



***MEMORANDUM OF UNDERSTANDING***

***BETWEEN THE***

***CITY OF BALTIMORE***

***AND THE***

***MANAGERIAL AND PROFESSIONAL SOCIETY  
OF BALTIMORE, INC.***

***FISCAL YEARS 2016-2017***

**MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.  
FY 2016-2017**

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**THE MANAGERIAL AND PROFESSIONAL  
SOCIETY OF BALTIMORE, INCORPORATED  
FISCAL YEARS 2016-2017**

Pursuant to the provisions of Section 137 of the Municipal Employee Relations Ordinance, this Memorandum of Understanding (“Agreement”) is entered into this 1<sup>st</sup> day of July, 2015 between the Mayor and City Council of Baltimore (Employer) and the Managerial and Professional Society of Baltimore, Inc. (MAPS). To the extent that implementation of these points requires action by the Board of Estimates and/or the City Council, this Memorandum will serve as a request and recommendation to such bodies that it be so implemented.

**ARTICLE 1: RECOGNITION**

The Employer recognizes MAPS as the representative of professional and supervisory employees, which is certified pursuant to the Municipal Employees Relations Ordinance to meet and confer concerning wages, hours, and working conditions.

Upon request, and on a bi-annual basis, the Employer agrees to furnish MAPS a printout of employees covered by this unit including titles and rates of pay.

**ARTICLE 2: TERMS OF AGREEMENT**

This Agreement shall cover the period from July 1, 2015 to June 30, 2017.

**ARTICLE 3: CHECKOFF**

A. The Employer agrees to deduct MAPS membership dues from the pay of any employee who is certified to be represented and who has authorized in writing such deduction. The Employer shall promptly transmit all such monies withheld to MAPS each payroll period. Such written authorizations shall continue in effect unless the employee is no longer represented by MAPS or revokes the authorization in writing.

B. The Employer shall provide MAPS with a printout of its dues-paying membership on a monthly

basis, without charge to MAPS. The Employer shall also provide MAPS on a quarterly basis with a printout of all employees who are represented by MAPS, including classification, work location, and dues deduction status.

**ARTICLE 4: NON-DISCRIMINATION**

All provisions of this Agreement shall be applied equally to all employees (in the bargaining unit) for whom MAPS is the recognized representative without discrimination as to age, gender, marital status, race, color, creed, national origin, political affiliation, disability, religion or sexual orientation. The Employer and MAPS agree that they shall not interfere with employees in the exercise of the rights guaranteed under the Municipal Employee Relations Ordinance (MERO). The Employer shall not discriminate against an employee in any manner because of membership in or activities on behalf of MAPS.

**ARTICLE 5: RATES OF PAY**

A. FY 2016 and 2017

1. Effective July 1 2015, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 2% across the board wage increase.
2. Effective July 1, 2016, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 2% across the board wage increase.

**ARTICLE 6: PERFORMANCE MANAGEMENT SYSTEM**

Effective July 1, 2015, the Employer shall institute a performance management system which shall be used to evaluate employee performance. The performance management system sets forth employee responsibilities and performance objectives.

**ARTICLE 7: HEALTH AND WELFARE BENEFITS**

A. The parties reached agreement on the following terms related to the health and prescription drug plans for active employees for FY 2013 and, with respect to certain matters, beyond

FY 2013 (see Addendum C).

1. Effective January 1, 2013, the City shall offer various health plans including HMOs: Kaiser, AETNA, and United Healthcare HMO (formerly Optimum Choice), Blue Cross PPN, United Health Care POS and Aetna PPO.
2. The Employer agrees to keep the structure of the medical plans the same for calendar years 2013, 2014 and 2015.
3. The Employer shall re-establish the Health Insurance Committee (the "HIC") or a similar entity, with Union and management representation, no later than November 1, 2012 (see Addendum C, Section 9).
4. The Employer agrees that an Annual Provider Report for each plan shall be provided to the Unions. The HIC shall meet to discuss this information including any proposed premium increases (see Addendum C, Section 10).
5. The Employer reserves the right to add a surcharge to the health insurance premiums in plan year 2016 and beyond.

B. The Employer shall remit an annual payment of \$650 (to be paid bi-weekly) to each employee who, certifies coverage under an alternative health insurance plan, elects not to take coverage under a City Health Care Plan. If, after waiving coverage under any City Health Care Plan, the employee loses coverage due to death of a spouse or other person who is a source of coverage, divorce, loss of employment, or deletion of benefits (or such qualifying event as determined by the Employee Benefits Division), the employee may enroll in a City Health Care Plan and consequently relinquish the waiver payment. The employee must notify the City's Employee Benefits Division within 60 days after a qualifying event occurs in order to enroll in a City Health Care Plan. The Employer shall apportion the payment should an employee either enter or leave a City Health Care Plan within a calendar year.

C. The following cost-containment provisions shall remain in effect for the duration of this Agreement.

1. A \$50 fee for Emergency room visits. The fee is waived if admitted to hospital.

2. Pre-admission testing:

a. 100% reimbursement for pre-operative laboratory tests and x-ray examinations only if performed on an outpatient basis (unless medically necessary).

b. 50% for same if performed on an in-patient basis.

3. Ambulatory and Diagnostic Procedures (non-emergencies) – 100% reimbursement when certain enumerated procedures performed on an outpatient (Physician's office ambulatory surgical center, outpatient department of a hospital) basis.

