

WAGES

- FY-17 (July 1, 2016 – June 30, 2017)** Hard Freeze, Longevity paid on time (this has already happened)
- FY-18 (July 1, 2017 – June 30, 2018)** Hard Freeze, 3 Furlough days, October Longevity paid on time, April Longevity Delayed until July 2018
- FY-19 (July 1, 2018 – June 30, 2019)** \$2000 7/1/18 or (\$1000 7/1/18 + Top Step Payment [1/1/19])...all members receive the higher benefit.
- FY-20 (July 1, 2019 – June 30, 2020)** 3.5% wage increase (7/1/19) + Step Increment (1/1/20) and Top Step Payment (1/1/20) and longevity on time
- FY-21 (July 1, 2020 – June 30, 2021)** 3.5% wage increase (7/1/20) + Step Increment (1/1/21) and Top Step Payment (1/1/21) and longevity on time
-

Active Employee Healthcare Premium Cost Share (impact on premium share rates)

- 7/1/19** + 1% of insurance cost (Up to a maximum of 15%, some plans already pay 15%)
- 7/1/20** + 1% of insurance cost (Up to a maximum of 15%, some plans already pay 15%)
- 7/1/21** + 1% of insurance cost (Up to a maximum of 16%)
- New Hires** + 3% of insurance cost upon hire (up to a maximum of 16%)

Active Employee Healthcare (read the FAQ)

Non-HEP Drug Co-pay \$5/\$10/\$25/\$40

Emergency Room \$250 if not admitted (same waiver rules will continue to apply).

Tiering, SmartShopper, Site of Service, other healthcare incentives ([the above FAQ explains these items](#))

Active Employee Pension Contributions

7/1/17 1.5%

7/1/19 0.5%

Or delay the 7/1/17 start for one year then increase the payment by 0.5% on 7/1/18 through 7/1/22.

Basically, a reprieve for a year but you must pay the money back plus a little more over the next 4 years.

(View how the “delay” option would be implemented)

Current and Future Retirees (read the FAQ on Medicare Advantage)

Medicare coverage: Effective January 1, 2018 Medicare Advantage plan (no reduction in benefits or increase in costs)

Future Retiree Healthcare Premium Cost Share (from retirement until age 65)

(Future Retiree Impact FAQ)

(view the current Retiree Healthcare Premium Cost Share rates, currently the POS plans pay 1.5%)

10/2/17 Increase of 1.5% of premium share (does not apply to those who retire prior to 7/1/22 and have 25 years of service). This is paid by retirees upon retirement until age 65.

7/1/22 A total of 5% of premium share, State pays 95%. Paid by retirees until age 65.

Future Retiree Pension COLA application

7/1/22 The first pension COLA will be applied 30 months after retirement and a rolling COLA will begin to be utilized (meaning, no waiting for April 1 or October 1 to retire anymore...retire any month and the COLA will be applied 30 months from that date and every year thereafter. There is a circuit breaker built in if inflation is above 5.5%.

Future Retiree Pension COLA Calculation (effective for those who retire after 6/30/2022)

No changes for any employee retiring by June 30, 2022

Pension COLA will match CPI-W up to 2%. If CPI-W is above 2% then 2% becomes the floor and the old formula of $CPI-W * 0.6$ continues to remain in place. (the idea is that if the CPI-W is low, we will simply get the current inflation rate, not an amount above current inflation).

Minimum is 0% and maximum is 7%

Tier 4

Is a Hybrid of defined benefits and defined contributions similar to the Hybrid plan already in place for Higher Education units.

1.3% Multiplier with no breakpoint

5% Contribution minimum with a variable rate of 2% more if the Pension Fund underperforms.

1% contribution minimum into a 457 plan with a 1% State match

60% Overtime cap , 15 Years paying into the Retiree Healthcare Trust Fund/OBEP

Benefits

SEBAC Extended through June 30, 2027

Job Security through June 30, 2021 (Job Security will mimic the 2011 language)

Tuition Reimbursement/Professional Development Retroactively Covered

Longevity remains. Eligibility and leveling up will remain throughout the contract as currently applied

There is no impact on promotional opportunities or processes