

**Attachment to Ordinance #3197-2017
Amending Fire Management Compensation Plan #2714-2013,
as amended**

Section 1. To amend Ordinance No. 2714-2013, as amended, by amending Section 9(l) as follows:

- (l) Tobacco Surcharge. If an employee hired on or after ~~October 1, 2017~~ **January 1, 2018** who participates in the City's insurance program uses tobacco, the employee will be charged a twenty-five dollar (\$25.00) per month surcharge.

Section 2. To amend Ordinance No. 2714-2013, as amended, by amending Section 9(M) as follows:

(M) Table 1.

| Table 1 | |
|---------------------------------|--|
| Deductible | |
| In-Network | \$300 single / \$600 family |
| Non-Network | \$800 single / \$1,600 family |
| Co-insurance | |
| In-Network | 80% / 20% |
| Non-Network | 60% / 40% |
| Out-of-Pocket Maximum | |
| In-Network | \$700 single / \$1,200 family |
| Non-Network | \$1,600 single / \$3,200 family |
| Office Visit Co-pay | |
| Primary Care | \$20 co-pay |
| Specialist | \$30 co-pay |
| Hospital Inpatient Stay | |
| In-Network | 20% after deductible |
| Non-Network | 40% after deductible |
| Outpatient Surgery | |
| In-Network | 20% after deductible |
| Non-Network | 40% after deductible |
| Emergency Room Co-pay | |
| In-Network | \$75 co-pay, 20% after co-pay and deductible (co-pay waived if admitted) |
| Non-Network | same as in-network |
| Urgent Care Co-pay | |
| In-Network | \$30 co-pay, 20% after co-pay and deductible |
| Non-Network | \$30 co-pay, 40% after co-pay and deductible |
| Lifetime Maximum | No maximum |
| Pre-Notification Penalty | Benefits reduced to 50% of eligible expenses |
| Rx Co-pays | Retail/Mail |
| Tier 1 | \$5/\$12.50 |
| Tier 2 | \$15/\$25 |
| Tier 3/ Dispense as Written | \$30/\$60 |
| Rx Co-pays Accumulate | Yes |
| Rx OOP Max | \$2,000 single/ \$4,000 family |
| Tobacco Surcharge | \$25.00 monthly for new hires as of October 1, 2017 January 1, 2018 |

Section 3. That existing Sections 9(I) and 9(M) of Ordinance No. 2714-2013, as amended, are hereby repealed.

Section 4. For reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten (10) days after passage if the Mayor neither approves nor vetoes the same.