4. Hospital Admissions/Discharge:

a. No Friday, Saturday or Sunday admissions, except

- Emergency situations;
- Surgical procedures are scheduled over the weekend; or
- Permissible when testing or surgical procedures scheduled.

b. Discharge from hospital within 24 hours of Doctor's release.

5. Refer to Health Insurance Open Enrollment Booklet for further information.

D. An employee shall be entitled to a Hospital Bill Audit Gainsharing payment of 33 1/3% of an overpayment (or other billing error resulting in an overpayment of the health care provider), up to a maximum of \$500 to the employee for each incident. In order to qualify for the gain sharing payment, the employee must; (a) identify that an overpayment of more than \$250 (in the aggregate) in a hospital bill that is presented to an employee or his or her dependent and (b) notify the City's Employee Benefits Division of the error within 30 days of receipt of an Explanation of Benefits from the Health Plan. Payment shall be due and made only if the error is verified and the amount overpaid actually is recovered to the City's benefit.

E. Optical Plan benefits in effect on June 30, 2000, shall continue for the term of this Agreement, and shall apply to current and future MAPS retirees. It is understood the optical plan benefits for retirees are subject to the terms of the benefit plan and any modifications shall be in accordance with City laws or policy.

F. Life Insurance

1. A Basic Life benefit in an amount equal to \$100,000 or an amount equal to 2 ½ times the employee's annual base salary, whichever is less, will be paid in accordance with regulations promulgated by Employer.

2. The death benefit may be paid in advance to employees who are catastrophically ill. This is called an Accelerated Benefit. An employee who is catastrophically ill is characterized by all of the following: (1) the employee is totally disabled and therefore cannot work for the City or any other employer in an active or limited capacity, (2) the employee's medical prognosis shall state that the disabling illness which arose either suddenly or gradually is likely to cause the death of the affected employee within a twenty-four (24) month period, (3) the affected employee must apply for an ordinary disability retirement allowance or a service retirement allowance, if applicable, to be eligible for the catastrophic illness payment. The claim must be filed within six (6) months after the claimant has become incapacitated or disabled and is unable to return to work.

The Department of Human Resources and the Employer's contracted life insurance carrier shall be charged with administering the catastrophic illness benefit and determining the eligibility of the claimant for said benefit. Upon request, the employee shall furnish the Department of Human Resources with any and all data and documentation pertaining to each claim. The Department of Human Resources may order examination of the claimant by a physician of its choice. No benefits may be paid for injuries or disabilities for which compensation was paid under (1) Workers' Compensation laws or (2) accidental disability provisions of the Employees' Retirement System.

If the claimant's death occurs before the City has made a final determination that the illness is catastrophic, but the catastrophic illness benefit has not been paid, the payment shall be made to the named beneficiary.

3. If the employee's death is directly caused by an accident, his/her beneficiary will receive an Accidental Death and Dismemberment (AD&D) benefit in addition to the basic life insurance benefit. The amount of the basic AD&D benefit is equal to basic life insurance benefit. If the accident does not cause the employee's death, but does cause a severe injury such as loss of limb, the employee will receive a partial benefit from the AD&D plan.

4. The death benefit described above shall be converted upon retirement to an \$8,500 death benefit, with double that amount in the event of an accidental death, payable to the designated beneficiary or estate. It is understood that death benefits for retirees are subject to the terms of the benefit plan and any modifications shall be in accordance with City laws or policy.

G. The City shall reimburse employees either \$250 or the employee's actual cost, whichever is less, once per fiscal year. Reimbursement is available for the following:

- Physical examination;
- Physical fitness/wellness programs may include weight control (not including meal plans), yoga, Pilates, karate, tai chi, smoking cessation and stress management classes (as approved by the Employee Benefits Division, Department of Human Resources);
- Vision not covered by the optical plan;
- Dental care expenses not covered by the dental plan, or
- Holistic/natural medical treatments;
- Community Supported Agriculture (CSAs).

There is no annual cumulative effect. An employee may request and be reimbursed for only one of the benefits. Requests must be made within 60 days of the enrollment, payment, examination or treatment date.

### **ARTICLE 8: TUITION REIMBURSEMENT**

The Employer shall maintain a tuition reimbursement program administered by the Department of Human Resources. Within budgetary constraints and upon approval by the Department of Human Resources, employees shall be granted benefits under this Article and shall be reimbursed, providing the employee meets all qualifications as listed in the Administrative Manual, for up to 50% of the tuition cost of a maximum of 10 credits per semester, consisting of not more than 4 courses for taking a job-related course or in a degree program that benefits City services. Affected employees shall be further reimbursed for laboratory and administrative fees, not to exceed \$25 per semester.

### **ARTICLE 9: TRAVEL**

The travel allowance rate shall be the business standard mileage rate prescribed by the Internal Revenue Service (IRS).

### **ARTICLE 10: HAZARDOUS DUTY PAY**

Employees represented by MAPS who are directly exposed to the same, immediate hazardous environmental conditions as other non-MAPS employees, who currently receive hazardous duty pay because of actual supervision of a program or the requirement of working in the actual conditions, are eligible for the current established additional premium rate for all hours such as other employees who are working in such conditions.

### **ARTICLE 11: MEAL ALLOWANCE**

Meal allowances outlined under AM 205-16 will be paid whenever 3 or more overtime hours are worked. Expenses must be reasonable and accompanied by receipts.

