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