

THE CITY OF WARWICK
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 2
ADMINISTRATION
ARTICLE I
IN GENERAL

No..... Date.....

Approved.....Mayor

1 Be it ordained by the City of Warwick:

2
3 Section I. Chapter 22 of the Code of Ordinances of the City of Warwick is hereby amended to
4 the following:

5
6 **Sec. 2-20. - Single health insurance provider and administrator for all city funded labor**
7 **agreements; provisions to be part of health insurance benefits.**

8 (a) Benefits of health insurance or health insurance administration provided in collective bargaining
9 agreements shall be provided through the same insurer and/or administrator for all such
10 agreements, to be selected after competitive bidding, at least once every three years, pursuant to
11 Rhode Island State Law, the Charter of the City of Warwick and the Warwick Code of
12 Ordinances, city wide to cover all employees entitled to such benefits.

13 (b) This ordinance shall not affect the rights of any labor organization which represents employees of
14 any city department, agency, committee or board which is funded entirely or in part through an
15 appropriation which is approved by the city council in the annual budget process, to bargain in
16 good faith for the provision of health care benefits, provided however, that the following
17 provisions shall be part of the health insurance benefits under collective bargaining agreements
18 that commence after the effective date of this amendment to the ordinance but shall not affect
19 any collective bargaining agreement which is in effect at the time of the effective date of this
20 amendment to the ordinance:

21 Deductibles (a minimum of):
22 Individual: \$ 500.00
23 Family: \$1,000.00

24
25 Coinsurance: (a minimum of) 90%

26
27 Out of Pocket Maximum (a minimum of):
28 Individual \$2,000.00

1 Family \$4,000.00

2

3 Copayments: (minimums of)

| | | |
|----|---|-------------------------------|
| 4 | <u>Primary Care Physician Office Visit:</u> | \$15.00 |
| 5 | <u>Specialist Physician Office Visit:</u> | \$25.00 |
| 6 | <u>Urgent Care Facility:</u> | \$50.00 |
| 7 | <u>Emergency Room:</u> | \$100.00 |
| 8 | <u>Pharmacy Copayment:</u> | 20% |
| 9 | <u>Pharmacy Maximum Out of Pocket:</u> | Combined with medical Maximum |
| 10 | | <u>Out of Pocket</u> |

11

12 Active Employee Co-Share of plan premiums:

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14 All caps on co-shares based upon premium increases on the City’s health plan shall
 15 be removed from all collective bargaining agreements upon next expiration of now current
 16 agreements.

17

18 All health plans offered to eligible active employees, at a minimum, shall have the
 19 same co-share as described within this ordinance.

20

21 For Individual Coverage, if the plan participant earns an annual salary less than
 22 \$102,840, the co-share shall be a minimum of 25%; if the employee earns \$102,840 or more
 23 in annual salary, the so-share shall be a minimum of 30%.

24

25 For Family Coverage, if the plan participant earns an annual salary less than \$53,948,
 26 the co-share shall be a minimum of 20%; if the employee earns \$53,498 up to \$102,840, the
 27 co-share shall be a minimum of 25%; if the employee earns \$102,840 or above in annual
 28 salary, the co-share shall be a minimum of 30%.

29

30 “Annual Salary” does not include overtime pay or other non-salary wages.

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33 Retired Employee Co-Share of plan premiums:

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35 Current Retired Employees younger than the Social Security Normal Retirement Age
 36 (“SSNRA”) shall pay 0% for any retired employee younger than SSNRA receiving a pension
 37 benefit from the City of Warwick of less than \$30,000.00 per year. Those retired employees
 38 younger than SSNRA that receive a pension benefit from the City of Warwick at or above
 39 \$30,000.00 shall pay a minimum co-share of 25% of the premium cost of the plan then
 40 offered by the City.

41

42 Current Retired Employees at or above the SSNRA shall not be eligible for the City’s
 43 active employee health plans but will be eligible for a Medicare Supplemental Plan offered
 44 by the City. The co-share for these plans shall be 0% for any retired employee at or above
 45 SSNRA receiving a pension benefit from the City of Warwick of less than \$30,000.00 per

1 year. For those retired employees at or above SSNRA that receive a pension benefit from the
2 City of Warwick at or above \$30,000.00 shall pay a minimum co-share of 25% of the
3 premium cost of the Medicare Supplemental Plan then offered by the City.

4 The Retired Employee Co-Shares shall be phased in over a five-year period
5 coincidental with the passage of this ordinance at 5% per year whereas at the end of the five-
6 year period, the retired employee is paying a total of a 25% co-share. Year 1, 5%; Year 2,
7 10%; Year 3, 15%; Year 4, 20%; Year 5, 25%; all years after year five shall be a minimum of
8 25% co-share.

9
10 Employees hired after the passage of this ordinance shall no longer be eligible for the
11 City's medical insurance program upon retirement.

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13 (c) This section shall not affect any collective bargaining agreement which is in effect on the
14 effective date of this ordinance.

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16 Section II. This Ordinance shall take effect upon passage and publication as prescribed by law.

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18
19 SPONSORED BY: COUNCILMAN LADOUCEUR

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21 COMMITTEE: ORDINANCE