## ARTICLE 12: HOLIDAYS

A. Leave with pay shall be granted for the following days, referred to herein as holidays:

January 1	New Year's Day
Third Monday in January	Martin Luther King's Birthday
Third Monday in February	President's Day
Friday before Easter	Good Friday
Last Monday in May	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
Second Monday in October	Columbus Day
November 11	Veterans Day
Fourth Thursday in November	Thanksgiving Day
December 25	Christmas Day
Presidential and Congressional	General Election Day (even years only)

### B. Police Department Employees

Effective in 2007 and ever year thereafter, Lincoln's Birthday, Maryland Day, and Defender's Day shall be considered floating holidays and may be used as personal leave at any time during the calendar year. Requests for such leave must be submitted at least three work days in advance. In bona fide emergency situations, the three-day notification requirements may be waived. If these three days are not used by December 31<sup>st</sup>, they cannot be accumulated nor carried over into the next year. Should the employees leave during the year and the three floating holidays have not been used, those three days will not be included in the final compensation cash out of unused leave, unless the employee is in pay status on the date of the holiday identified above would have occurred.

## ARTICLE 13: LEAVES

Effective July 1, 2015, the following leave changes will take effect for MAPS employees:

A. **Vacation Leave:** MAPS employees will continue to earn accrued credit in the manner set forth in

Administrative Manual 204-2, as indicated on the chart:

AM 204		
Completed Years of Continuous Service	Days Earned per Month or P/T – 160 Hours	Per Year Full-Time Employees
0 through 5	1	12
6 through 10	1 ¼	15
11 through 13	1 ½	18
14 through 18	1 ¾	21
19 or more	2	24

Effective June 30, 2015, all accrued vacation days shall be placed into the employees' individual legacy vacation accounts. On July 1, 2015, the City shall open a new vacation account for each employee. Employees shall continue to earn vacation days at their current rate. The maximum number of days an employee may accumulate in their new vacation account shall not exceed forty five (45) days. Vacation time taken in excess of the current balance in the new vacation account may be drawn from the legacy vacation account. Once days are taken from the legacy vacation account, they cannot be replaced. The cap for the legacy vacation account will be adjusted accordingly. Whenever possible, every effort shall be made to honor vacation requests that are submitted in advance.

B. **Personal Leave**: Effective June 30, 2015, all personal leave (up to thirty-two (32) days) shall be placed into the employee's individual legacy personal leave account.

On July 1, 2015, the City shall open a new personal leave account and three personal leave days shall be placed in the new personal leave account.

All personal leave days earned in the new account must be taken in the fiscal year they are earned. Employees with a zero ( 0 ) balance in the new account may use any available days in their legacy personal leave bank. Once days are taken from the legacy personal leave account, they cannot be replaced. The cap for the legacy personal leave account will be adjusted accordingly.

**Note:** Employees of the Baltimore Police Department or any other agency that celebrates Maryland Day, Defender’s Day, and Lincoln’s Birthday do not earn annual personal leave days.

C. **Over-Max Bank:** MAPS employees who on June 30, 2015 have vacation and personal leave that exceed the maximum accumulations (“over maximum banks”) allowed by this Agreement, will have such leave converted on or after July 1, 2015 in the same manner and according to the same rules as sick leave. After July 1, 2015, MAPS employees will not be allowed to add any vacation or personal leave days to their “over maximum bank” for conversion upon termination.

D. **Bereavement Leave:** Four (4) consecutive working days' leave with pay shall be granted upon request in the event of a death in an employee's immediate family. Immediate family shall be considered a father, mother, sister, brother, spouse, child, mother-in-law, father-in-law, grandparent, grandchild, step, and half-blood relatives. The four (4) days shall commence at the option of the employee on the date of death or the day following the day of death or in conjunction with a memorial or funeral service.

One (1) day of leave with pay will be granted for the death of the employee’s aunt and uncle. This one (1) day of leave with pay must be taken within four (4) calendar days of the date of death or in conjunction with a memorial or funeral service. In the event that the deceased aunt or uncle lived in the same household as the employee making the request, the deceased aunt or uncle shall be considered to have been a member of the immediate family. Employees who require additional time off beyond these four (4) days may request and shall

be granted additional reasonable time off charged to vacation or personal leave or compensatory time.

E. **Sick Leave**: Sick leave shall be allowed as follows:

1. Medical/Dental Appointments: Employees should make every effort to schedule medical or dental appointments during non-work hours. When it is not possible, accrued sick leave may be used for medical or dental appointments. If scheduled 3 days in advance, the use of sick leave for medical or dental appointments will not be considered an occasion under the Attendance Standards Policy.

2. Up to five (5) days of accumulated sick leave may be used by MAPS members in the case of illness in the member's immediate family. Employees of the Police Department hired before July 1, 1973 and who do not accrue sick leave are eligible for this benefit. For the purposes of this provision, immediate family shall mean child including biological, adopted, foster, stepchild, or legal ward, or other child for whom the employee has day to day responsibilities for care and legal support who is under the age of eighteen or older if the child has a mental or physical disability, spouse, or parent.

F. **Leave Usage Increments**: All accrued leave (vacation, personal, and sick) and compensatory time may be taken in units of at least five (5) minutes.

G. **Job Injury Leave**: When an employee sustains an occupational (on-the-job) injury in the actual performance of duty and is unable to work, except for an employee of the Baltimore City Fire Department, the provisions of the Workers' Compensation Law of Maryland shall be followed. The employee shall be paid at the rate of 66 2/3% (sixty-six and two-thirds percent) of his/her average weekly wage (salary) not to exceed the State of Maryland's Average Weekly Wage (AWW) limit.

