TENTATIVE AGREEMENT

BETWEEN

THE CITY OF HARTFORD, CONNECTICUT

AND

HARTFORD MUNICIPAL
EMPLOYEES ASSOCIATION

FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

The City of Hartford (hereinafter “City”) and the Hartford Municipal Employees Association (hereinafter “HMEA”) tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2021 through June 30, 2023, subject to the ratification of HMEA and approval by the City of Hartford Court of Common Council and the Municipal Accountability Review Board (hereinafter “MARB”). The July 1, 2017 to June 30, 2021 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement, provided further that the Collective Bargaining Agreement shall be modified to reflect these changes. As described herein, the Union’s proposal for a pay adjustment to L&I inspectors and the nursing series as well as the City’s proposal to move the Controller classification, only, from the current “Steps” (class code 0316) to the “Min/Max” with Procurement Manager (class code 376) and Tax Collector (class code 0365) have been taken off the table and will be “discussed” (not negotiated) by the Parties to see if agreement could be reached on these issues. If not, there would be no arbitration on these issues. Discussions will start no later than 60 days after MARB approval. In addition, this Tentative Agreement does not impact the City’s request to bargain the issue of mandatory overtime in ES&T as identified in the City’s proposals and resulting from Decision No. 5204 of the State Board of Labor Relations.

FOR HMEA

J. Sean Antoine, President

Date: Nov. 30, 2021

FOR THE CITY OF HARTFORD

Luke Bronin, Mayor
Thea Montanez, Chief Operating Officer
on behalf of Luke Bronin, Mayor

Date: 12/9/21
AGREEMENT

BETWEEN

THE CITY OF HARTFORD, CONNECTICUT

AND

HARTFORD MUNICIPAL EMPLOYEES ASSOCIATIONS

JULY 1, 2017–JUNE 30, 2023
Section 1.2 ASSOCIATION SECURITY

All employees in the bargaining unit who are Association members on the effective date of this Agreement shall, as a condition of continued employment, remain members to the extent of paying dues uniformly required of all members for the duration of this Agreement unless and until he/she opts out as hereinafter provided.

The City shall provide notice to the Association President of any new hire, and said President, or a designee, shall have opportunity to meet with the member to discuss Association membership. New employees who authorize same in writing shall have membership dues deducted from their pay by the City, per Section 1.3 below, unless and until he/she opts out as herein after provided.

Any member of the Association may opt out of membership and membership dues, effective thirty (30) days after receipt by the City of written notice via certified U.S. mail to the Director of Human Resources and Labor Relations at the City and also to the Association President.

All employees in the bargaining unit who are not Association members on the effective date of this Agreement shall, as a condition of continued employment, to the Association a service charge as a contribution toward the cost of administration of this Agreement. All new employees to the bargaining unit must, as a condition of continued employment, either, (1) join the Association to the extent of paying an initiation fee (if assessed) and any dues uniformly required of all members for the duration of this Agreement or (2) pay to the Association a service charge as a contribution toward the cost of administration of this Agreement. However, no new employee to the bargaining unit will be required to comply with this Section until the first of the full month following the initial thirty (30) days of employment.

On a monthly basis, the Human Resources Department will provide the Association President with a listing of all employees entering or leaving the bargaining unit.

The Association agrees to indemnify and hold harmless the City from any loss or damages arising from the operation of this Section.

Section 1.3 CHECK-OFF

The City agrees to deduct from the pay of all employees covered by this Agreement, who authorize in writing such deduction in accordance with Section 1.2, from their wages, such Association membership dues, initiation and service fees as may be uniformly assessed by the Association. Neither any bargaining unit member nor the Association shall have any claim against the City for errors in the processing of deductions unless a claim of error is made in writing to the City within sixty (60) calendar days after the date such deductions were or should have been made. The obligation of the City for funds actually deducted under this Section terminates upon delivery of the deductions so made to the person authorized to receive such amounts from the City.

The Association agrees to indemnify and hold harmless the City for any loss or damages arising from the operation of this Section.
Section 3.2 CLASSIFICATIONS AND PAY RATES

The pay rates and pay ranges for job classifications in the bargaining unit shall be as described in Appendix A.

All bargaining unit members shall be paid on a bi-weekly schedule. All payroll deductions will also be made on a bi-weekly basis.

