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0818-01

STATE EMPLOYMENT
RELATIONS BOARD

MEMORANDUM OF UNDERSTANDING

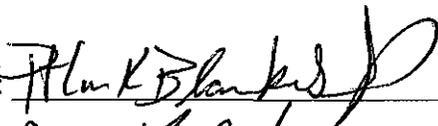
2013 DEC 23 P 3:42

The Ohio Patrolman's Benevolent Association (Patrolman) and the City of Wauseon (collectively, "Parties") agree that Article XXIV, Section 1 of the Parties' Collective Bargaining Agreement (effective January 1, 2013, to December 31, 2015) ("CBA") shall be amended to provide as follows: See Attachment A.

The Parties further agree that Article XXVI of the CBA shall be amended to provide as follows: See Attachment B.

OPBA

CITY OF WAUSEON

By:  12/16/13
Doc AD 

By: 
Mayor Doug Shaw

Prescription Drugs

30 day supply copay	\$10/\$25/\$40	20% after deductible
90 day supply copay	\$20/\$50/\$120	20% after deductible
Multi Source copay	\$55 for 30 day supply \$165 for 90 day supply	20% after deductible

Section 3. Employees who select the PPO plan and who pay the maximum deductible amount (\$1,000 for single coverage, \$2,000 for all other coverage) shall be eligible for reimbursement of a portion of the deductible by the City as follows:

Single:	\$125
Two Person:	\$250
Employee + Children:	\$250
Family:	\$250

Employees who select the HDHP shall receive contributions by the City to the employee's Health Savings Account in the amount of \$2,000 for the year 2014 and \$2,250 for the year 2015.

Section 4. The applicable health insurance premium will be paid by the City only as follows:

- (a) For the three (3) months following the month in which an employee is laid off.
- (b) For the six (6) months following the month in which the employee begins an approved sick leave.
- (c) For the six (6) months following the month in which the employee begins a compensated worker's compensation leave; furthermore, if the leave is due to an injury sustained in responding to a call or assisting at the scene of a crime, for one (1) year following the month in which the leave begins or until the employee is covered by the Police and Fire disability plan, whichever comes first, provided that City Council may extend the coverage for any employee injured in the line of duty.

Section 5. Employees shall pay 10% of the monthly health insurance premiums for the level of coverage chosen by the employee.

For pay dates during the entire period of this contract, the City is authorized to withhold the monthly premium as the employee's, pre-tax contribution to the payment of health insurance premiums.

Section 6. Employee shall have the right to decline medical health insurance offered by the City. The employees are entitled to decline coverage as follows:

- (a) Decline coverage for medical;
- (b) Decline medical coverage for spouse;
- (c) Decline medical coverage for children.

In the event an employee wishes to decline coverage as set forth hereinabove, the employee shall notify the City Finance Director in writing of that decision on forms to be provided by the City Finance Director.

Section 7. Employees acknowledge the ability to decline various insurance coverage as set forth in this provision may only occur pursuant to the terms and conditions of the then existing medical insurance policy contracted for by the City.

Section 8. The City may from time to time make application with various health insurance companies. Employees will cooperate in the application process.

Section 9. The City shall maintain life insurance in the amount of Twenty-five Thousand (\$25,000.00) Dollars on each employee.

ATTACHMENT A

Section 1. The wage rates for employees shall be as follows:

<u>Years of experience</u>	<u>01/01/13</u>	<u>01/01/14</u>	<u>01/01/15</u>
0 - 2 yrs.	\$18.50	\$18.87	\$19.15
3 - 4 yrs.	\$19.53	\$19.92	\$20.22
More than 5 yrs.	\$21.06	\$21.48	\$21.80

ATTACHMENT B

INSURANCE

ARTICLE XXVI

Section 1. The City will maintain and pay the necessary premiums for the present medical insurance contract through December 31, 2013.

Section 2. Upon expiration of the present medical insurance contract on December 31, 2013, the City will secure the following medical insurance plans:

	<u>PPO Plan</u>	<u>HDHP Plan</u>
Deductible		
In-Network	\$1,000/\$2,000	\$2,500/\$5,000
Non-Network	\$1,000/\$2,000	\$3,000/\$6,000
Coinsurance		
In-Network	20% after deductible	20% after deductible
Non-Network	40% after deductible	40% after deductible
Maximum Out-Of-Pocket		
In-Network	\$2,000/\$4,000	\$5,000/\$10,000
Non-Network	\$8,000/\$16,000	\$12,000/\$24,000
Lifetime Maximum	Unlimited	Unlimited
Primary Care Office		
In-Network	\$25 copay	20% after deductible
Non-Network	40% after deductible	40% after deductible
Specialty Care Office		
In-Network	\$40 copay	20% after deductible
Non-Network	40% after deductible	40% after deductible
Emergency Room		
In-Network	\$150 copay	20% after deductible
Non-Network	\$150 copay	40% after deductible
Inpatient Hospital		
In-Network	20% after deductible	20% after deductible
Non-Network	40% after deductible	40% after deductible
Urgent Care		
In-Network	\$50 copay	20% after deductible
Non-Network	40% after deductible	40% after deductible