## **ARTICLE 14: PROFESSIONAL DEVELOPMENT AND TRAINING**

Consistent with the needs of the government, managers may grant permission leave days and provide funding if approved by the Agency Head, if the education or experience obtained from the training will be of value to the City and the employee(s).

## **ARTICLE 15: OUT-OF-TITLE WORK**

Whenever an employee is assigned to perform the duties and responsibilities of a higher classification for a period in excess of ten (10) consecutive working-days, he shall be paid the higher rate for such services commencing on the eleventh working-day, in accordance with the rules and regulations as set forth in the Administrative Manual.

No employee shall be required to perform or shall receive compensation for out-of-title work for more than one hundred and twenty (120) days in a fiscal year.

## **ARTICLE 16: BENEFITS PRESERVED**

All benefits previously in effect will continue to be implemented during the life of this Agreement.

## **ARTICLE 17: DURATION AND TERMINATION**

This Agreement shall become effective on July 1, 2015, and remain in full force and effect until June 30, 2017, unless otherwise stated herein. It shall automatically be renewed from year to year thereafter unless either party shall give the other party written notice of a desire to terminate, modify or amend the Agreement. Such written notice must be provided at least ninety (90) days prior to the expiration date of the Agreement.

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Signed on this 24 day of June, 2015 in Baltimore, Maryland.

FOR THE MAYOR AND CITY COUNCIL  
OF BALTIMORE:

FOR THE MANAGERIAL AND  
PROFESSIONAL SOCIETY OF  
BALTIMORE, INC.:

  
Deborah F. Moore-Carter

\_\_\_\_\_  
Anthony G. Polsinelli

  
Quinton M. Herbert

\_\_\_\_\_  
Pamela K. Shaw

  
Yvette Brown

\_\_\_\_\_  
Joann White-Burnett

\_\_\_\_\_  
Thomas Reese

APPROVED AS TO LEGAL FORM AND  
SUFFICIENCY:

  
Gary Gilkey, Chief Solicitor

NOTED BY THE BOARD OF  
ESTIMATES:

  
Clerk Date

JUL 01 2015

## ADDENDUM A: SALARY SCHEDULES

City of Baltimore  
Salary Schedules Effective 07/01/15

FY 2016

GRADE	MINIMUM	MAXIMUM
902	40100	64100
903	42500	68000
904	45100	72200
906	48700	77800
907	53100	85100
923	57200	91700
927	60800	97300
929	64600	103200
931	69600	111300
936	76100	121700
939	80500	132600
941	52400	90000
942	85400	140800
960	90600	149400
967	97600	161000
969	106700	176100
990	115000	189700
991	122000	201300
992	129500	213700
993	139500	230300
994	152600	251800

City of Baltimore  
Salary Schedules Effective 07/01/16

FY 2017

<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
902	40900	65400
903	43400	69400
904	46000	73600
906	49700	79400
907	54200	86800
923	58300	93500
927	62000	99200
929	65900	105300
931	71000	113500
936	77600	124100
939	82100	135300
941	53400	91800
942	87100	143600
960	92400	152400
967	99600	164200
969	108800	179600
990	117300	193500
991	124400	205300
992	132100	218000
993	142300	234900
994	155700	256800

**Addendum B: Classification Listings**  
**Effective July 1, 2014**

<b>JOB CODE</b>	<b>DESCRIPTION</b>	<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>FLSA_CODE</b>
34142	Accountant II	923	\$56,100.00	\$89,900.00	A
34145	Accountant Supervisor	927	\$59,600.00	\$95,400.00	A
34146	Accounting Manager	931	\$68,200.00	\$109,100.00	A
34197	Accounting Systems Administrator	936	\$74,600.00	\$119,300.00	A
34151	Accounting Systems Analyst	923	\$56,100.00	\$89,900.00	A
31312	Administrative Analyst II	923	\$56,100.00	\$89,900.00	A
31122	Administrative Policy Analyst	923	\$56,100.00	\$89,900.00	A
33669	Apprenticeship Program Administrator	923	\$56,100.00	\$89,900.00	A
75112	Architect II	927	\$59,600.00	\$95,400.00	A
75115	Architect Supervisor - License	931	\$68,200.00	\$109,100.00	A
33825	Archives Record Management Officer	923	\$56,100.00	\$89,900.00	A
53541	Assistant Chief Division Of Utility Maintenance	931	\$68,200.00	\$109,100.00	A
53818	Assistant Chief Solid Waste Division	931	\$68,200.00	\$109,100.00	A
82135	Assistant Coordinator Preschool Programs	931	\$68,200.00	\$109,100.00	A
42134	Assistant Superintendent Housing Inspections	906	\$47,700.00	\$76,300.00	A
52981	Assistant Superintendent Maintenance & Operations	906	\$47,700.00	\$76,300.00	A
71425	Assistant Watershed Manager	923	\$56,100.00	\$89,900.00	A
34111	Auditor II	927	\$59,600.00	\$95,400.00	A
34112	Auditor III	929	\$63,300.00	\$101,200.00	A
34115	Auditor Supervisor	931	\$68,200.00	\$109,100.00	A
52116	Automotive Maintenance Supervisor II	907	\$52,100.00	\$83,400.00	A
52725	Aviation Maintenance Program Supervisor	923	\$56,100.00	\$89,900.00	A
34285	Billing Section Supervisor	907	\$52,100.00	\$83,400.00	A
72133	Bridge Project Engineer	931	\$68,200.00	\$109,100.00	A
31301	Budget/Management Analyst I	927	\$59,600.00	\$95,400.00	A
31304	Budget/Management Analyst II	929	\$63,300.00	\$101,200.00	A
33367	Call Center Operations Administrator	936	\$74,600.00	\$119,300.00	A
33366	Call Center Operations Manager	923	\$56,100.00	\$89,900.00	A
34497	Capital Planning Analyst	923	\$56,100.00	\$89,900.00	A
72415	Chief Contract Administration	931	\$68,200.00	\$109,100.00	A
72498	Chief Contract Officer	927	\$59,600.00	\$95,400.00	A
71442	Chief Horticulturist	931	\$68,200.00	\$109,100.00	A
81145	Chief Mental Health Programs	931	\$68,200.00	\$109,100.00	A
34426	Chief Of Fiscal Services I	931	\$68,200.00	\$109,100.00	A
34427	Chief Of Fiscal Services II	936	\$74,600.00	\$119,300.00	A
72646	Chief Of Surveys	931	\$68,200.00	\$109,100.00	A
71412	City Arborist	931	\$68,200.00	\$109,100.00	A

