

**2018 CITY OF SAN JOSE – AEA (Units 41/42 and Unit 43) NEGOTIATIONS
TENTATIVE AGREEMENT**

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 AEA in addition to existing plan options.~~

11.1.3 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.~~

11.1.54 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.

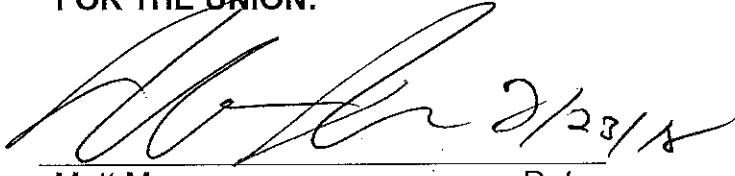
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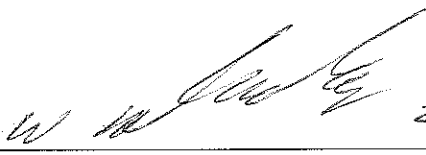
**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 2/23/18
Date
Jennifer Schembri
Director of Employee Relations

FOR THE UNION:

 2/23/18
Date
Matt Mason
Business Representative
IFPTE, Local 21

for  2/23/18
Date
Brad Fox *Chris Dayley*
President, AEA
AEA, IFPTE, Local 21