

C → U 3/28/18

2018 CITY OF SAN JOSE – ABMEI NEGOTIATIONS

CITY PROPOSAL TO ABMEI – HOUSEKEEPING – NON-GENERIC PRESCRIPTIONS

City Proposed Language:

ARTICLE 5 WAGES AND SPECIAL PAY

5.3 Health Insurance

5.3.1 The City will provide health coverage for eligible full-time employees and their dependents in accordance with one of the available plans. All available plans have a 4-tier rate structure (Employee, Employee plus spouse/domestic partner, Employee plus Child(ren), and Family).

5.3.1.1 An employee may not be simultaneously covered by City-provided medical benefits as a City employee and as a dependent of another City employee or retiree.

5.3.2 The City pays eighty-five percent (85%) of the cost of the lowest priced Non-Deductible HMO plan for the employee or the employee and dependent coverage and the employee pays fifteen percent (15%) of the premium for the lowest priced Non-Deductible HMO plan. If the employee selects a plan other than the lowest priced Non-Deductible HMO plan, the employee pays the difference between the total cost of the selected plan and the City's contribution toward the lowest priced NonDeductible HMO plan.

5.3.3 ~~Additional information regarding medical plans is available on the Human Resources website. The Kaiser Permanente Deductible 1500 HMO Benefit Plan will be available to employees represented by ABMEI in addition to existing plan options.~~

~~5.3.4 Co-pays for Non-Deductible HMO plans shall be as follows:~~

- ~~a. Office Visit Co-pay shall be \$25.~~
- ~~b. Prescription Co-pay shall be \$10 for generic and \$25 for brand-name.~~
- ~~c. Emergency Room Co-pay shall be \$100.~~
- ~~d. Inpatient/Outpatient Procedure Co-pay shall be \$100.~~