74136	City Planner I	923	\$56,100.00	\$89,900.00	A
74137	City Planner II	927	\$59,600.00	\$95,400.00	A
74139	City Planner Supervisor	931	\$68,200.00	\$109,100.00	A
72116	Civil Engineer	927	\$59,600.00	\$95,400.00	A
31940	Claims And Systems Manager	931	\$68,200.00	\$109,100.00	A
32211	Claims Investigator	923	\$56,100.00	\$89,900.00	N
61121	Clinical Director, Health Centers	931	\$68,200.00	\$109,100.00	A
81116	Clinical Social Work Supervisor	931	\$68,200.00	\$109,100.00	A
33323	Communication Services Administrator	923	\$56,100.00	\$89,900.00	A
33322	Communications Specialist	927	\$59,600.00	\$95,400.00	A
61255	Community Health Educator Supervisor	927	\$59,600.00	\$95,400.00	A
62216	Community Health Nurse Supervisor II	931	\$68,200.00	\$109,100.00	A
33547	Community Marketing Outreach Officer	923	\$56,100.00	\$89,900.00	N
84224	Community Relations Representative Supervisor	923	\$56,100.00	\$89,900.00	A
33135	Computer Operator Supervisor	906	\$47,700.00	\$76,300.00	A
72494	Construction Contract Administrator	927	\$59,600.00	\$95,400.00	A
42221	Construction Project Supervisor I	923	\$56,100.00	\$89,900.00	A
42222	Construction Project Supervisor II	927	\$59,600.00	\$95,400.00	A
72496	Contract Officer	923	\$56,100.00	\$89,900.00	A
71125	Crime Laboratory Photographer Supervisor	923	\$56,100.00	\$89,900.00	N
71139	Crime Laboratory Quality Officer	931	\$68,200.00	\$109,100.00	A
71135	Crime Laboratory Technician Supervisor	907	\$52,100.00	\$83,400.00	N
71112	Criminalist II	927	\$59,600.00	\$95,400.00	A
71113	Criminalist III DNA Analysis	929	\$63,300.00	\$101,200.00	A
71118	Criminalist III Drug Analysis	929	\$63,300.00	\$101,200.00	A
71119	Criminalist III Trace Analysis	929	\$63,300.00	\$101,200.00	A
71114	Criminalist Supervisor Drug Analysis	931	\$68,200.00	\$109,100.00	A
71115	Criminalist Supervisor Trace Analysis	931	\$68,200.00	\$109,100.00	A
33102	Database Specialist	927	\$59,600.00	\$95,400.00	A
82146	Day Care Program Director	931	\$68,200.00	\$109,100.00	A
54469	Deputy Towing Manager	906	\$47,700.00	\$76,300.00	A
74146	Design Planner I	923	\$56,100.00	\$89,900.00	A
74147	Design Planner II	927	\$59,600.00	\$95,400.00	A
74149	Design Planner Supervisor	931	\$68,200.00	\$109,100.00	A
61193	Director Adolescent & Reproductive Health	931	\$68,200.00	\$109,100.00	A
61125	Director Bureau Of Disease Control	931	\$68,200.00	\$109,100.00	A
81235	Director Child Care Food Programs	931	\$68,200.00	\$109,100.00	A
61127	Director Chronic Disease Prevention	931	\$68,200.00	\$109,100.00	A
61115	Director Early Intervention Services	931	\$68,200.00	\$109,100.00	A
81376	Director Geriatric Health Services	931	\$68,200.00	\$109,100.00	A
61224	Director Health Program Planning And Evaluation	931	\$68,200.00	\$109,100.00	A
33828	Director Legislative Reference	931	\$68,200.00	\$109,100.00	A
81418	Director Operation Safe Kids	931	\$68,200.00	\$109,100.00	A

