

City of Newton
Off the Record Proposal
5/2/2011

Two year contract July 1, 2009 to June 30, 2011:

6/30/2011 - \$500 one time signing bonus payment to all bargaining unit members

Three year contract July 1, 2011 to June 30, 2014:

7/1/2011 Wages:

- 1 % COLA
- No steps
- Signing bonus of \$750 added to base wages on 6/30/2012
- Dispatcher Stipend of \$300 for EMD Certification *annually.*

Health Insurance Changes

- 70%-30% Contribution rate for all new employees
- Mandatory mail order for all maintenance medications
- Health plan changes:
- Deductible of \$250/\$750 – out of pocket max \$1000/\$2500
- Physician Office visits – increase of \$5 to \$20/visit
- Preventative care - \$0 co-pay
- Specialist Office visits – new \$25 co-pay/visit
- Emergency Room co-pay increase of \$50 to \$100/visit
- Outpatient day surgery co-pay –new \$100 co-pay
- 30 day Prescription drug co-pay increase
 - o Tier 1 - \$10
 - o Tier 2 - \$25
 - o Tier 3 - \$45

7/1/2012 Wages:

- 2.5 % COLA
- No steps

Health Insurance Changes:

- Contribution change from 20% to 23% (Employees who retire before 7/1/12 will remain at 20% contribution)
- POS Flat rate equal to HMO rate
- Introduce a limited network plan working through IAC

7/1/2013 Wages

- 2 % COLA
- No steps
- Snow storm compensation at time and one half if City Hall closes, only for the staff who work the snow storm, effective 7/1/2011
- Working out of classification for vacation greater than 5 days effective 7/1/2011
- Shift Differential 10% effective 7/1/2011 , 11 - 7 AM Shift.

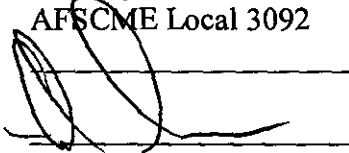
- Delete religious days, Article 7.08 and increase number of personal days from to 2 days to 5 personal days.

Health Insurance Changes:

- Contribution change from 23% to 25% (Employees who retire before 7/1/13 will remain at 23% contribution)

Signed on this May^{2nd} day of May 2011

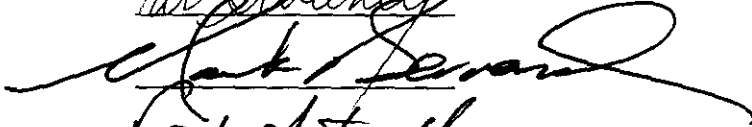
For City Hall Associates,
AFSCME Local 3092



Julie Kelly

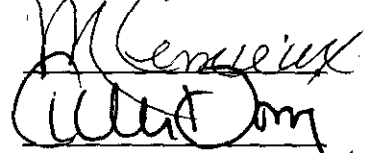
Mary DeWolfe

Pat [unclear]



Paul Antonello

For the City of Newton



James Hewitt

Donna Lynn Kahn
