

Proposal made by MEF - AFSCME Local 101 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 verbally on: 05/10/2023

13.3.1 Cash In Lieu

Payment-in-Lieu of Health and Dental Insurance. The purpose of the payment-in-lieu of health and/or dental insurance program is to allow employees who have double health and/or dental insurance coverage to drop the City's insurance and receive a payment-in-lieu. ~~Effective January 1, 2016, payment in lieu of health and/or dental insurance will have a 4-tier structure (Employee, Employee plus Spouse/Domestic Partner, Employee plus Child(ren), and Family). The payment in lieu amounts will be adjusted effective the first pay period in payroll calendar year 2016, which starts December 20, 2015. Effective the first pay period following ratification and Council approval in open session, the payment in lieu amount for employee only will be adjusted as provided for in section 13.3.1~~

13.3.1 Employees who qualify for and participate in the payment-in-lieu health and/or dental insurance program will receive the following per pay period:

<u>Health Insurance Tier</u>	<u>Health-in-Lieu</u>	<u>Dental-in-Lieu</u>
Employee	\$89.09 \$102.00	\$6.65
Employee plus Spouse/Domestic Partner	\$147.87	\$13.30
Employee plus Child(ren)	\$129.39	\$11.64
Family	\$221.84	\$19.95

~~A City employee who receives health and/or dental coverage as a dependent of another City employee or retiree shall be eligible for the employee-only coverage for the payment in lieu of health and/or dental program.~~

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.