Effective no later than the first pay period in January 2016, the City shall require direct deposit and electronic notification of all pay-related checks.

General Wage Increases:

Effective the first pay period after the implementation of the arbitration award, the salary rates then in effect shall remain in effect through June 30, 2019.

Effective July 1, 2019, the salary rates in effect on June 30, 2019 shall remain unchanged through June 30, 2020. There shall be no general wage increase.

Effective and retroactive to July 1, 2020, July 3, 2020-2021 shall remain unchanged be increased by three percent (3%). There shall be no general wage increase.¹

Effective July 1, 2022, the salary rates in effect on June 30, 2022 shall remain unchanged through June 30, 2023.

All salaries shall be rounded to the nearest penny (.01).

Growth (Step) Increments:

For Fiscal Years 2017-18 and 2018-19, bargaining unit members will be eligible for regular growth (step) increments.

Effective July 1, 2019 through June 30, 2020, bargaining unit members will not be eligible for regular growth (step) increments.

Effective July 1, 2020 through June 30, 2021, bargaining unit members will continue to be eligible for regular growth (step) increments.

Effective and retroactive to July 1, 2021 and through June 30, 2023, bargaining unit members will be eligible for regular growth (step) increments.

¹ NOTE: As has been done in the past, the 3% general wage increase will be applied to base pay and then the remaining steps will be adjusted as described in the salary tables (ex: Base (with adjusted GWI) +5%, Base (with adjusted GWI + 10%, etc.). Updated wage tables will be provided in the final agreement.
they are at as of the end of the contract term until such time as a successor agreement is reached or
an interest arbitration award is rendered otherwise providing for such eligibility.

Section 3.4 INSURANCE

5. Employee Contributions.

For purposes of calculation of the employee contribution rate, as described below, “allocation rate” is defined as the allocation rate determined by the City’s insurance carrier plus the City’s contribution to the Health Savings Account (HSA).

The allocation rate as determined by the City’s insurance carrier shall be based on the claims experience of the City, including active and retired employees.

Effective the pay period following March 26, 2019 (implementation of the Arbitration Award in Case No. 2018 MBA 393), each full-time bargaining unit member shall contribute, via payroll deduction, nineteen percent (19%) of the allocation rate then in effect, as determined by the City’s insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Effective July 1, 2020, each full-time bargaining unit member shall contribute, via payroll deduction, one percent (1%) above the amount of employee contribution of the allocation rate then in effect, as determined by the City’s insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Effective July 1, 2021, each full-time bargaining unit member shall continue to contribute, via payroll deduction, one percent (1%) above the amount of employee contribution twenty-one percent (21%) of the allocation rate then in effect, as determined by the City’s insurance carrier towards the cost of medical insurance coverage provided for single, 2-person or family coverage.

Section 5.2 VACATION

2 Vacation leave may be carried over from one (1) fiscal year to the next to a maximum accumulation of no more than eight (8) weeks. Any bargaining unit member with more than eight (8) weeks of accrued vacation leave on June 30th of each fiscal year shall forfeit any vacation days in excess of eight (8) weeks. For any bargaining unit member who has accumulated vacation leave in excess of eight (8) weeks as of the signing of this Agreement, he or she shall be required to use his or her excess vacation leave prior to June 30, 2012. If any accumulated vacation leave in excess of the allowable eight (8) weeks has not been used by such bargaining unit member by June 30, 2012, said excess accumulated vacation leave will be forfeited from the bargaining unit member’s vacation leave balance and thereafter will be held to the allowable eight (8) week maximum vacation leave accrual. Notwithstanding any language in this Section to the contrary, those bargaining unit members who had in excess of eight (8) weeks of accrued and unused vacation leave on June 30, 2021 will be allowed to carry over up to a maximum of five (5) additional

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2 NOTE: This is the eighth paragraph of Section 5.2 and there are not other changes to any other paragraphs.
days of the contractual allowable amount into Fiscal Year 2021-2022. Any hours forfeited on June 30, 2021 up to a maximum of forty (40) hours will be restored to the bargaining unit member upon approval of the Agreement and must be used by June 30, 2022. Any additional vacation leave days above the contractual eight (8) week maximum will not be paid out to the bargaining unit members upon separation.”

