

Proposal made by IFPTE Local 21 to the City of San Jose
 The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union(s) reserves the right to amend, withdraw or add to this proposal.
 Submitted on: 04/05/2023

UNION PROPOSAL #9

11.3 Payment In-Lieu of Health and Dental Insurance

11.3.2 Employees who qualify for and participate in the payment in-lieu of health and/or dental insurance program will receive **compensation equivalent to 20% of the City’s lowest cost plan.**

For the 2023 year, these amounts per pay period are as follows:

<u>Health Insurance Tier</u>	<u>Health-in-Lieu</u>	<u>Dental-in-Lieu</u>
Employee	\$89.09 \$106.91	\$6.65 \$7.98
Employee plus Spouse/Domestic Partner	\$147.87 \$177.44	\$13.30 \$15.96
Employee plus Child(ren)	\$129.39 \$155.27	\$11.64 \$13.97
Family	\$221.84 \$266.21	\$19.95 \$23.94

A City employee who receives health and/or dental coverage as a dependent of another City employee or retiree shall be eligible for the in-lieu health and/or dental benefit(s) of **whichever abovementioned tier that their family members qualify them for.**