

**Attachment to Ordinance #3200-2017
Amending Police Management Compensation Plan #2715-2013,
as amended**

Section 1. To amend Ordinance No. 2715-2013, as amended, by amending Section 8(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. 2715-2013, as amended, by amending Section 8(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 That existing Sections 8(I) and 8(M) of Ordinance No. 2715-2013, as amended, are hereby repealed.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.