Section 5.3 SICK LEAVE

2. **Sick Leave Donations.** A bargaining unit member who has accumulated at least thirty (30) fifteen (15) days of sick leave may donate a portion of his or her accumulated sick leave to another bargaining unit member, who through serious and protracted illness of the member or his/her immediate family has used up all of his or her accumulated sick leave and vacation leave. The Mayor, or his or her designee, and the Director of Human Resources and Labor Relations shall authorize the donation and transfer of such sick leave provided the following conditions are met:

a. The donating bargaining unit member shall have a minimum sick leave accumulation of thirty (30) fifteen (15) days.

b. No more than five (5) days of sick leave for every thirty (30) days of sick leave accumulated by the donating bargaining unit member to a total donation of thirty (30) days shall be permitted between any two (2) bargaining unit members.

c. Sick leave, donated by one bargaining unit member to another, when used, shall be paid at the hourly rate of the donor or donee, whichever is less.

d. No more than twenty (20) days of donated sick leave may be allowed to accumulate in any donee’s name at any given time, provided if such donated sick leave should be reduced below twenty (20) days, additional donations may be made to restore the level of accumulated sick leave to twenty (20) days.

Section 8.3 DURATION

Unless otherwise expressly provided herein, this Agreement shall be in effect upon the implementation of the Arbitration Award in Case No. 2018-MBA, approval of both parties, and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section through June 30, 2024. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no later than one hundred and fifty (150) days prior to the expiration of this Agreement and begin negotiations no later than one hundred and twenty (120) days prior to the expiration of this Agreement.

NOTE 1: The Union’s proposal to give a pay adjustment to L&I inspectors and the nursing series as well as the City’s proposal to move the Controller classification, only, from the current “Steps” (class code 0316) to the “Min/Max” with Procurement Manager (class code 376) and Tax Collector (class code 0365) have been taken off the table and will be
“discussed” (not negotiated) by the parties to see if agreement could be reached on these issues. If not, there would be no arbitration on these issues. Discussions will start no later than 60 days after MARB approval.

ARTICLE III, PERSONNEL, PAY AND BENEFITS
SECTION 3.4 INSURANCE

Section 3.4 INSURANCE

2. **Full Dental Plan**

* * *

Effective July 1, 2013 through April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), the cost of the dental plan benefits shall be as follows:

a. **Diagnostic, preventive and restorative care.** The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents.

b. **Additional basic benefits.** (Rider A) The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents.

c. **Orthodontics benefits.** (Rider D) The City shall pay the cost of such coverage for each bargaining unit member and his or her eligible dependents. However, orthodontics benefits are only available for a bargaining unit member or eligible dependent under the age of nineteen (19).

d. **Periodontics benefits.** (Rider C) The cost of providing such coverage to each bargaining unit member and his or her eligible dependents shall be paid entirely by the bargaining unit member through payroll deduction.

e. **Prosthodontics benefits.** (Rider B) The cost of providing such coverage to each bargaining unit member and his or her eligible dependents shall be paid entirely by the bargaining unit member through payroll deduction.

Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), bargaining unit members will no longer pay for the benefits described in paragraphs a. through e. above in the manner described, but instead shall contribute the same percentage toward the total cost of the dental plan benefits described above as they contribute for medical insurance as set forth in Section 3.4, Employee Contributions.

The above-dental benefits cannot be provided separately and in order to enroll in the City’s dental plan, the bargaining unit member and his or her eligible dependents must be enrolled in one (1) of the City’s medical insurance plans.

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Section 3.4 INSURANCE

4. **Alternate Insurance Payment Provision.** A bargaining unit member who is covered under alternate medical insurance through another employer (e.g. spouse) may waive his or her basic medical insurance benefits provided by the City for a minimum period of one (1) year. Commencing with the July 1, 2017 to June 30, 2018 fiscal year, bargaining unit members with 2-Person or Family coverage who opt not to accept medical insurance under one of the City’s medical plans shall be compensated on a fiscal year basis as outlined in the Alternate Insurance Payment Schedule below. Such payment (subject to regular payroll deductions) shall be paid at the end of the fiscal year during which the bargaining unit member was not covered by the City’s medical insurance. Except as indicated below, any bargaining unit member choosing this option shall only be able to opt in or out during the City’s open enrollment period.

