

SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE COMMISSIONER'S PLAN

July 1, 2019 – June 30, 2021

Wages

Two and one-quarter percent (2.25%) general wage increase effective July 1, 2019. Employees whose rate of pay is at or over the new maximum rate are not eligible for this increase.

Two and one-half percent (2.5%) general wage increase effective July 1, 2020. Employees whose rate of pay is at or over the new maximum rate are not eligible for this increase.

Performance-based salary increases of up to 3.5% are available to employees in both fiscal years effective on the first day of the pay period in which January 1 falls. Performance-based salary increases are in the form of an adjustment to salary. Employees at the maximum rate of their salary range are not eligible for performance-based increases. Approximately 43% of employees covered under this plan are eligible for performance-based increases during the fiscal year.

Insurance

1. Medical plan: Effective January 1, 2020
 - a. Annual first dollar deductibles will increase from:
 - \$150/\$300 to \$250/\$500 in Cost Level 1
 - \$250/\$500 to \$400/\$800 in Cost Level 2
 - \$550/\$1,100 to \$750/\$1,500 in Cost Level 3
 - \$1,250/\$2,500 to \$1,500/\$3,000 in Cost Level 4
 - b. Member cost-sharing for office visits will increase from:
 - \$25/\$30 to \$30/\$35 in Cost Level 1
 - \$30/\$35 to \$35/\$40 in Cost Level 2
 - \$60/\$65 to \$65/\$70 in Cost Level 3
 - \$80/\$85 to \$85/\$90 in Cost Level 4
 - c. Member cost-sharing for Lab, Pathology and X-ray will increase from:
 - 5% coinsurance to 10% coinsurance in Cost Level 1 and Cost Level 2
 - d. Member cost-sharing for MRI/CT Scans will increase from:
 - 5% coinsurance to 10% coinsurance in Cost Level 1

10% coinsurance to 15% coinsurance in Cost Level 2

20% coinsurance to 25% coinsurance in Cost Level 3

25% coinsurance to 30% coinsurance in Cost Level 4

e. The plan maximum out-of-pocket expense (excluding prescriptions) will increase from:

\$1,200/\$2,400 to \$1,700/\$3,400 in Cost Level 1 and Cost Level 2

\$1,600/\$3,200 to \$2,400/\$4,800 in Cost Level 3

\$2,600/\$5,200 to \$3,600/\$7,200 in Cost Level 4

f. Member cost-sharing for prescription drugs will increase from:

\$14/\$25/\$50 to \$18/\$30/\$55 for all Cost Levels

g. The plan maximum out-of-pocket expense for prescription drugs will increase from:

\$800/\$1,600 to \$1,050/\$2,100 for all Cost Levels

2. Dental plan:

a. Effective January 1, 2020, the following benefit changes will take place:

i. Preventive Services will be excluded from the annual \$2,000 maximum

ii. The lifetime maximum for Orthodontia benefits will increase from \$2,400 to \$3,000