

SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE MANAGERIAL PLAN

July 1, 2019 – June 30, 2021

Wages

Two and one-quarter percent (2.25%) general wage increase effective July 1, 2019 if the manager has achieved performance standards or objectives. Managers 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 if the manager has achieved performance standards or objectives. Managers 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 the first day of the pay period in which January 1 falls. Performance-based salary increases may be in the form of an adjustment to salary, a lump sum payment, or a combination of both. Employees at the maximum rate of their salary range are not eligible for performance-based increases. Approximately 39% of employees covered under this plan are eligible for these performance-based increases.

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