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<thead>
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<tbody>
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<tr>
<td>Family</td>
<td>$2,500</td>
</tr>
</tbody>
</table>

Any bargaining unit member who subsequently becomes ineligible under some alternate medical insurance coverage during the one (1) year period shall be entitled to re-enroll under the City’s medical insurance provisions provided that the City’s Benefits Administrator is notified in writing, by the bargaining unit member. No proof of insurability shall be required.

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5. **Employee Contributions.**

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Notwithstanding anything herein to the contrary, effective the pay period following July 1, 2019, the one hundred twenty-five percent (125%) cap on employee contributions shall be eliminated.\(^3\)

ARTICLE III, PERSONNEL, PAY AND BENEFITS
SECTION 3.5 PENSION BENEFITS

Section 3.5 PENSION BENEFITS

f. Any employee hired into the bargaining unit after December 1, 1998, or who separated from City service prior to this date, shall have the pension formula and benefit levels in effect on July 1, 1994, as set forth above.

All bargaining unit members who were active employees on January 1, 2004, and whose initial date of hire with the City is before July 1, 2003 ("Pre-2003 HMEA bargaining

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\(^3\) NOTE: This was deleted in the last interest arbitration award.
unit members”), shall contribute eleven and eight-tenths percent (11.8%), seven-and-eight-tenths percent (7.8%) of their weekly salary to the pension fund. Effective the pay-period immediately following April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), all Pre-2003 HMEA bargaining unit members’ weekly salary contributions to the pension fund referenced above shall be eight-and-eight-tenths percent (8.8%). Effective the pay-period after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), for all bargaining unit members who were active employees on January 1, 2004, and whose initial date of hire with the City is before July 1, 2003 (“Pre-2003 HMEA bargaining unit members”), salary contributions to the pension fund shall increase by one percent (1%) above the current contribution percentage of eight-and-eight-tenths percent (8.8%).

Effective the first pay-period after July 1, 2019, all Pre-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2019.

Effective the first pay-period after July 1, 2020, all Pre-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2020.

Section 3.5 PENSION BENEFITS

f.

Bargaining unit members hired on or after July 1, 2003 (“Post-2003 HMEA bargaining unit members”), shall have a pension benefit in accordance with the provisions of subsection f. above, except that the minimum requirements for a normal, unreduced retirement benefit shall be age fifty-five (55) and twenty-five (25) years of City service, and as more fully set forth in paragraph II of Appendix F. Post-2003 HMEA bargaining unit members shall contribute to the pension fund nine percent (9%), five percent (5%) on the social security covered portion of their earnings and twelve percent (12%), eight percent (8%) on the excess total earnings. Effective the pay-period after April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), Post-2003 HMEA bargaining unit members shall contribute to the pension fund six percent (6%) on the social security covered portion of their biweekly salary and nine percent (9%) on the excess earnings. Effective the pay-period after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), all Post-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect the pay-period prior to March 26, 2019 (implementation of the award). This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.

Effective July 1, 2019, all Post-2003 HMEA bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2019. This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.
Effective July 1, 2020, all Post-2003 HMEA bargaining unit members' salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2020. This one percent (1%) increase will apply to both the social security-covered portion of total earnings and on the excess total earnings.

Section 3.5 PENSION BENEFITS

f.

For all bargaining unit members whose initial date of hire with the City is on or after April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279) ("Post-2017 HMEA bargaining unit members"), their pension benefits shall be as follows:

a. **Normal Retirement.** Post-2017 HMEA bargaining unit members shall be eligible for a normal retirement allowance upon attaining age fifty-five (55) and completing twenty-five (25) years of continuous full-time City service or upon attaining age sixty-two (62) and completing at least five (5) years of continuous service. The normal retirement allowance shall be based on one and three-quarters percent (1.75%) of final average pay for each whole year of service. A Post-2017 HMEA bargaining unit member that (i) has completed at least twenty-five (25) years of continuous full-time City service, (ii) has separated from City service; and (iii) has elected to leave his or her contributions in the fund shall be eligible for a normal retirement allowance upon attaining age fifty-five (55). Post-2017 HMEA employees bargainng unit members shall retain the current calculation of final average pay; however, HMEA employees bargaining unit members hired after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393) shall be calculated on base wages only.

b. **Early Retirement.** Post-2017 HMEA bargaining unit members shall be eligible for an early retirement allowance upon attaining age fifty-five (55) and completing five (5) years of full-time continuous service.

