

ARTICLE 61
HEALTH AND LIFE INSURANCE COVERAGE

- 61.1** The City shall maintain health and life insurance coverage as existed under the prior agreement for a period of 36 months, i.e., January 1, 2015 through December 31, 2017.
- 61.2** Health care coverage includes: optical; dental; and a Comprehensive Medical Plan subject to an annual deductible of Three Hundred Fifty Dollars (\$350) per person, Seven Hundred Dollars (\$700) per family which is applied before medical benefits are paid to In-Network or Out-of-Network providers.
- 61.3** After payment of the deductible, the Plan will pay 80% of covered medical expenses to In-Network providers. In-Network co-insurance is subject to an annual out-of-pocket maximum of \$1,250 per person/\$2,500 per family. Once this maximum is met, the Plan begins to pay covered medical expenses at 100%.
- 61.4** After payment of the deductible, the Plan will pay 70% of usual, Customary and Reasonable covered medical expenses to out-of Network providers. Out-of-Network co-insurance is subject to an annual out-of-pocket maximum of \$2,250 per person/\$4,500 per family. Once this maximum is met, the Plan begins to pay 100% of Usual, Customary and Reasonable covered medical expenses. Any medical expenses that exceed Usual, Customary and Reasonable standards will not be covered by the Plan.
- 61.5** Life-threatening emergency room visits will be covered at 100% after an employee pays \$50 per visit co-payment.
- Emergency room visits that do not result in admission to the hospital are subject to a \$200 co-pay.
- 61.6** For any employee whose spouse has other health coverage available through an employer, the City Plan shall pay benefits secondary to the spouse's group coverage. All members must complete any documents required by the City; if not in conflict with spouse's group coverage.
- 61.7** Current life insurance coverage shall provide a minimum of twenty thousand dollars (\$20,000) term life insurance for all Police Officers.
- 61.8** The City agrees to maintain the same level of benefits as set forth above if it restructures health and life insurance during the term of this collective bargaining agreement. The City retains the right to restructure health care and life insurance during the term of this contract as to cost containment procedures such as pre-hospital admission certification, mandatory second opinions, etc., but may not institute any change of coverage without mutual agreement of the parties herein.

61.9 To offset the increased cost of Health and life Insurance coverage set forth above, each full-time employee covered under the Plan shall have deducted from each pay \$55.00, commencing with the first pay issued after January 1, 2015.

61.10 An exhibit attached to the contract is incorporated herein explaining the changes further.

BA
4/17/19

ASB
4/14/19

ARTICLE 75

BASE SALARY OF PATROLMEN

75.1 Base Salary of Patrolmen

The base salary of patrolmen shall be paid according to the Wage Schedule below for the duration of this agreement.

75.2 Starting Patrolman

A Patrolman shall advance from Step 1-Starting to Step 2 upon successful completion of the twelve (12) month probationary period. For the first twelve (12) months of his/her employment, a patrolman is probationary and excluded from coverage under this agreement. After twelve (12) months service, the patrolman is covered by this Collective Bargaining Agreement and shall be paid according to its terms.

75.3 Pay Step Advancement

The time interval required between Steps 2 through 6 shall be as follows: Step 2 is upon the start of the 13th month from date of hire. Step 3 is upon the start of the 37th month from date of hire. Step 4 is upon the start of the 61st month from the date of hire. Step 5 is 11 years of service as calculated on the basis of "anniversary years"; Step 6: 18 years of service calculated on the basis of "anniversary years" or, for patrolmen 40 years of age or older that purchased military time, such military time may also be included to reach 18 years of service credit upon satisfactory evidence of such purchase.

As used in this article "anniversary year" is defined as the number of years as calculated from January 1 of the year the patrolman is most recently employed by the City as a patrolman to January 1 of the current year. "Anniversary years" apply to Patrolmen who have completed at least 61 months of service.

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Wage Schedule

Classification/Service	Step	Annual Salary Effective			
		1/1/15 2%	1/1/16 2%	1/1/17 2%	1/1/18 0%
Patrolman Starting * * <12 mos.	1				
Patrolman	2	\$36,081	\$36,083	\$37,539	\$40,000
	3	\$42,448	\$43,297	\$44,163	\$45,046
	4	\$51,762	\$52,798	\$53,853	\$54,930
	5	\$53,845	\$54,922	\$56,020	\$57,140
	6(a)	\$54,817	\$55,913	\$57,032	\$61,493
	6(b)	\$57,946	\$59,105	\$60,287	

**Starting: The entry level salary of a probationary patrolman is fixed by council action, listed for reference only, and is not subject to collective bargaining.

Aug 4/16/17