

**SUMMARY OF APPO CONTRACT**  
**01/01/17 – 12/31/19**

I. Wages.

<u>2017</u>	2.25%
<u>2018</u>	2.5%
<u>2019</u>	2.75%

II. Health Insurance.

A. Premiums – Employee premium share will increase across all coverage tiers to 15.25% effective 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:

<b>2018</b>		<b>2019</b>	
Deductibles		Deductibles:	
(a) In Network	Out of Network	(a) In Network	Out of Network
\$375.00 (Single)	\$750.00 (Single)	\$750.00 (Single)	\$1,500.00 (Single)
\$1,125.00 (Family)	\$1,500.00 (Family)	\$1,500.00 (Family)	\$3,000.00 (Family)
(b) Out of Pocket Maximums (including deductibles):		(b) Out of Pocket Maximums (including deductibles):	
In Network	Out of Network	In Network	Out of Network
\$1,875.00 (Single)	\$3,000.00 (Single)	\$2,750.00 (Single)	\$4,000.00 (Single)
\$4,125.00 (Family)	\$6,000.00 (Family)	\$5,500.00 (Family)	\$8,000.00 (Family)
(c) Prescriptions:		(c) Prescriptions:	
Prescription Co-Pays at Retail:	\$8.00 per script per month for generics	Prescription Co-Pays at Retail:	\$8.00 per script per month for generics
	\$30.00 for preferred		\$50.00 for preferred
	\$60.00 for non-preferred		\$100.00 for non-preferred
Mail Order 90-Day Supply:	\$16.00 generics	Mail Order 90-Day Supply:	\$16.00 generics
	\$60.00 preferred		\$120.00 preferred
	\$120.00 non-preferred.		\$240.00 non-preferred.

**Note:** These increases do not apply to those employees on HMO.

III. Reporting Pay.

The term “Reporting Pay” really means roll call pay. All employees currently are required by the Police Department to report for roll call 20 minutes before the starting time, which results in 20 minutes pay at the overtime rate or one-half hour pay at straight time rate.

This issue has a lengthy bargaining history both with APPO and with Police Management. Right now, Police Management receives roll call pay as an annual stipend, whereas Patrol receives this pay on a per-paycheck basis based on actual days worked. Because Police Management receives roll call pay as a stipend, the Police Pension Board recognizes this compensation as “salary” for retirement pension purposes. The addition of the roll call time results in a modest increase in a retiring officer’s pension pay.

We have agreed for internal equity purposes to put APPO patrol officers on equal footing with Police Management; Patrol reporting pay will be paid as an annual stipend. Importantly, however, the City has retained its right to eliminate the reporting pay requirement in the event of financial necessity. We did this as part of the City's general austerity efforts in 2008-2009 and it was an effective way to save money without impairing the quality of service. In the event of a similar future financial need, the City will be able to save money by eliminating the reporting pay requirement for APPO members.