Early retirement allowance shall be calculated in the same manner as the Post-2017 HMEA bargaining unit member’s normal retirement allowance and then reduced by four percent (4%) for each year the bargaining unit member retires short of age sixty-two (62), with prorations for fractions of a year. Said reduction shall apply for the duration of the pension benefit.

c. **Maximum Pension Allowance.** Post-2017 HMEA bargaining unit members shall be eligible for a maximum pension allowance of seventy percent (70%) of final average pay.

d. **Post-2017 HMEA Bargaining Unit Members' Contributions.** Post-2017 HMEA bargaining unit members shall contribute to the pension fund nine and one-half percent (9.5%) seven and one-half percent (7.5%) on the social security covered
portion of earnings and twelve and one-half percent (12.5%), ten and one-half percent (10.5%) on the excess earnings. Effective the pay period after March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), all Post-2017 HMEA—bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect the pay period prior to March 26, 2019 (implementation of the award). This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.

Effective July 1, 2019, all Post-2017 HMEA—bargaining unit members’ salary contributions to the pension fund shall increase by one percent (1%) above the contribution percentage in effect on June 30, 2019. This one percent (1%) increase will apply to both the social security covered portion of total earnings and on the excess total earnings.

ARTICLE V HOLIDAYS AND LEAVE
SECTION 5.2 VACATION

Bargaining unit members who are separated from the City and who have accrued vacation leave to their credit at the time of separation shall be paid the salary equivalent of the accrued vacation leave. Effective March 26, 2019 (implementation of the arbitration award in Case No. 2018-MBA-393), the maximum pay-out of vacation upon separation will be the salary equivalent of accrued vacation leave up to a maximum of twelve (12) weeks regardless of the number of hours credited or earned at the time of separation. Vacation leave accrued during the fiscal year in which the bargaining unit member is separated will only be paid if the bargaining unit member is in good standing at the time of separation. Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), any vacation leave lump sum payment shall not be used to increase the bargaining unit member’s years of creditable service and any vacation lump sum payment shall not be included or utilized in any manner in determining or calculating the bargaining unit member’s final average pay period, final average pay, and retirement allowance. The effective date of separation shall be the day immediately following the bargaining unit member’s last day of work.

ARTICLE V HOLIDAYS AND LEAVE
SECTION 5.7 FURLough DAYS

Section 5.7—Furlough Days

Commencing July 1, 2019, all full-time bargaining unit members will take two (2) days of furlough each remaining fiscal year of the Agreement under the conditions listed below:

1. The value of the two (2) furlough days will be deducted evenly over the pay periods in the fiscal year from a bargaining unit member’s pay. Should a bargaining unit member separate from City service during the fiscal year, the value of any furlough balance will be deducted from the bargaining unit member’s vacation and/or sick leave payout. If there is no leave
payout, the furlough balance will be deducted from the bargaining unit member's last regular week of pay.

2. —— Since the value of the furlough days will be taken out as a payroll deduction, there will be no negative impact on any benefit, including but not necessarily limited to the pension benefit, as a result of such furlough days.

3. —— If operationally possible, furlough days shall be scheduled around holidays (i.e., close the day before or after a holiday). If not operationally possible, furlough days will be scheduled at a time mutually agreeable to the bargaining unit member and the Department Head or his or her designee, except such requests will not be unreasonably withheld. If two (2) or more bargaining unit members request to take a furlough day on the same date and the operational needs of the department cannot sustain approval of all such requests, the approval of such furlough request will be determined by seniority with the City. In addition, no more than one (1) furlough day may be taken in any one (1) week.

——— Requests for furlough days shall be made at least twenty-four (24) hours in advance, except in cases of emergency, and must be taken in no less than one-half (1/2) day increments.

——— The foregoing section (5.7 Furlough) shall sunset on June 30, 2024 unless otherwise negotiated.

