

Local 3144 Contract Changes – 7/1/15 – 6/30/20

Article/Section	Changes Made
Article 5, Hours of Work (New) Section 3 (J) – School Security	New language allows BOE to establish or reduce (at its discretion) second shift positions or positions working a Tuesday – Saturday or Sunday – Thursday schedule in order to reduce overtime costs.
Article 8, Sick Leave Section 7 – Perfect Attendance	Increased perfect attendance payment from \$75 to \$100 effective July 1, 2018.
Article 12, Health Insurance Section 1(A) – Health Plans	Establishing four updated health plans including Lumenos High Deductible, HSA eligible plan; Century Preferred Comp Mix plan; Blue Care POE plan; and Century Preferred PPO plan.
Article 12, Health Insurance Section 1(C) – HIP Plan	Health Incentive Plan (HIP) establishing a preventive care program; if plan not followed, employees are charged a fee for every month of non-compliance at the following rates: Single coverage - \$50/month; Two person coverage - \$75/month; Family coverage - \$100/month.
Article 12, Health Insurance Section 4 – Cost Shares	<p>Cost Shares established for each plan as follows:</p> <p>Lumenos: Open enrollment: 9%; 18/19 – 9.5%; 19/20 – 10% Comp Mix: Open enrollment: 19%; 18/19 – 19.5%; 19/20 – 20% Blue Care POE: Open enrollment: 23%; 18/19 – 23.5%; 19/20 – 24% Century Preferred PPO: Open enrollment: 23%; 18/19 – 24%; 19/20 – 25%</p> <p>Dental cost share reduced from 15% to 10%</p>
Article 12, Health Insurance Section 8 (F) – Employee Contribution to Retiree Medical Benefits (OPEB)	<p>Employees will contribute a percentage of their base pay, pre-tax, to help offset the cost of retiree health benefits as follows:</p> <p>Upon ratification: .5% Effective 7/1/18: .75% Effective 7/1/19: 1.25%</p> <p>Employees may opt out if waive retiree benefits, and employees over 70 (who are not eligible for retiree benefits) are excluded from this payment.</p>
Article 12, Health Insurance Section 10 – Life Insurance	Upon retirement, employee may continue to receive life insurance (at full cost to employee) subject to terms and conditions of insurer.
Article 14, Travel and Reimbursement Section 3	Reimbursement for mileage at IRS rate when personal vehicle used for work
Article 15, Emergency Operations Section A (2)	City provides list of essential classifications to union annually.

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Article 15, Emergency Operations Section 2 (per MOU)	Compensation for Range 8 and 9 employees at time and one half for all hours worked in excess of 40 during emergency operations.
Article 19, Salaries Section 1 (A) – (E)	Salaries established as follows: 15/16 : 0% 16/17 : 3% 17/18 : 2% 18/19 : 2.25% 19/20 : 2.5%
Article 21, Pensions Section 1(B) (per MOU)	Special fund employees participating in 457 Plan vest at 3 years.
Article 22, Grievance Procedure Section 5 - Arbitration	Parties have the option to utilize American Arbitration Association in lieu of SBMA at requesting party's cost, less \$200
Article 23, Personal Leave	Increased from 2 to 3 days per year
Article 28, Miscellaneous Section 4 (per MOU)	Parking permits for employees using personal vehicle for work
Article 28, Miscellaneous Section 5	Meal allowance for Parks and DPW employees increased \$1 on 7/1/18 and 7/1/19 (currently \$10) during emergency operations
Article 28, Miscellaneous Section 7 (per MOU)	Payroll and pension functions only performed by BU members and training shall result in a manual for future employees.
Article 28, Miscellaneous Section 8	Reopener and mid-term bargaining regarding PSAP proposals
Article 31, Duration	Five-year agreement running from July 1, 2015 through June 30, 2020
MOUs between last contract and this contract	Have been incorporated into the contract for ease of reference.