

SUMMARY CONTRACT PROPOSALS

1) HEALTHCARE:

HEALTHCARE WHEN YOU RETIRE:

NEW: FULL TIME EMPLOYEES AND THEIR ELIGIBLE SPOUSE WILL HAVE A CHOICE OF THE CURRENT BC/BS PPO PLAN, BCN PLAN OR THE CURRENT HAP PLAN (*NOT THE PLAN EFFECTIVE JANUARY 1, 2017*) WHEN THEY RETIRE UNTIL THEY BECOME MEDICARE ELIGIBLE. ANY FUTURE HEALTHCARE CHANGES - INCLUDING PAYING PREMIUMS WILL NOT EFFECT YOU WHEN DURING YOUR RETIREMENT!!!

Not new - IF YOU RETIRED OR DROP PRIOR TO NOVEMBER 1, 2013, YOU WILL HAVE THE CHOICE OR BC/BS PPO PLAN 6 OR BCN.

Not new - IF YOU WERE HIRED AFTER JANUARY 1, 2016, THE EMPLOYER CONTRIBUTES TO YOUR DEFINED CONTRIBUTION RETIREMENT PLAN.

CURRENT EMPLOYEES HEALTHCARE:

NO MONTHLY PREMIUMS For employees hired before January 1, 2012. Employees hired after January 1, 2012 will continue to pay \$100 or \$150 a month

BLUE CROSS/BLUE SHIELD AND BLUE CARE NETWORK PLANS REMAIN THE SAME

HAP plan has the following design changes effective January 1, 2017:

- Primary care physician increases to \$25 (currently \$20)
- Specialty physician/gynecology/audiology/eye exam and pre/postnatal visits increases to \$40 a visit (currently \$30)
- Emergency room increases to \$200 (currently \$150)
- Urgent care increases to \$50 (currently \$30)
- Mental health and substance abuse outpatient visits increases to \$25 (currently \$20)
- Pharmacy Copays increase to \$20/\$40/\$60 (currently \$15/\$30/\$50)

New Language: Employees hired on or after January 1, 2016 will not be eligible for retiree life insurance benefit of \$2,000

Waiting period for life insurance benefits, medical and prescription drug, dental and vision plans for active employees reduced from 60 days to 30 days.

**New Language added regarding compliance with PA 152:
“Full-time employees shall be required to comply with PA152. Prior to implementation of any deductions, the Employer will meet and confer on design, plan or carrier changes to comply with PA152.”**

Establishment of a Voluntary Benefit Program to include a supplemental life insurance, pet insurance, critical care insurance, short term disability, legal services and other potential programs provided through payroll deduction.

Numerous one and two-word changes throughout the article. All changes available on the website

2) DURATION AND WAGES:

The contract will begin on January 1, 2017 through December 31, 2019

January 1, 2017 1% wage increase

A lump sum payment of \$2,100 will be paid to all full time employees and a \$500 lump sum payment will be paid to all part-time employees in the second pay period of December, 2016

January 1, 2018 1% wage increase

A lump sum payment of \$1000 will be paid to all full time employees and a \$500 lump sum payment will be paid to all part-time employees in the second pay period of December, 2017.

January 1, 2019 1% wage increase

Wage reopener on classification and compensation study results

3) RETIREMENT:

Deletion of the word "actual" replaced by the word "credited" throughout the article

Members hired after January 1, 2016:

Will receive a one-time \$1000 fixed payment after the completion of 5 years of service, upon separation from employment.

After the completion of 5 years of service, will be able to elect to increase his/her contribution from 3% to 4% of his/her base pay. The employer will consequently increase their contribution from 6% to 8%.

Will have the following schedule as it relates to vesting for Employer contributions:

2 years of service	40%
3 years of service	60%
4 years of service	80%
5 years of service	100%

4) PAID TIME OFF (PTO):

Increase in Paid Time off for all full time employees.

Less than 5 years	15 13 days
5 years	20 18
10 years	21 20
13 years	24 23
20 years	25 24
21 years	26 25
22 years	27 26
23 years	28 27
24 years	29 28
25 years	30 days

Addition of language "Paid time off shall be available for "use upon accrual"

NEW: Conversion for cash payment of Paid Time off up to a maximum of 80 hours a year – twice a year March and September.

5) LEAVE OF ABSENCE:

Retirement services changed to "credited service for retirement" throughout article

NEW: Employee eligible for medical leave after 6 months instead of 12 months from date of hire.

USERRA Military Leave of Absence language added that states: "Employees absent under USERRA should provided the County with a copy of his/her military orders"

"Any employee on an approved USERRA Military Leave of Absence shall be eligible for the following benefits during his/her Military Leave of Absence: supplemental pay, medical, prescription drug, dental and vision benefits, life insurance, retirement eligibility, sick leave, paid time off (PTO), and longevity as determined by Human Resources and Labor Relations."

6) LONGEVITY:

Five paragraphs of the longevity article deleted and replaced with the following language in articles A. 2 and D.

Addition of "approved Leave of Absence" in article A. 2.

"Employees leaving the employ of the County by reason of retirement and receiving benefits under the Macomb County Employee's Retirement Ordinance, or by reason of death from any cause shall be entitled to and receive a longevity payment upon a pro-rated basis for that portion of the year employed"

7) SICK LEAVE:

Numerous one or two word language changes throughout the article

Accumulated sick leave payoff

Repeat of language already in the sick leave article.

New language stating for employees who defer retirement prior to January 1, 2016 and who die prior to the time their retirement benefit begins, their accumulate payoff will be made to the beneficiary designated in their savings fund.

Employees hired after January 1, 2016 are not eligible for sick leave payoff.

8) JOB OPENINGS:

Deletes language regarding passing scores on testing. States an employee must apply for a position through HR's application process within the posting period and meet the minimum qualifications.

Adds the following new language: "Employees within the Department shall be given first consideration for a regular job opening with the exception of voluntary demotions."

9) 42ND DISTRICT COURT:

Replaces Judges of the 42nd District Court Division I and II with "Chief Judge"

10) PANEL OF ARBITRATORS:

Replaces Debra Brodsky with Patrick McDonald

11) DROP LETTER OF AGREEMENT:

Agreement to change the name of the program from Deferred Option Program to Deferred Retirement Option Plan