ARTICLE VI GENERAL PROVISIONS
SECTION 6.10 TUITION REIMBURSEMENT

Section 6.10 TUITION REIMBURSEMENT

In accordance with the Department of Human Resources’ Tuition Reimbursement Program and provided funds are available, effective with the first full semester following the issuance of the interest arbitration award in Case No. 2014-MBA-279 and thereafter, a bargaining unit member must receive a Grade C or better in order to be eligible for the City’s tuition reimbursement program. If the eligible course is pass or fail only, this requirement shall not apply.

ARTICLE III, PERSONNEL, PAY AND BENEFITS
SECTION 3.4 INSURANCE

Section 3.4 INSURANCE

Bargaining unit members who are eligible or who become eligible for insurance coverage shall be provided the following coverage:

1. Medical Insurance — The City shall continue to provide and pay the cost of medical benefits for each eligible bargaining unit member and his or her eligible dependents as
detailed in Appendix B and Appendix B-1, Medical Benefits at a Glance or an alternative plan, as provided below. Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), the medical benefits for each eligible bargaining unit member and his or her eligible dependents shall be modified only to the extent set forth in Appendix B.

Pursuant to the arbitration award in SBMA Case No. 2002-MBA-47, the medical insurance plan shall not cover laser eye surgery.

With the exception of those bargaining unit members participating in the PPO/HMO buy up described below, Effective July 1, 2019 the current medical plan(s) offering shall be -will be replaced with a High Deductible Health Plan (HDHP) with a Health Savings Account as described below and outlined in Appendix B:

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<thead>
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<th>Component</th>
<th>In Network</th>
<th>Out of Network</th>
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<td>Co-Insurance</td>
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<td>RX (Deductible)</td>
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<td>State Maintenance Drug Network</td>
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<tr>
<td>Health Savings Account (HSAS)</td>
<td>F.Y. 2019-20: 50%</td>
<td>F.Y. 2019-20: 50% In-Network Deductible</td>
</tr>
<tr>
<td>Employer Funding</td>
<td>F.Y. 2020-21: 50%</td>
<td>F.Y. 2020-21: 50% In-Network Deductible</td>
</tr>
</tbody>
</table>

The City will continue to provide the same Non-Standard Benefit Coverage under the above-referenced HDHP/HSA Plan as was provided to this bargaining unit under the collective bargaining agreement during the fiscal year starting July 1, 2017 and ending June 30, 2018.

The City will fund fifty percent (50%) of the employer health savings account (HSA) contribution in July 2019, twenty-five percent (25%) in January 2020, and twenty-five percent (25%) in April 2020.

Commencing in the month of July 2020, and thereafter, the employer health savings account (HSA) contribution will be paid in equal installments on a quarterly basis.

The City may move to the CVS Caremark Standard Control formulary without any further obligation to negotiate with the Union.

Commencing July 1, 2019, a PPO and HMO true buy-up option, the details of such plan are described in Appendix B-1, shall be available for current members as of March 26, 2019 (implementation of the Arbitration Award in Case No. 2018-A-393) only:

a. The employee contribution will make up the difference between the cost to the City of the HDHP (including employer contribution to the HSA) and the PPO or HMO, as they
TENTATIVE AGREEMENT

may change each plan year.

b. The experience of those who elect the PPO or HMO may be rated separately from those who remain in the HDHP, at the option of the City.

c. Option to buy-up sunsets on June 30, 2022.

Notwithstanding anything in the contract that may be to the contrary, the City will not contribute to the Health Savings Account (HSA) of any retiring employee who is eligible to purchase retiree health insurance through the City by virtue of other provisions of this Agreement (Pre-June 9, 2008 employees only).

ARTICLE III, PERSONNEL, PAY AND BENEFITS
SECTION 3.5 PENSION BENEFITS

Section 3.5 PENSION BENEFITS

d. Post-2017 HMEA Bargaining Unit Members’ Contributions.

Sick Leave Exchange Credit. Post 2017 HMEA bargaining unit members are not eligible for sick leave exchange credit.

Effective April 24, 2017 (issuance of the interest arbitration award in Case No. 2014-MBA-279), any employee promoted or demoted into the HMEA bargaining unit must work in the HMEA classification for a minimum of two (2) years before separation from City service or retirement in order to be eligible for the Pre-2003 or Post-2003 pension benefits.

If the employee does not work a minimum of two (2) years in the HMEA classification before separation or retirement, the employee will be eligible for the Post-2015 pension benefits as described above and in the Municipal Code.