

**SUMMARY
ASA CONTRACT
2017-2020**

Misc.

- Changed all article numbers from Roman to Arabic.

Article 1

Sec. A. Seniority Applications

- New Language

Article 2

Section D. Work Schedules

Regular Hours of work

- Employees will be notified in writing 1 week in advance of a work schedule change.

Article 3

Overtime

Section A. Duty Supervisor

- Overtime paid at 1 ½ times current wage and 2 times on Sunday and Holidays.

Section B. Call-in for Emergencies

- Non Duty Supervisor will be paid a minimum of 3 hours overtime rate.

Article 4

Shift Differential

- Differential raised from .95¢ to \$1.00.

Article 5

Holidays

- Added Martin Luther King Jr. Day as a paid designated holiday.

Article 6

Vacations

- Revised language for granting vacation request.

Article 7

Sick Leave

Section G. On the Job injury pay

- Revised language outlining employee's rights and responsibilities.

PAGE TWO
ASA SUMMARY

Article 8

Leave of Absence

Section A. Paid Leaves of Absence

- New language
 - Serious Illness or Surgery
 - Military Service
 - Elections

Article 11

Sec A.

Insurance

2017 & 2018–	OAP – 12.75%
	HMO – 10%
1-1-19 – 6-30-19	OAP – 15.25%
	HMO – 15.25%
7-1-19 – 12-31-19	OAP – 17.50%
	HMO – 17.50%
1-1-20 – 12-31-20	OAP – 20%
	HMO – 20%

2018

Deductibles

(a) In Network	Out of Network
\$ 375.00 (Single)	\$ 750.00 (Single)
\$1,125.00 (Family)	\$1,500.00 (Family)

(b) Out of Pocket Maximums (including deductibles):	
In Network	Out of Network
\$1,875.00 (Single)	\$3,000.00 (Single)
\$4,125.00 (Family)	\$6,000.00 (Family)

(c) Prescriptions:

Prescription Co-Pays at Retail: \$ 8.00 per script per month for generics
 \$30.00 for preferred
 \$60.00 for non-preferred

Mail Order 90-Day Supply:	\$ 16.00 generics
	\$ 60.00 preferred
	\$120.00 non-preferred.

2019

Deductibles:

(a) In Network	Out of Network
\$750.00 (Single)	\$1,500.00 (Single)
\$1,500.00 (Family)	\$3,000.00 (Family)

(b) Out of Pocket Maximums (including deductibles):	
In Network	Out of Network
\$2,750.00 (Single)	\$4,000.00 (Single)
\$5,500.00 (Family)	\$8,000.00 (Family)

(c) Prescriptions:

Prescription Co-Pays at Retail: \$ 8.00 per script per month for generics
 \$ 50.00 for preferred
 \$100.00 for non-preferred

Mail Order 90-Day Supply:	\$ 16.00 generics
	\$100.00 preferred
	\$200.00 non-preferred.

- Added language
 - Flex plan – reflects current practice
 - Opt out

PAGE THREE
ASA SUMMARY

Section E

- Revised language/New language
 - Retiree health insurance
 - Retiree health insurance cap increased at 20%

Article 15

Miscellaneous Benefits

- Revised language
 - Employee must provide receipt during calendar year for reimbursement.
 - Health Club membership \$400.00. The Dept. Division will administer reimbursement.
 - Boot allowance increased from \$400.00 to \$450.00 for the life of the contract.
 - Carhartt coverall increased to \$150.00 for the life of the contract.
 - Interpreters Bonus from \$50.00 to \$60.00 per pay period.

Article 18

Disciplinary Action and Termination

- Revised language
 - Removal of discipline from file.

Article 21

Duration – 4 year contract

Appendix A

Salary Schedule

- 2017 - 2.25%
- 2018 - 2.5%
- 2019 - 2.5%
- 2020 - 2.75%

Appendix B

Drug and Alcohol Testing Policy

- Drug and language clean up