62312	Director Oral Health Services	939	\$78,900.00	\$130,000.00	A
61118	Director School Health Programs	931	\$68,200.00	\$109,100.00	A
81247	Director WIC Program	931	\$68,200.00	\$109,100.00	A
33675	DPW Safety And Training Manager	931	\$68,200.00	\$109,100.00	A
33645	DPW Training Supervisor	927	\$59,600.00	\$95,400.00	A
74311	Economic Development Officer	923	\$56,100.00	\$89,900.00	A
74392	Economic Empowerment Officer	923	\$56,100.00	\$89,900.00	A
32937	E-Discovery Coordinator	923	\$56,100.00	\$89,900.00	A
33185	EDP Data Technician Supervisor	906	\$47,700.00	\$76,300.00	A
82133	Educational Coordinator	923	\$56,100.00	\$89,900.00	A
54356	Electrical Maintenance Technician Supervisor II	907	\$52,100.00	\$83,400.00	A
33690	Employee Benefits Supervisor	927	\$59,600.00	\$95,400.00	A
75345	Energy Program Administrator	931	\$68,200.00	\$109,100.00	A
75337	Energy Program Manager I	927	\$59,600.00	\$95,400.00	A
75338	Energy Program Manager II	929	\$63,300.00	\$101,200.00	A
72111	Engineer I	927	\$59,600.00	\$95,400.00	A
72113	Engineer II	929	\$63,300.00	\$101,200.00	A
72115	Engineer Supervisor	936	\$74,600.00	\$119,300.00	A
33168	Enterprise Application Systems	936	\$74,600.00	\$119,300.00	A
71452	Environmental Conservation Analyst	923	\$56,100.00	\$89,900.00	A
42515	Environmental Health Supervisor	927	\$59,600.00	\$95,400.00	A
31137	Environmental Policy Analyst	927	\$59,600.00	\$95,400.00	A
42995	Environmental Technician Supervisor	907	\$52,100.00	\$83,400.00	A
61291	Epidemiologist	927	\$59,600.00	\$95,400.00	A
61293	Epidemiologist Supervisor	936	\$74,600.00	\$119,300.00	A
33658	Equal Opportunity Officer	923	\$56,100.00	\$89,900.00	A
72616	Field Survey Supervisor	906	\$47,700.00	\$76,300.00	A
71147	Fingerprint Section Manager	906	\$47,700.00	\$76,300.00	A
71151	Firearms Examiner	927	\$59,600.00	\$95,400.00	A
71155	Firearms Examiner Supervisor	936	\$74,600.00	\$119,300.00	A
31321	Fiscal Policy Analyst	927	\$59,600.00	\$95,400.00	A
31342	Fiscal Research Analyst	927	\$59,600.00	\$95,400.00	A
34425	Fiscal Supervisor	927	\$59,600.00	\$95,400.00	A
71264	Fuel Systems Specialist	907	\$52,100.00	\$83,400.00	A
42116	General Superintendent Building Inspections	931	\$68,200.00	\$109,100.00	A
42136	General Superintendent Housing Inspections	931	\$68,200.00	\$109,100.00	A
53335	General Superintendent Transportation Maintenance	927	\$59,600.00	\$95,400.00	A
53523	General Superintendent Utilities Maintenance Representative	927	\$59,600.00	\$95,400.00	A
81335	Geriatric Day Care Director	923	\$56,100.00	\$89,900.00	A
33187	GIS Analyst	904	\$44,200.00	\$70,800.00	A
33190	GIS Supervisor	927	\$59,600.00	\$95,400.00	A
31754	Grants Procurement Officer	904	\$44,200.00	\$70,800.00	A
61245	Health Analysis Supervisor	936	\$74,600.00	\$119,300.00	A
61222	Health And Policy Analyst	927	\$59,600.00	\$95,400.00	A
53275	Health Facilities Coordinator	903	\$41,700.00	\$66,700.00	A
61111	Health Program Administrator I	923	\$56,100.00	\$89,900.00	A

