

MEMORANDUM OF AGREEMENT
between
CITY OF WORCESTER
and
LOCAL 1009, I.A.F.F.
[FY 2018 – FY 2020]

This Memorandum of Agreement sets forth the agreements of the parties for a new agreement, to supplement or supersede inconsistent terms of prior agreements in effect through June 30, 2017. This Memorandum is considered off the record and shall not be binding until approved by the City Manager and ratified by the membership of the Union. Failing such approval or ratification, this Memorandum shall not be admissible in any proceeding between the parties, and both parties will be free to revert to bargaining positions prior to the negotiations which produced this agreement. The ratified agreement shall be subject to funding in accordance with G.L. c. 150E.

1. Duration. This Agreement covers the three year period from July 1, 2017 through June 30, 2020.

2. Wages.

- a. 2% effective July 1, 2017, for all salary schedules excluding Step 1
- b. 2% effective July 1, 2018, for all salary schedules excluding Step 1
- c. 2% effective July 1, 2019, for all salary schedules excluding Step 1

3. Health Insurance. Effective July 1, 2017, the health insurance plan designs listed in Attachment A will be implemented.

4. Buyback Benefits. The intent of the new Benefits set forth below is to improve efficiency, increase attendance/man power levels, and reduce the cost of overtime in the Fire Department. The parties agree to meet annually to determine if the calendar year goals have been met through the reduction in the average sick leave usage of any type to 5 (five) or less tours (“sick leave reduction goal”). If the sick leave reduction goal is not met in the previous calendar year (beginning with calendar year 2018), the parties will meet to discuss the results and come up with a strategy to meet the goal. If the sick leave reduction goal is not met in calendar year 2019 or in any calendar year thereafter, the benefits will be suspended until a mutual agreement is reached to meet the goal.

a. Wellness Leave Tour/Buyback L1009 members who use 5 (five) or less tours for sick leave of any type in the previous calendar year (beginning in calendar 2017) are eligible for 1 (one) Wellness Tour in the following calendar year (beginning in calendar year 2018), which the member may alternatively opt to be paid to the member in the form of a cash payment at the rate of 75% (seventy five percent) of their base rate of pay (based on an average 12 hour tour).

b. Vacation Buyback. L1009 members who use 5 (five) or less tours for sick leave of any type in the previous calendar year (beginning in calendar 2017) and who are eligible for 3 (three) or more weeks of vacation can opt to convert one week of unused vacation from the Summer vacation (basic) period in the following calendar year (beginning in calendar year 2018) to a cash payment at the rate of 75% (seventy five percent) of their base rate of pay.

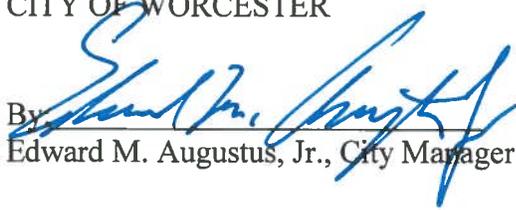
It is understood by the parties that to implement these items, administrative changes will be required as determined by the Chief, in consultation with the Union, including but not limited to: declaring the vacation buyout option by a deadline for budgetary reasons and because of the impact on the scheduling process, implementation of a standardized method to administer the buyback payment, advance notice to take leave days, and a maximum cap for leave day usage per shift and the reporting process.

5. Vacation, Single Tours. L1009 members may use one week of the "Spring/Fall" vacation as individual tours during the "Spring/Fall" period, subject to the single tour provisions, effective January 1, 2018.

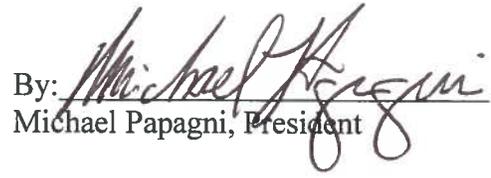
6. Recruit Pay. Effective upon ratification of this Agreement by the Union and approval by the City Manager, fire recruits (as currently determined as employees on Step 1 of the salary schedule) are not eligible for an educational incentive/stipend.

Dated this 23rd day of June, 2017.

CITY OF WORCESTER

By: 
Edward M. Augustus, Jr., City Manager

LOCAL 1009, I.A.F.F.

By: 
Michael Papagni, President

ATTACHMENT A

Health Insurance Changes:

- a) Prescription drug co-pays:
 - (i) To increase the 2nd tier of prescription co-pays from \$25 to \$30
 - (ii) To increase the 3rd tier of prescription co-pays from \$50 to \$60
- b) Increase the co-pays for specialist office visits not to exceed a maximum of \$50.00 as further reflected in Attachment A1.
- c) Increase the ER copay to \$150.00 per visit for all plans.
- d) Increase the Outpatient Hospital Copay not to exceed a maximum of \$750.00 for each plan as further reflected in Attachment A1.
- e) Increase the Inpatient Hospital Copay not to exceed a maximum of \$1,000.00 for each plan as further reflected in Attachment A1.

