

**2018 CITY OF SAN JOSE – CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL TO CEO – HOUSEKEEPING – NON-GENERIC PRESCRIPTIONS

City Proposed Language:

ARTICLE 7 WAGES AND SPECIAL PAY

7.6 Health Insurance

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).

7.6.1 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 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.

~~7.6.2 The Kaiser Permanente 1500 Deductible HMO Benefit Plan will be available to employees represented by CEO in addition to the existing plan options.~~

~~7.6.2 Additional information regarding medical plans is available on the Human Resources website.~~

~~7.6.3 Co-pays for Non-Deductible HMO plans shall include the following:~~

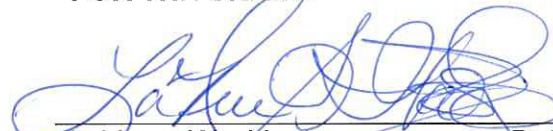
- ~~a. Office visit Co-pay shall be \$25~~
- ~~b. Prescription Co-pay shall be \$10 for generic and \$25 for brand name.~~
- ~~c. Emergency Room Co-pay shall be \$100~~
- ~~d. Inpatient/Outpatient procedure Co-pay shall be \$100~~


**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:

 5/21/18
Date
Marco Mercado
Assistant to the City Manager
Office of Employee Relations

FOR THE UNION:

 5/21/18
Date
LaVerne Washington
President
CEO, AFSCME, Local 101

 5-21-18
Date
Charles Allen
Business Agent
AFSCME, Local 101