

GROUP HEALTH INSURANCE

PLAN YEAR	BCBS RECOMMENDED INCREASE (DECREASE)	SW/WC CCOGA INSURANCE POOL INCREASE (DECREASE)
2009	8.70%	8.50%
2010	1.00%	0%
2011	-5.05%	0%
2012	16.10%	5.00%
2013	18.80%	12.10%
2014	-10.00%	0%
2015	-1.00%	-5.00%
2016	1.10%	0%
<u>8 YEAR TOTALS</u>	<u>29.65%</u>	<u>20.60%</u>
<u>8 YEAR AVERAGE</u>	<u>3.70%</u>	<u>2.57%</u>

8. WTP Working Foreman; Building Official

9. Planner/Airport Manager

22.3 Upon reclassification or promotion, an employee shall be placed on the minimum step of the new range or the step on the new range which will provide a four (4.0%) percent wage increase, whichever is greater. Reclassification does not change the employee's step increase date. A promotion to a higher salary grade will result in the employee's salary step increase date changing to the date of entry into the higher paid classification.

22.4 The Employer agrees to provide at the Employer's expense for all regular full-time employees and probationary employees under this Agreement, an insurance program for hospitalization and major medical coverage comparable to the current Basic Plan. If the employee chooses dependent coverage, the Employer shall pay the following toward the cost of dependent coverage:

A. For 2014, for employees hired prior to 2012, the Employer will contribute up to \$1,428 toward the cost of the monthly premium for family coverage under the Basic Plan. Any additional costs shall be paid by the employee through payroll deduction. Except as noted below, for 2015, and annually thereafter, the Employer will contribute up to fifty percent (50%) of the increase in cost of the monthly premium for dependent coverage under the Basic Plan. Any additional cost shall be paid by the employee through payroll deduction. The formula for calculation of fifty percent (50%) of the increase in the cost of the monthly premium for family coverage under the Basic Plan shall be as follows:

The total new family premium cost (currently for 2014 \$1,725) minus the total new single premium cost (currently for 2014 \$615) equals dependent coverage cost. The difference in the new total dependent cost minus the cost of the previous year dependent coverage cost shall be divided by two and added to the Employee contribution toward dependent coverage from the previous year.

B. For employees hired after 2012, the Employer will pay up to \$574 per month for 2015 toward the cost of single coverage.

For 2015, the Employer will pay up to \$1,332 per month toward the cost of family coverage. Any additional cost will be paid by the employee through payroll deduction.

- C. The Employer agrees to provide optional individual and dependent group health coverage under the Blue Cross/Blue Shield Aware Gold Plan. Enrollment shall be limited to the annual renewal date or at any open enrollment date sponsored by BC/BS. The cost of the optional health coverage shall be in addition to the base health plan cost sharing arrangement and will include the premium difference between the base plan and the Aware Gold plan being paid in full by the employee. In the event the Employer, for whatever reason discontinues its relationship with BC/BS, the option to subscribe to Aware Gold health coverage will no longer be available to employees.
- 22.5 The City will provide a VEBA plan as an additional option provided there is a minimum of at least ten (10) employees enrolled City wide.
- 22.6 The Employer will provide fifty thousand (\$50,000) dollar non-contributory life insurance and long-term disability insurance for each full-time employee, in accordance with current contract policy.
- 22.7 Employees at the Waste Treatment Plant will be assigned from Tuesday until the next Tuesday to a rotating standby schedule as established by the Plant Supervisor. One employee will be scheduled to standby from 4:30 p.m. on Tuesday until the following Tuesday, one week later at 8:00 a.m. It will be this employee's obligation to answer promptly any and all alarms received by him/her from the Plant during those hours between 4:30 p.m. and 7:00 a.m. for each day of the seven-day week for the standby schedule. The employee shall receive additional pay for each and every call-out at the applicable overtime rate for this employee in accordance with Article 11. Standby duty pay for Wastewater Treatment Plant employees shall be three (3) hours per day or twenty-one (21) hours per week at his/her regular pay rate.
- 22.8 Any additional employees called out by the Supervisor that assist the standby employee shall be compensated on the normal basis of call-back with a minimum of two hours pay at the overtime rate as provided for in Section 11 of the contract.
- 22.9 Permanent part-time employees who work a minimum of twenty (20) hours per week shall receive full health insurance benefits. If the

MEMORANDUM

TO: Department Heads
 FROM: Kevin J. Halliday
 City Clerk-Treasurer
 DATE: October 30, 2015
 RE: New Health Insurance Rates

The 2016 Health Insurance Rates have been received from Blue Cross Blue Shield through the Cities/Counties/Other Governmental Unit's Group Insurance Pool. Based on the usage information in the 24-month period reflecting incurred claims from 01/01/13 through 12/31/14, the renewal process resulted in a one and one-tenth percent (1.1%) increase. The SW/WC pooling formula, however, adopted a rating formula that called for a zero percent (0%) change. Again for this year, in accordance to the Affordable Care Act, there is an offering of a Minimum Value Plan which any employee may choose without having the customary 10 employee threshold to offer the plan. The new 2016 rates and the contractual employer/employee costs are as follows.