61113	Health Program Administrator II	927	\$59,600.00	\$95,400.00	A
61114	Health Programs Bureau Administrator	931	\$68,200.00	\$109,100.00	A
54216	Heating & Air Conditioning Technician Supervisor	907	\$52,100.00	\$83,400.00	N
33679	HR Business Partner	931	\$68,200.00	\$109,100.00	A
33677	HR Generalist II	923	\$56,100.00	\$89,900.00	A
33629	HR Specialist II	927	\$59,600.00	\$95,400.00	A
33630	HR Specialist III	929	\$63,300.00	\$101,200.00	A
33626	HRIS Analyst	927	\$59,600.00	\$95,400.00	A
33627	HRIS Specialist	927	\$59,600.00	\$95,400.00	A
84325	Human Services Manager	923	\$56,100.00	\$89,900.00	A
61295	Immunization Registry Coordinator	923	\$56,100.00	\$89,900.00	N
33159	Information Technology Specialist	902	\$39,300.00	\$62,800.00	A
33126	Information Technology Specialist Supervisor	906	\$47,700.00	\$76,300.00	A
52625	Instrumentation Technician Supervisor I	906	\$47,700.00	\$76,300.00	N
52626	Instrumentation Technician Supervisor II	907	\$52,100.00	\$83,400.00	A
31941	Insurance And Risk Finance Manager	929	\$63,300.00	\$101,200.00	A
31951	Insurance Risk Analyst	927	\$59,600.00	\$95,400.00	A
34454	Investment Analyst	929	\$63,300.00	\$101,200.00	A
33191	IT Engineer	929	\$63,300.00	\$101,200.00	A
71527	Laboratory Technical Administrator	936	\$74,600.00	\$119,300.00	A
71526	Laboratory Technical Supervisor	923	\$56,100.00	\$89,900.00	A
33725	Land Conveyance Supervisor	931	\$68,200.00	\$109,100.00	A
53827	Landfill Superintendent	923	\$56,100.00	\$89,900.00	A
71142	Latent Print Examiner	927	\$59,600.00	\$95,400.00	A
71145	Latent Print Examiner Supervisor	936	\$74,600.00	\$119,300.00	A
33103	Lead Applications Systems Analyst/Programmer	931	\$68,200.00	\$109,100.00	A
32922	Legal Officer	927	\$59,600.00	\$95,400.00	A
34533	Legislative Services Analyst	923	\$56,100.00	\$89,900.00	A
81423	Liaison Officer Safe Streets	923	\$56,100.00	\$89,900.00	A
52415	Line Maintenance Technician Supervisor	906	\$47,700.00	\$76,300.00	N
81387	Long-Term Care Ombudsman	903	\$41,700.00	\$66,700.00	A
81389	Long-Term Care Supervisor	906	\$47,700.00	\$76,300.00	A
31172	Management Support Technician	903	\$41,700.00	\$66,700.00	A
54366	Mechanical Maintenance Technician Supervisor II	907	\$52,100.00	\$83,400.00	A
63225	Medical Laboratory Technician Supervisor	927	\$59,600.00	\$95,400.00	A
81195	Mental Health Program Assistant	923	\$56,100.00	\$89,900.00	A
71533	Microbiologist Supervisor	931	\$68,200.00	\$109,100.00	A
33593	Minority And Small Business Purchasing Coordinator	923	\$56,100.00	\$89,900.00	A
52142	Motor Equipment Specification	923	\$56,100.00	\$89,900.00	A
72432	Neighborhood Project Coordinator	923	\$56,100.00	\$89,900.00	A
33192	Network Engineer	927	\$59,600.00	\$95,400.00	A
33193	Network Systems Administrator	936	\$74,600.00	\$119,300.00	A

33125	Office Systems Analyst/Programmer Supervisor	906	\$47,700.00	\$76,300.00	A
81385	Ombudsman	903	\$41,700.00	\$66,700.00	A
81386	Ombudsman Supervisor	906	\$47,700.00	\$76,300.00	A
31104	Operations Assistant I	902	\$39,300.00	\$62,800.00	A
31105	Operations Assistant II	903	\$41,700.00	\$66,700.00	A
31106	Operations Assistant III	904	\$44,200.00	\$70,800.00	A
72193	Operations Engineer	929	\$63,300.00	\$101,200.00	A
31114	Operations Manager I	939	\$78,900.00	\$130,000.00	A
31115	Operations Manager II	942	\$83,700.00	\$138,000.00	A
31116	Operations Manager III	960	\$88,800.00	\$146,500.00	A
31109	Operations Officer I	923	\$56,100.00	\$89,900.00	A
31110	Operations Officer II	927	\$59,600.00	\$95,400.00	A
31111	Operations Officer III	929	\$63,300.00	\$101,200.00	A
31112	Operations Officer IV	931	\$68,200.00	\$109,100.00	A
31113	Operations Officer V	936	\$74,600.00	\$119,300.00	A
31314	Operations Research Analyst	923	\$56,100.00	\$89,900.00	A
31107	Operations Specialist I	906	\$47,700.00	\$76,300.00	A
31108	Operations Specialist II	907	\$52,100.00	\$83,400.00	A
71430	Park Administrator	904	\$44,200.00	\$70,800.00	A
53623	Park District Manager	906	\$47,700.00	\$76,300.00	A
34257	Parking Fines Supervisor	907	\$52,100.00	\$83,400.00	A
53290	Plant Building Maintenance Supervisor	907	\$52,100.00	\$83,400.00	A
10282	Police Commissioner	89P	\$180,000.00	\$230,000.00	A
71215	Pollution Control Analyst Supervisor	927	\$59,600.00	\$95,400.00	A
71216	Pollution Control Program Administrator	936	\$74,600.00	\$119,300.00	A
52537	Print Shop Manager	927	\$59,600.00	\$95,400.00	A
33586	Procurement Officer II	923	\$56,100.00	\$89,900.00	A
33524	Procurement Specialist II	927	\$59,600.00	\$95,400.00	A
33525	Procurement Supervisor	931	\$68,200.00	\$109,100.00	A
31511	Program Analyst	927	\$59,600.00	\$95,400.00	A
31502	Program Compliance Officer II	927	\$59,600.00	\$95,400.00	A
31192	Program Coordinator	923	\$56,100.00	\$89,900.00	A
72635	Property Location Supervisor	907	\$52,100.00	\$83,400.00	A
62311	Public Health Dentist	929	\$63,300.00	\$101,200.00	A
33413	Public Relations Officer	923	\$56,100.00	\$89,900.00	A
33415	Public Relations Supervisor	931	\$68,200.00	\$109,100.00	A
54345	Pumping Stations Operations Manager	931	\$68,200.00	\$109,100.00	A
54341	Pumping Stations Operations Supervisor	907	\$52,100.00	\$83,400.00	A
52425	Radio Maintenance Technician Supervisor	907	\$52,100.00	\$83,400.00	N
33712	Real Estate Agent II	927	\$59,600.00	\$95,400.00	A
33715	Real Estate Agent Supervisor	931	\$68,200.00	\$109,100.00	A
33730	Real Estate Appraiser	927	\$59,600.00	\$95,400.00	A
33267	Records And Payroll Manager	927	\$59,600.00	\$95,400.00	A

