

Summary of Executive Pay Plan Changes for 2019

- Article III Benefits – Section B, Health Insurance,
 - A. Premiums – Employee premium share will increase across all coverage tiers to 15.25% effective January 1, 2019 and increase to 17.50% on July 1, 2019. Currently they are at 12.75%/12.75%/10% for OAP for Single, +1/Child and Family and 10% for HMO for Single, +1/Child and family.
 - B. User Fees - The health insurance “User Fees,” meaning deductibles, co-pays and pharmaceutical co-pays for the OAP plan will increase to market appropriate rates

<p>2018</p> <p>Deductibles</p> <table border="0"> <tr> <td style="padding-right: 20px;">(a) In Network</td> <td>Out of Network</td> </tr> <tr> <td style="padding-right: 20px;"> \$375.00 (Single)</td> <td> \$750.00 (Single)</td> </tr> <tr> <td style="padding-right: 20px;"> \$1,125.00 (Family)</td> <td> \$1,500.00 (Family)</td> </tr> </table> <p>(b) Out of Pocket Maximums (including deductibles):</p> <table border="0"> <tr> <td style="padding-right: 20px;"> In Network</td> <td> Out of Network</td> </tr> <tr> <td style="padding-right: 20px;"> \$1,875.00 (Single)</td> <td> \$3,000.00 (Single)</td> </tr> <tr> <td style="padding-right: 20px;"> \$4,125.00 (Family)</td> <td> \$6,000.00 (Family)</td> </tr> </table> <p>(c) Prescriptions:</p> <p>Prescription Co-Pays at Retail: \$8.00 per script per month for generics</p> <table border="0" style="margin-left: 100px;"> <tr> <td> \$30.00 for preferred</td> </tr> <tr> <td> \$60.00 for non-preferred</td> </tr> </table> <p>Mail Order 90-Day Supply: \$16.00 generics \$60.00 preferred \$120.00 non-preferred.</p>	(a) In Network	Out of Network	\$375.00 (Single)	\$750.00 (Single)	\$1,125.00 (Family)	\$1,500.00 (Family)	In Network	Out of Network	\$1,875.00 (Single)	\$3,000.00 (Single)	\$4,125.00 (Family)	\$6,000.00 (Family)	\$30.00 for preferred	\$60.00 for non-preferred	<p>2019</p> <p>Deductibles:</p> <table border="0"> <tr> <td style="padding-right: 20px;">(a) In Network</td> <td>Out of Network</td> </tr> <tr> <td style="padding-right: 20px;"> \$750.00 (Single)</td> <td> \$1,500.00 (Single)</td> </tr> <tr> <td style="padding-right: 20px;"> \$1,500.00 (Family)</td> <td> \$3,000.00 (Family)</td> </tr> </table> <p>(b) Out of Pocket Maximums (including deductibles):</p> <table border="0"> <tr> <td style="padding-right: 20px;"> In Network</td> <td> Out of Network</td> </tr> <tr> <td style="padding-right: 20px;"> \$2,750.00 (Single)</td> <td> \$4,000.00 (Single)</td> </tr> <tr> <td style="padding-right: 20px;"> \$5,500.00 (Family)</td> <td> \$8,000.00 (Family)</td> </tr> </table> <p>(c) Prescriptions:</p> <p>Prescription Co-Pays at Retail: \$8.00 per script per month for generics</p> <table border="0" style="margin-left: 100px;"> <tr> <td> \$50.00 for preferred</td> </tr> <tr> <td> \$100.00 for non-preferred</td> </tr> </table> <p>Mail Order 90-Day Supply: \$16.00 generics \$100.00 preferred \$200.00 non-preferred.</p>	(a) In Network	Out of Network	\$750.00 (Single)	\$1,500.00 (Single)	\$1,500.00 (Family)	\$3,000.00 (Family)	In Network	Out of Network	\$2,750.00 (Single)	\$4,000.00 (Single)	\$5,500.00 (Family)	\$8,000.00 (Family)	\$50.00 for preferred	\$100.00 for non-preferred
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Note: These increases do not apply to those employees on HMO.

- Article III Benefits – Section D, Holidays – added Martin Luther King, Jr. Birthday

Exhibit “A” Schedule of Position Grades-Page 35

- New pay grades (18-22) implemented based on the Hay salary study.

Position Changes

Coordinator Public Information

Salary Grade13

- Title changed from Public Information Coordinator

Media Relations Managers	Salary Grade 15
<ul style="list-style-type: none"> • Titled changed from Director of Media Relations 	
Deputy City Clerk	Salary Grade 14
<ul style="list-style-type: none"> • Changed to Exempt status due to scope of position. 	
Downtown Services Manager	Salary Grade 15
<ul style="list-style-type: none"> • New position based on the restructuring of Public Works 	
Assistant Superintendent of Fleet and Facilities Maintenance	Salary Grade 16
<ul style="list-style-type: none"> • New position based on the restructuring of Public Works 	
Community Development Manager	Salary Grade 17
<ul style="list-style-type: none"> • Title changed from Neighborhood Redevelopment Manager 	
Director – Development Strategy/Facilitation	Salary Grade 16
<ul style="list-style-type: none"> • New position in Economic Development Div. 	
Superintendent of Fleet and Facilities Maintenance	Salary Grade 17
<ul style="list-style-type: none"> • New position based on the restructuring of Public Works 	
Assistant Director of Public Works	Salary Grade 19
<ul style="list-style-type: none"> • New position based on the restructuring of Public Works 	

The following positions were removed from the salary grade system due to the salaries are based on a differential negotiated in the respective contract:

- Deputy Fire Chief
- Deputy Police Chief
- Chief of Fire
- Chief of Police

Exhibit “B” Schedule of Salary Grades

- 2.5% COLA