

CITY PROPOSAL – HOUSEKEEPING – NON-GENERIC PRESCRIPTIONS

City Proposed Language:

ARTICLE 11 BENEFITS

11.1 Health Insurance

11.1.1 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 structure (Employee, Employee plus spouse/domestic partner, Employee plus Child(ren), and Family).

11.1.2 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 Non-Deductible HMO plan.

11.1.3 Kaiser Permanente 1500 Deductible HMO Benefit Plan will be available to employees represented by CAMP in addition to existing plan options.

11.1.4 Additional information regarding medical plans is available on the Human Resources website.

~~11.1.4 Co-pays for Non-Deductible HMO plans shall include the following:~~

- ~~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.~~

11.1.5 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.