ATTACHMENT A1
NEW PLAN – NEW SETTLED BENEFIT SUMMARY – [C]
JULY 1, 2017

BENEFIT	CITY OF WORCESTER DIRECT	CITY OF WORCESTER ADVANTAGE		BCBS NETWORK BLUE NEW ENGLAND	BCBS BLUE CARE ELECT PREFERRED Those Residing out of New England only	
		Tier 1	Tier 2		In Network	Out of Network
Deductible	\$400 Ind/\$800 Fam	\$500 Ind/\$1,000 Fam		\$500 Ind/\$1,000 Fam	\$500 Ind/\$1,000 Fam	
Out of Pocket Maximum	\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam - Rx	\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam - Rx		\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam - Rx	\$5,000 Ind/\$10,000 Fam – Med \$2,000 Ind/\$4,000 Fam - Rx	
Wellness Visit	\$0	\$0		\$0	\$0	20% co-insurance after deductible
PCP Office Visit	\$20	\$20	\$25	T1: \$20 T2: \$30 T3: \$40	\$40	20% co-insurance after deductible
Specialist Visit	\$35	\$40	\$50	\$50	\$50	20% co-insurance after deductible
Prescriptions	Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply	Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply		Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply	Retail = \$10/\$30/\$60 30-Day Supply **Mail-away = \$25/\$75/\$180 90-Day Supply	
Inpatient Hospital	\$275 after deductible	\$275 after deductible	\$750 after deductible	T1: \$275 - no deductible T2: \$500 T3: \$1,000 after deductible	10% co-insurance after deductible	30% co-insurance after deductible
Outpatient Surgery	\$250 after deductible	\$250 after deductible	\$500 after deductible	Surgical day care facility – T1: \$250 - no deductible T2: \$250 T3: \$750 Ambulatory surgical facility - \$150 after deductible	Office setting \$35 Ambulatory surgical facility \$500 per admits after deductible	20% co-insurance after deductible
Diagnostic Services Lab, X-ray, etc.	Covered in full after deductible	Covered in full after deductible		Covered in full after deductible	10% co-insurance after deductible	30% co-insurance after deductible
CT scans, MRIs, PET scans Hospital Setting	\$50 (non-hospital setting) or \$100 (hospital setting) for MRIs, PET, and CT scans after deductible	\$50 (non-hospital setting) or \$100 (hospital setting) for MRIs, PET, and CT scans after deductible		T1: \$100 T2: \$100 T3: \$500 after deductible	10% co-insurance after deductible	30% co-insurance after deductible
Short-term Rehab: Outpatient, OT, PT	\$20 co-pay 60 visits per plan year after deductible	\$25 co-pay 60 visits per plan year after deductible		\$40 co-pay 60 visits per CY	\$40 co-pay 100 visits per CY no deductible	20% co-insurance 100 visits per CY after deductible
Skilled Nursing	Covered in full Up to 100 days per plan year after deductible	Covered in full Up to 100 days per plan year after deductible		Covered in full Up to 100 days per CY	10% co-insurance Up to 100 days per CY after deductible	30% co-insurance Up to 100 days per CY after deductible
Chiropractor	\$20 co-pay 12 visits per plan year	\$25 co-pay 12 visits per plan year		\$40 co-pay	\$40 co-pay	20% co-insurance after deductible
Outpatient Mental Health	\$20 co-pay	\$20 co-pay		\$20 co-pay	\$40 co-pay	20% co-insurance after deductible
Durable Medical Equipment (wheelchairs, crutches, etc.)	20% co-insurance after deductible	20% co-insurance after deductible		20% co-insurance	20% co-insurance	40% co-insurance after deductible
ER Visit - Waived if Admitted	\$150	\$150		\$150	\$150	\$150
Ambulance	Covered in full if medically necessary or when ordered by a physician after deductible	Covered in full if medically necessary or when ordered by a physician after deductible		Covered in full if medically necessary or when ordered by a physician no deductible	Emergency: 10% co- insurance - no deductible. Medically necessary: 10% co-insurance after deductible	Emergency: 10% co- insurance - no deductible Medically necessary: 30% co-insurance after deductible
PREMIUM RATES Mo. Prem. Indiv/Fam	\$526.23/\$1,337.06	\$657.32/\$1,632.00		\$775.88/\$2,005.93	\$875.75/\$2,264.40	
Employee Weekly Cost	Ind: \$30.36 Fam: \$77.14	Ind: \$37.92 Fam: \$94.15		Ind: \$44.76 Fam: \$115.73	Ind: \$50.52 Fam: \$130.64	
Monthly Cost	Ind: \$131.56 Fam: \$334.27	Ind: \$164.33 Fam: \$408.00		Ind: \$193.97 Fam: \$501.48	Ind: \$218.94 Fam: \$566.10	

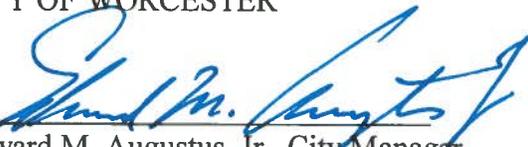
*This is a brief summary of some of the benefits offered. Additional details can be found in the complete plan descriptions.

**Mandatory mail-away for maintenance drugs, or 90-day at retail for maintenance drugs; however, only allowed at CVS pharmacies.

SIDE LETTER
BETWEEN
THE CITY OF WORCESTER
AND
LOCAL 1009 I.A.F.F.

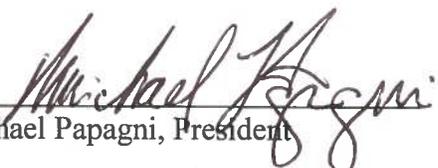
With this Side Letter, the City of Worcester (the "City") and Local 1009, I.A.F.F. (the "Union") resolve all disputes regarding the addition of a new civilian Fire Engineer position in Fire Department Fire Prevention Division. The Union agrees that the City has met all of its bargaining, contractual and legal obligations, including under M.G.L. c. 150E, related to adding a new Civilian Fire Engineer position in the Fire Department Fire Prevention Division, including without limitation the work to be performed by that position, and that the City can proceed to do so. The intention of the new position is to supplement the Fire Prevention Division. The City acknowledges that, in adding the position, there is no intention to have it take the place of a bargaining unit position.

CITY OF WORCESTER

By: 
Edward M. Augustus, Jr., City Manager

Date: 6/29/17

LOCAL 1009, I.A.F.F.

By: 
Michael Papagni, President

Date: 6/23/17