c. Co-Insurance Annual Out-of-Pocket Maximum (Excluding Deductible):	\$1,500 single \$3,000 family
d. -- Doctor and other Office visits: -- Specialists:	\$20.00 Co-pay \$30.00 Co-pay
e. Use of Emergency Room:	\$100.00 Co-pay (Co-pay waived if admitted) Non-Emergency use \$100.00 Co-pay plus 90% Co- Insurance
f. Wellness/Preventive Services:	
Routine Physical Exam (One exam per benefit period):	\$20.00 office visit Co-pay, not subject to deductible
Well Child Care Services including Exam and Immunizations (to age nine, limited to a \$500 maximum per benefit period):	\$20.00 office visit Co-pay, not subject to deductible
Well Child Care Laboratory Tests (to age nine):	100% not subject to deductible
Routine Mammogram (One, limited to an \$85 maximum per benefit period):	100% not subject to deductible
Routine Pap Test and Exam (One per benefit period):	100% not subject to deductible

Routine EKG, Chest X-ray, Complete Blood Count, Comprehensive Metabolic

100% not subject to deductible

Panel and Urinalysis (Ages nine and over, one each per benefit period):

CA 125 (cancer screening), Cholesterol Screening (Ages nine and over, one each per benefit period):

100% not subject to deductible

Routine PSA Test:

100% not subject to deductible

Routine Endoscopic Services (including Colonoscopy) and Colon Cancer Screening deductible (Age over 50, one each per benefit period):

100% not subject to

g. Out-of-Network varies by standard carrier design.

HIGH DEDUCTIBLE PLAN

	<u>In-Network</u>
a. Annual Deductible:	\$1000 single \$2000 family
b. Comprehensive Major Medical: (Co-Insurance percentage)	80% - 20%
c. Co-Insurance Annual Out-of-Pocket Maximum (Excluding Deductible):	\$2000 single \$4000 family
d. -- Doctor and other Office visits: -- Specialists:	\$20.00 Co-pay \$40.00 Co-Pay
e. Use of Emergency Room:	\$100.00 Co-pay (Co-pay waived if admitted)
	Non-Emergency use \$100.00 Co-pay plus 80% Co-Insurance
f. Wellness/Preventive Services:	
Routine Physical Exam (One exam	\$20.00 office visit Co-pay,

per benefit period):	not subject to deductible
Well Child Care Services including Exam and Immunizations (to age nine, limited to a \$500 maximum per benefit period):	\$20.00 office visit Co-pay, not subject to deductible
Well Child Care Laboratory Tests (to age nine):	100% not subject to deductible
Routine Mammogram (One, limited to an \$85 maximum per benefit period):	100% not subject to deductible
Routine Pap Test and Exam (One per benefit period):	100% not subject to deductible
Routine EKG, Chest X-ray, Complete Blood Count, Comprehensive Metabolic Panel and Urinalysis (Ages nine and over, one each per benefit period):	100% not subject to deductible
CA 125 (cancer screening), Cholesterol Screening (Ages nine and over, one each per benefit period):	100% not subject to deductible
Routine PSA Test:	100% not subject to deductible
Routine Endoscopic Services (including Colonoscopy) and Colon Cancer Screening deductible (Age over 50, one each per benefit period):	100% not subject to deductible

Note: Coverage levels for out-of-network services will be as established by the carrier.

~~II. HMO~~

~~The City will provide not less than two (2) HMO options.~~

In Network

- a. ~~Co Insurance percentage: 90% 10%~~
- b. ~~No deductible:~~
- e. ~~Co Insurance Annual Out of Pocket \$1250 single
Maximum: \$2500 family~~
- d. ~~Doctor and other treatment visits: \$20.00 Co pay~~
- e. ~~Use of Emergency Room: \$100.00 Co pay (Co pay
waived if admitted)
Non-Emergency use: \$100.00
Co pay plus 90% Co-
Insurance~~

II. PRESCRIPTION DRUG

- a. Co-Pays:

Generic (mandatory)	\$10.00
Name Brand, Formulary	\$25.00
Name Brand, Non-Formulary	\$40.00
- b. Mandatory Generic Requirements – Mandate individual’s use of generic drugs where available; if individual chooses Name Brand Formulary or Name Brand Non-Formulary when generic is available, individual pays the applicable Name Brand Formulary or Name Brand Non-Formulary co-pay plus the difference between the Generic and Name Brand costs.

Note: Coverage levels for out-of-network services will be as established by the carrier.

HEALTH CARE ADDENDUM B

HIGH DEDUCTIBLE PLAN

	<u>In-Network</u>
a. Annual Deductible:	\$1000 single \$2000 family
b. Comprehensive Major Medical: (Co-Insurance percentage)	80% - 20%
c. Co-Insurance Annual Out-of-Pocket Maximum (Excluding Deductible):	\$2000 single \$4000 family
d. -- Doctor and other Office visits: -- Specialists:	\$20.00 Co-pay \$40.00 Co-Pay
e. Use of Emergency Room:	\$100.00 Co-pay (Co-pay waived if admitted)
	Non-Emergency use \$100.00 Co-pay plus 80% Co-Insurance
g. Wellness/Preventive Services:	
Routine Physical Exam (One exam per benefit period):	\$20.00 office visit Co-pay, not subject to deductible
Well Child Care Services including Exam and Immunizations (to age nine, limited to a \$500 maximum per benefit period):	\$20.00 office visit Co-pay, not subject to deductible
Well Child Care Laboratory Tests (to age nine):	100% not subject to deductible
Routine Mammogram (One, limited to an \$85 maximum per benefit period):	100% not subject to deductible
Routine Pap Test and Exam (One per benefit period):	100% not subject to deductible

Routine EKG, Chest X-ray, Complete Blood Count, Comprehensive Metabolic Panel and Urinalysis (Ages nine and over, one each per benefit period):	100% not subject to deductible
CA 125 (cancer screening), Cholesterol Screening (Ages nine and over, one each per benefit period):	100% not subject to deductible
Routine PSA Test:	100% not subject to deductible
Routine Endoscopic Services (including Colonoscopy) and Colon Cancer Screening deductible (Age over 50, one each per benefit period):	100% not subject to deductible

Note: Coverage levels for out-of-network services will be as established by the carrier.