	Traditional Plan (Blue Select)		DOUBLE GOLD (Blue Select)		MINIMUM Value Plan
Single-Employer	\$584.50	Single-Employer	\$584.50	Single-Employer	\$412.50
Employee	\$0.00	Employee	\$135.50	Employee	\$0.00
TOTAL	\$584.50	TOTAL	\$720.00	TOTAL	\$412.50
Family-Employer	\$1,428.00	Family-Employer	\$1,428.00	Family-Employer	\$1154.50
Employee	\$211.00	Employee	\$586.50	Employee	\$0.00
TOTAL	\$1,639.00	TOTAL	\$2,014.50	TOTAL	\$1,154.50

As in prior years, all subscribers have an open enrollment period to switch plans without consideration to preexisting conditions. The deadline to switch plans is **November 16, 2015**. If anyone is not familiar with the Traditional Plan (formerly First Dollar Plan), Double Gold or Minimum Value Plan coverage difference, feel free to call me and I will review the programs with you. If needed, see **Carol Cunningham**, Finance Department, to get the proper forms in the event you desire to change coverage. Retirees and COBRA subscribers will be billed the total cost in accordance with their union contract at retirement or departure. ****"The Employer contribution toward the cost of the above-noted health insurance plans is subject to agreement by the respective bargaining unit(s)."**

MEMORANDUM

TO: LELS Members
 FROM: Kevin J. Halliday
 City Clerk-Treasurer
 DATE: October 15, 2015
 RE: New Health Insurance Rates

The 2016 Health Insurance Rates have been received from Blue Cross Blue Shield through the Cities/Counties/Other Governmental Unit's Group Insurance Pool. Based on the usage information in the 24-month period reflecting incurred claims from 01/01/13 through 12/31/14, the renewal process resulted in a one and one-tenth percent (1.1%) increase. The SW/WC pooling formula, however, adopted a rating formula that called for a zero percent (0%) change. Again for this year, in accordance to the Affordable Care Act, there is an offering of a Minimum Value Plan which any employee may choose without having the customary 10 employee threshold to offer the plan. The new 2016 rates and the contractual employer/employee costs are as follows.

All Employees	TRADITIONAL (Blue Select)		DOUBLE GOLD (Blue Select)		MINIMUM Value Plan
Single-Employer	\$584.50	Single-Employer	\$584.50	Single-Employer	\$412.50
Employee	\$0.00	Employee	\$135.50	Employee	\$0.00
TOTAL	\$584.50	TOTAL	\$720.00	TOTAL	\$412.50
Family-Employer	\$1,369.75	Family-Employer	\$1,369.75	Family-Employer	\$1154.50
Employee	\$269.25	Employee	\$644.75	Employee	\$0.00
TOTAL	\$1,639.00	TOTAL	\$2,014.50	TOTAL	\$1,154.50

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MEMORANDUM

TO: AFSCME General Unit
 FROM: Kevin J. Halliday
 City Clerk-Treasurer
 DATE: October 30, 2015
 RE: New Health Insurance Rates

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Prior 2012 Employees	Traditional Plan (Blue Select)		DOUBLE GOLD (Blue Select)		MINIMUM Value Plan
Single-Employer	\$584.50	Single-Employer	\$584.50	Single-Employer	\$412.50
Employee	\$0.00	Employee	\$135.50	Employee	\$0.00
TOTAL	\$584.50	TOTAL	\$720.00	TOTAL	\$412.50
Family-Employer	\$1,400.25	Family-Employer	\$1,400.25	Family-Employer	\$1154.50
Employee	\$238.75	Employee	\$614.25	Employee	\$0.00
TOTAL	\$1,639.00	TOTAL	\$2,014.50	TOTAL	\$1,154.50

Post 2012 Employees	Traditional Plan (Blue Select)		DOUBLE GOLD (Blue Select)		MINIMUM Value Plan
Single-Employer	\$574.00	Single-Employer	\$574.00	Single-Employer	\$412.50
Employee	\$10.50	Employee	\$146.00	Employee	\$0.00
TOTAL	\$584.50	TOTAL	\$720.00	TOTAL	\$412.50
Family-Employer	\$1,332.00	Family-Employer	\$1,332.00	Family-Employer	\$1,154.50
Employee	\$307.00	Employee	\$682.50	Employee	\$0.00
TOTAL	\$1,639.00	TOTAL	\$2,014.50	TOTAL	\$1,154.50

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MEMORANDUM

TO: AFSCME Pubic Works Unit
 FROM: Kevin J. Halliday
 City Clerk-Treasurer
 DATE: October 30, 2015
 RE: New Health Insurance Rates

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TOTAL	\$584.50	TOTAL	\$720.00	TOTAL	\$412.50
Family-Employer	\$1,400.25	Family-Employer	\$1,400.25	Family-Employer	\$1,154.50
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Family-Employer	\$1,332.00	Family-Employer	\$1,332.00	Family-Employer	\$1,154.50
Employee	\$307.00	Employee	\$682.50	Employee	\$0.00
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