

C → Union
4.6.18

CITY PROPOSAL TO ALP – HOUSEKEEPING – HEALTH INSURANCE

City Proposed Language:

ARTICLE 17 HEALTH INSURANCE

17.1 Plans: The City will provide health coverage for eligible employees and their dependents under one of the available plans for employee only or employee and dependents. Additional information regarding medical plans is available on the Human Resources website, in accordance with whichever one of the plans set forth in Subsections 17.1.1 through 17.2.4 that is selected by the employee.

~~17.1.1 High Deductible HMO. As of the date of this Agreement, the City makes available the Kaiser Permanente \$1500 Deductible HMO Benefit Plan.~~

~~17.1.2 Non-Deductible HMO: As of the date of this Agreement, the City makes available the Kaiser \$25 HMO Plan, the Blue Shield \$25 HMO Plan, and the Blue Shield \$45 HMO Plan.~~

~~17.1.3 Non-Deductible POS. As of the date of this Agreement, the City makes available the Blue Shield POS Plan.~~

~~17.1.4 Non-Deductible PPO. As of the date of this Agreement, the City makes available the Blue Shield \$3500 PPO Plan and the Blue Shield \$100 PPO Plan.~~

17.2 Rate Structure: Each of the health coverage plans provided by the City will have a 4-tier rate structure as follows: (1) employee, (2) employee plus spouse/domestic partner, (3) employee plus child(ren), and (4) family.

17.3 Premiums: For full time employees, the monthly premium is as follows for whichever one of the health coverage plans, at whichever tier of the rate structure, an employee selects:

17.3.1 The City pays eighty-five percent (85%) of the cost of the lowest priced Non-Deductible HMO plan ~~(as of the date of this Agreement, the Kaiser \$25 HMO Plan)~~ for the tier of the rate structure selected by the employee, and the employee pays the remaining fifteen percent (15%).¹ ~~The City currently pays one hundred percent (100%) of the High Deductible HMO because the cost of the High Deductible HMO (as of the date of this Agreement, the Kaiser Permanente \$1500 Deductible HMO Benefit Plan) is equivalent to eighty-five percent (85%) of the cost of the lowest priced Non-Deductible HMO plan, the Kaiser \$25 HMO plan. This is subject to change on an annual basis based on changes to the premiums.~~

If the employee selects a plan other than the lowest priced Non-Deductible HMO plan, the Non-Deductible POS plan or the Non-Deductible PPO 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.

17.4 Dual Coverage: 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.

¹ The City's contribution is prorated as follows for part-time employees based on hours scheduled:

- 30 – 39 hours = 75%
- 25 – 29 hours = 62.5%
- 20 – 24 hours = 50%
- Less than 20 hours = none