

2017 SEBAC Agreement Summary and NP-2 Contract Summary

	Fiscal Year 2017 (7/1/16-6/30/17)	Fiscal Year 2018 (7/1/17-6/30/2018)	Fiscal Year 2019 (7/1/18-6/30/19)	Fiscal Year 2020 (7/1/19-6/30/20)	Fiscal Year 2021 (7/1/20-6/30/21)
GWI	0%	0%	7/1/18-all employees not on top step will receive \$2000 7/1/18-employees on top step and whose top step is \$2000 or less will receive \$2000 but no Top Step Bonus in January 2019. 7/1/18-employees on top step and whose top step bonus is more than \$2,000 will receive \$1,000 in July 2018 AND their normal top step bonus in January 2019 (See Below)	3.5% eff. 7/1/19	3.5% eff. 7/1/20
AI	No	No	No	Yes, on time	Yes on time
Top Step Bonus	No	No	Employees who have a Top Step bonus that is more than \$2,000, shall be paid their top step in January 2019	Yes, on time (2.5 % base pay)	Yes, on time (2.5 % base pay)
Longevity	Paid as normal	April 2018 longevity delayed until July 2018	Paid as Normal	Paid as Normal	Paid as Normal
Pension Contribution Increases	No	1.5% increase – all tiers	No	.5% increase-all tiers	No
Health Insurance Premiums	No change	No Change	1% increase in premiums, but not to exceed 15% cost share (See Cost Share Chart)	1% increase in premiums, but not to exceed 15% cost share	1% increase in premiums, but not to exceed 16% cost share
Furlough Days	N/A	3 days	N/A	N/A	N/A
Job Security	N/A	Yes	Yes	Yes	Yes

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Issue	Change
SEBAC Agreement	Agreement would be extended to June 30, 2027
NP-2 Contract	Agreement for 5 years (7/1/16-6/30/21)-details to be provided on separate document
CDL Physicals	Employees who are required to drive a qualifying commercial vehicle for the state will be provided a no cost option to obtain their medical card at agreed upon designated facilities.
FMLA	Employees shall be allowed to use sick time for family FMLA leave.
Pharmacy Co-Pays	Non-HEP drug co-pays will go to \$5/\$10/\$25/\$40 \$5 for lower priced generic \$10 for higher priced generic
Emergency Room Co-Pays	Increase co-pay from \$35 to \$250 for ER visits where deemed unnecessary. Current waiver of payment rules still apply.
Physical Therapy/Occupational Therapy	Medical necessity standard to be implemented consistently
Insurance design structure	<ol style="list-style-type: none"> 1. Tiering of primary care doctors/specialists to reduce co-pays for high value providers 2. "Smart Shopper" provides rebates for procedures based on quality and safety standards. 3. "Site of Service" continues 100% coverage for all labs, diagnostic, and high cost imaging, but institutes co-pay for outpatient use of non-network labs 4. Pilot studies of cost-saving and health improvement enhancements to the HEP program
Future Retirees <i>(Retires <u>before</u> 7/1/2022)</i>	<p><i>New retirees retiring on or after 2nd of month at least 60 days after legislative approval (but not before 10/2/17):</i></p> <p>Retiree healthcare premium shares go up 1.5% for non-hazardous duty employees retiring with less than 25 years of service</p>
Future Retirees <i>(Retires <u>after</u> 7/1/2022)</i>	<p>Healthcare Premium Cost Share as follows:</p> <ul style="list-style-type: none"> • Hazardous duty retiree premium share = 3% • All other retirees premium share = 5% <p>Cost of Living Formula (COLA)</p> <ul style="list-style-type: none"> • Modified COLA formula = If CPI-W goes up less than 2%, member gets actual increase. Otherwise they receive COLA under current formula • First COLA will be at 30 months post retirement per the terms above plus and additional COLA if during first 18 months of retirement the CPI-W goes up more than annualized 5.5%. If so, additional COLA is above formula, minus 2.5% (multiplied by 1.5).
Future Medicare-Covered Retirees	Effective 7/1/2022 State shall continue reimbursing full standard Medicare Part B Premium. Member pays half of additional charges imposed on high earners.
All Current and Future Retirees	<ol style="list-style-type: none"> 1. Consistently implement Phys. Therapy/Occup. Therapy medical necessity 2. Implement tiering of primary care doctors/specialists to reduce co-pays for high value providers & implement "smart shopper" 3. Effective 1/1/2018 Medicare covered retirees will be provided a health plan design through a Medicare Advantage plan (<i>Age 65 and above</i>)
Disability Retirement	Disability Retirees will be required to apply for SSDI and plan provision penalizing spouses of such retirees (after death) will be removed.
New Employees (Those hired after 7/1/17)	<p>Retirement –Tier IV</p> <ul style="list-style-type: none"> • Hybrid Plan with defined benefit and defined contribution parts • OT included in pension calculation • Retiree Healthcare Care -3% contribution for 15 years <p>*For further details see Framework agreement document</p>