

**2018 CITY OF SAN JOSE – MEF NEGOTIATIONS  
TENTATIVE AGREEMENT**

**CITY PROPOSAL TO MEF – HOUSEKEEPING – NON-GENERIC PRESCRIPTIONS**

City Proposed Language:

**ARTICLE 13 BENEFITS**

13.1 Health Insurance. Eligible employees may elect health insurance coverage under one of the available plans for employee only or employee and dependents. All available plans have a 4-tier rate structure (Employee, Employee plus spouse/domestic partner, Employee plus Child(ren) and Family).

13.1.1 The City pays eighty-five percent (85%) of the cost of the lowest priced Non-Deductible HMO plan for the employee or the employee and dependent coverage and the employee pays fifteen percent (15%) of the premium for the lowest priced Non-Deductible HMO plan. If the employee selects a plan other than the lowest priced Non-Deductible HMO plan, the employee pays the difference between the total cost of the selected plan and the City's contribution toward the lowest priced Non-Deductible HMO plan.

13.1.2 The Kaiser Permanente 1500 Deductible HMO Benefit Plan will be available to employees represented by MEF in addition to the existing plan options.

13.1.3 Additional information regarding medical plans is available on the Human Resources website.

~~13.1.3 Co-pays for Non-Deductible HMO plans shall include the following:~~

- ~~a. Office Visit Co-pay shall be \$25.~~
- ~~b. Prescription Co-pay shall be \$10 for generic and \$25 for brand name.~~
- ~~c. Emergency Room Co-pay shall be \$100.~~
- ~~d. Inpatient/Outpatient procedure Co-pay shall be \$100.~~

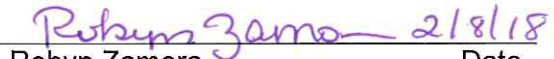
*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*


**FOR THE CITY:**

 2/8/18  
\_\_\_\_\_  
Jennifer Schembri Date  
Director of Employee Relations

 2/8/18  
\_\_\_\_\_  
Elsa Cordova Date  
Senior Executive Analyst, OER

**FOR THE UNION:**

 2/8/18  
\_\_\_\_\_  
Robyn Zamora Date  
President  
MEF, AFSCME, Local 101

 2-8-18  
\_\_\_\_\_  
Charles Allen Date  
Business Agent  
AFSCME, Local 101