

1. Duration: The City accepts the Union's proposal for a one-year contract (effective 1/1/2021 through 12/31/2021).
2. Wages: The City proposes a 2% wage increase effective 1/1/2021.
3. Insurance Premium: The City proposes a contribution increase to 16.5% effective 7/1/2021
4. Maternity/Paternity Leave: The City would agree to the following modifications to Article XI, Section C:

The employee shall be granted forty-eight (48) continuous working hours of paid maternity/paternity leave. Such leave shall be taken immediately upon relief of work. For purposes of this subsection, such leave may be also taken immediately upon the placement of the adopted child in the home. In either instance, neither a previously scheduled time trade, vacation day, or Kelly Day, shall be included as part of the maternity/paternity leave. A previously scheduled vacation day may be moved to an open vacation slot. If a vacation slot is not available during the calendar year, the vacation day may be scheduled as an extra slot. If the Employer determines the extra slot is not feasible, the employee shall be compensated for the vacation day. Human Rights Act 95-225 shall be included in this section.

5. Bereavement Leave: The City agrees to add to phrase "time trade" as follows: "Neither a previously scheduled vacation day, time trade, or Kelly Day shall be included as part of the family death leave."
6. Plan Design: Change the benefit level years as follows:
 - "2019 and 2020" to "2021"; and
 - "2018" to "2020."
7. High Deductible Health Care Plan: The City will offer employees the opportunity to participate in a High Deductible Healthcare Plan (HDHP) For reference purposes, the HDHP plan summary is available electronically on the City's internal SharePoint website.

For so long as a HDHP is offered to employees, to the extent permitted by law the City will establish Health Savings Accounts (HSAs) for those bargaining unit employees who participate and will contribute to those accounts based as follows. Beginning plan year 2019, the City will contribute on or about January 1st the following to an employee's HSA based on the coverage option he/she selects:

Coverage	Annual Contribution
Single	\$1,375
Employee plus child(ren)	\$1,875
Employee plus spouse	\$2,000
Family	\$3,000

~~For those employees who participate in the HDHP plan effective January 1, 2019, and remain in the HDHP for 2020, the City will make a onetime \$250.00 contribution into the qualifying employee's HSA on or about January 1, 2020. The onetime \$250.00 HSA contribution will also apply to any employees newly hired in 2019 or 2020 who participate in the HDHP.~~

For those employees who participate in the HDHP plan during plan year 2021 only, and on a non-precedent setting basis, the City will contribute the following amount to an employee's HSA based on the coverage option selected by the employee:

<u>Coverage</u>	<u>Annual Contribution</u>
<u>Single</u>	<u>\$1,625</u>
<u>Employee plus child(ren)</u>	<u>\$2,125</u>
<u>Employee plus spouse</u>	<u>\$2,250</u>
<u>Family</u>	<u>\$3,250</u>

The HSA contribution levels provided during plan year 2021 shall sunset on December 31, 2021 and cannot be used as evidence of a past practice or the status quo.

8. ~~Employee Contributions: Effective January 1, 2014~~ Employees covered by these plans will contribute amounts as specified below for the applicable insurance option, which shall be deducted from their employee paychecks.

Employees will be required to pay the amount chosen by them toward the premium for health insurance coverage, which rate and percentage may be amended from time to time.

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~~Employee — 10% of Prevailing Premium
Employee + Child(ren) 10% of Prevailing Premium
Employee + Spouse — 10% of Prevailing Premium
Employee + Family — 10% of Prevailing Premium~~

PPO, EPO, POS, HDHP or Indemnity

~~Employee — 12.75% of Prevailing Premium
Employee + Child(ren) 12.75% of Prevailing Premium
Employee + Spouse — 12.75% of Prevailing Premium
Employee + Family — 10% of Prevailing Premium~~

~~Effective July 1, 2019, employee contributions shall be:~~

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Employee 15.25% of Prevailing Premium
Employee + Child(ren) 15.25% of Prevailing Premium

Employee + Spouse 15.25% of Prevailing Premium
Employee + Family 15.25% of Prevailing Premium

PPO, EPO, POS, HDHP or Indemnity

Employee 15.25% of Prevailing Premium
Employee + Child(ren) 15.25% of Prevailing Premium
Employee + Spouse 15.25% of Prevailing Premium
Employee + Family 15.25% of Prevailing Premium

Such contributions are to be made by deducting the appropriate percentage from the employee's bi-weekly paycheck.

9. Opt Out of Insurance: The City will permit any or all employees who are enrolled in one of the City's health plans to opt out, during open enrollment or as a result of a life change, of the City Plan C PPO or HMO insurance plans, provided such employee provides proof of other health insurance at the time of opt out. During each full calendar month an employee is not covered by a City Plan C PPO/HMO insurance, the City will pay such an employee the amount of ~~two~~ **five** hundred dollars ~~(\$200)~~ **\$500** per month. Any employee who opts out may apply to re-enroll at the next annual open enrollment period, or as a result of a life change, pursuant to the City health insurance plans. ~~Effective January 1, 2019, the opt out payment will increase to five hundred dollars (\$500) per month.~~
10. Variable Employee Medical Account: The City will convert the Variable Employee Medical Account referenced in Article XIV, Section H, to a Section 115 Trust.
11. Special Teams Physicals: NEW SECTION – This will be section G and all subsequent sections in Article XXI will be moved one letter down in the alphabet.

A Special Teams applicant must undergo an initial physical examination as referenced in Appendix D, by a City-selected physician, which results in a certification, that the applicant can safely perform (without limitations) all of the essential functions of the Special Team position. The certification shall be on a current City of Aurora Return to Duty form or mutually agreed upon form. As a condition of maintaining Special Teams membership, an employee must undergo an annual physical examination between November 1 and November 30 of the first full calendar year of membership and every subsequent calendar year, which results in a certification that the employee can safely perform (without limitations) all of the essential functions of his Special Team position. A Special Teams member may fulfill the physical examination and certification requirement with either a City-selected physician (free-of-charge) or his personal physician (in which case the employee is responsible for all applicable deductibles, fees and/or costs). If the employee elects to use a City-selected physician, the employee must complete any required waivers or releases. In the event a physician fails to issue a positive certification (without limitations), the City retains the right in its sole discretion to either remove the employee from Special Teams membership and/or to obtain further medical information from the physician.

12. Special Teams Physicals: The Union agrees to withdraw the grievance with prejudice.
13. Appendix A - Special Teams: Effective upon the execution of this agreement, Firefighters who subsequently volunteer to serve on a special team shall be required to serve a minimum of ~~five (5)~~ four (4) years on the team, beginning upon written acceptance to the team by the City. Firefighters on a special team as of the date of this executed agreement shall remain on the team for ~~five (5)~~ four (4) years, with credit for immediately prior years of consecutive service on said team. A Firefighters must give at least a full one (1) year's notice in writing to the Chief or his designee in order to step down from a special team, which may be waived in the Chief's discretion based on staffing needs. A firefighter who submits satisfactory medical evidence of unsuitability for special team service shall be excused from the program. In addition, the Fire Chief may excuse a member from the team at his discretion. Effective January 1, 2005 a stipend of \$35.00 per pay period (\$910.00 per year) will be paid to members of the specialty team listed below:
1. Hazmat Team
 2. Scuba Team
 3. TRT Team
 4. Juvenile Fire setters
 5. Arson Team
 6. Car Seat Installers
 7. TEMS TEAM
14. Retiree insurance grievance and drug testing grievance continued to next round of bargaining.
15. All other contract provisions remain status quo.