

1. Duration: A one-year bridge contract (effective 1/1/2021 through 12/31/2021).
2. Wages (Appendix A, Schedule of Base Annual Rates): Effective the first payroll paid for 2021, the same differential shall apply for purposes of wage increase.
3. Administrative Change: The City is willing to agree to the Union's proposal to provide that maximum catch-up contribution limits will be permitted in accordance with the 457(b) plan.
4. Plan Design: Change the benefit level years as follows:

"so long as (i) the benefit levels for 2019 and 2020 2021 are substantially the same as the 2020 levels;"

5. High Deductible Health Care Plan:

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.

6. Employee Contributions: Increase employee premium contributions to 16.5% effective 7/1/2021.
7. 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.~~
8. Variable Employee Medical Account: The City will convert the Variable Employee Medical Account referenced in Article XIV, Section H, to a Section 115 Trust.

9. Special Teams Physicals: NEW SECTION

A Special Teams applicant must undergo an initial physical examination 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.

10. Article 2, Subsection C - 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 firefighter 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

11. All other contract provisions remain status quo.