## THE CITY OF WARWICK

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2 ADMINISTRATION ARTICLE I IN GENERAL

*Date.....* 

*No.....* 

	Approved	Mayor	
1	Be it ordained by the City of Warwick:		
2	Section I. Chapter 22 of the Code of Ordina	ances of the City of Warwick is hereby amended to	
4	the following:		
5	Con 2 20 Simple health in any area manual	lon and administrator for all site funded labor	
6			
7	agreements; provisions to be part of heart	n insurance benefits.	
8	(a) Benefits of health insurance or health insu	rance administration provided in collective bargaining	
9		the same insurer and/or administrator for all such	
10	<u> </u>	ive bidding, at least once every three years, pursuant to	
11		of the City of Warwick and the Warwick Code of	
12	Ordinances, city wide to cover all emplo	byees entitled to such benefits.	
13	· , ,	of any labor organization which represents employees of	
14		or board which is funded entirely or in part through an	
15 16	** *	city council in the annual budget process, to bargain in care benefits, provided however, that the following	
17		rance benefits under collective bargaining agreements	
18	<u>.</u>	f this amendment to the ordinance but shall not affect	
19		ich is in effect at the time of the effective date of this	
20	amendment to the ordinance:		
21	Deductibles (a minimum of):		
22	<u>Individual:</u>	\$ 500.00	
23	Family:	\$1,000.00	
24			
25	Coinsurance: (a minimum of)	90%	
26	Out of Pooket Maximum (a minimum	n of:	
27 28	Out of Pocket Maximum (a minimur Individual	\$2,000.00	
_ 0	<u> </u>	Ψ=,000.00	

	F 7 000 00	
1	<u>Family</u> \$4,000.00	
2	G	
3	Copayments: (minimums of)	¢15 00
4	Primary Care Physician Office Visit:	\$15.00
5	Specialist Physician Office Visit:	\$25.00
6	Urgent Care Facility:	\$50.00 \$100.00
7	Emergency Room:	\$100.00
8	Pharmacy Copayment:	20%
9	Pharmacy Maximum Out of Pocket:	Combined with medical Maximum
10		Out of Pocket
11	Active Employee Co Chara of plan promiumes	
12	Active Employee Co-Share of plan premiums:	
13	All come on an about heard suren answires	:
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	All health mlang offered to aligible active or	mulayaaa at a minimum ahall haya tha
18	All health plans offered to eligible active en	inproyees, at a minimum, snan nave the
19	same co-share as described within this ordinance.	
20	For Individual Coverage if the plan portion	siment come on annual colony loss than
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 in annual salary, the so-share shall be a minimum of 30%.	
23	in annual salary, the so-share shall be a minimum of	01 30%.
24	For Family Coverage if the plan participant	some on annual calamy loss than \$52,049
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	"Annual Calami" dans not include assertions	nov or other non colony wages
30	"Annual Salary" does not include overtime	pay of other non-safary wages.
31		

## Retired Employee Co-Share of plan premiums:

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

Current Retired Employees at or above the SSNRA shall not be eligible for the City's active employee health plans but will be eligible for a Medicare Supplemental Plan offered by the City. The co-share for these plans shall be 0% for any retired employee at or above 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.		
12			
13	(c) This section shall not affect any collective bargaining agreement which is in effect on the		
14	effective date of this ordinance.		
11	cricetive date of this ordinance.		
15			
16	Section II. This Ordinance shall take effect upon passage and publication as prescribed by law.		
17			
18			
19	SPONSORED BY: COUNCILMAN LADOUCEUR		
20			
21	COMMITTEE: ORDINANCE		