83233	Recreation Manager	931	\$68,200.00	\$109,100.00	A
83191	Recreation Program Coordinator	931	\$68,200.00	\$109,100.00	A
33678	Recruitment & Talent Acquisition Specialist II	927	\$59,600.00	\$95,400.00	A
33680	Recruitment & Talent Acquisition Specialist III	929	\$63,300.00	\$101,200.00	A
53855	Recycling Coordinator	927	\$59,600.00	\$95,400.00	A
34512	Research Analyst II	927	\$59,600.00	\$95,400.00	A
34514	Research Analyst Supervisor	931	\$68,200.00	\$109,100.00	A
31755	Resource Development Coordinator	927	\$59,600.00	\$95,400.00	A
33632	Retirement Benefits Analyst II	904	\$44,200.00	\$70,800.00	A
33635	Retirement Benefits Analyst Supervisor	927	\$59,600.00	\$95,400.00	A
33636	Retirement Benefits Manager	931	\$68,200.00	\$109,100.00	A
52627	SCADA System Supervisor	927	\$59,600.00	\$95,400.00	A
34496	Senior Capital Planning Analyst	927	\$59,600.00	\$95,400.00	A
34456	Senior Investment Analyst	936	\$74,600.00	\$119,300.00	A
34534	Senior Legislative Policy Analyst	929	\$63,300.00	\$101,200.00	A
74235	Signal System Manager	923	\$56,100.00	\$89,900.00	A
71225	Sludge Control Manager	927	\$59,600.00	\$95,400.00	A
81162	Social Policy And Program Analyst	927	\$59,600.00	\$95,400.00	A
81152	Social Program Administrator II	927	\$59,600.00	\$95,400.00	A
81153	Social Program Administrator III	936	\$74,600.00	\$119,300.00	A
81175	Social Services Coordination Supervisor	923	\$56,100.00	\$89,900.00	A
81115	Social Work Supervisor	936	\$74,600.00	\$119,300.00	A
31152	Solid Waste Analyst	927	\$59,600.00	\$95,400.00	A
53817	Solid Waste Assistant Superintendent	903	\$41,700.00	\$66,700.00	A
53816	Solid Waste Superintendent	923	\$56,100.00	\$89,900.00	A
83214	Sports Facility Director	923	\$56,100.00	\$89,900.00	A
33566	Stores Supervisor II	906	\$47,700.00	\$76,300.00	A
53557	Superintendent Conduits	927	\$59,600.00	\$95,400.00	A
42115	Superintendent Of Building Inspection	927	\$59,600.00	\$95,400.00	A
52986	Superintendent Of Cleaning Boarding & Ground Maintenance	923	\$56,100.00	\$89,900.00	A
52491	Superintendent Of Communications & Computer Operations	927	\$59,600.00	\$95,400.00	A
42145	Superintendent Of Electrical Inspection	927	\$59,600.00	\$95,400.00	A
42165	Superintendent Of Housing Inspections	927	\$59,600.00	\$95,400.00	A
42155	Superintendent Of Mechanical Inspection	927	\$59,600.00	\$95,400.00	A
41617	Superintendent Of Parking Enforcement	927	\$59,600.00	\$95,400.00	A
53717	Superintendent Of Parking Meters	927	\$59,600.00	\$95,400.00	A
72726	Superintendent Of Plans And Inspections	927	\$59,600.00	\$95,400.00	A
52982	Superintendent Of Public Building Repairs & Maintenance	927	\$59,600.00	\$95,400.00	A
53427	Superintendent Of Street Lighting	923	\$56,100.00	\$89,900.00	A
52635	Superintendent Of Traffic Signal Electronics	927	\$59,600.00	\$95,400.00	A

53416	Superintendent Of Traffic Signal Installation	927	\$59,600.00	\$95,400.00	A
53355	Superintendent Of Traffic Signs And Markings	927	\$59,600.00	\$95,400.00	A
53332	Superintendent Of Transportation	923	\$56,100.00	\$89,900.00	A
53521	Superintendent Of Utilities Maintenance & Repair	923	\$56,100.00	\$89,900.00	A
53531	Superintendent Of Waste Water Maintenance & Repair	923	\$56,100.00	\$89,900.00	A
33151	Systems Analyst	927	\$59,600.00	\$95,400.00	A
33158	Systems Analyst/Program Manager	936	\$74,600.00	\$119,300.00	A
33162	Systems Programmer	927	\$59,600.00	\$95,400.00	A
33165	Systems Programming Manager	936	\$74,600.00	\$119,300.00	A
33155	Systems Supervisor	931	\$68,200.00	\$109,100.00	A
31142	Towing Administrative Services	904	\$44,200.00	\$70,800.00	A
54471	Towing Lot Superintendent	927	\$59,600.00	\$95,400.00	A
54468	Towing Manager	907	\$52,100.00	\$83,400.00	A
52633	Traffic Electronics Maintenance Technician Supervisor	907	\$52,100.00	\$83,400.00	N
31993	Traffic Safety Coordinator	923	\$56,100.00	\$89,900.00	A
31994	Traffic Safety Manager	927	\$59,600.00	\$95,400.00	A
33672	Training Officer	927	\$59,600.00	\$95,400.00	A
31981	Transit Services Administrator	927	\$59,600.00	\$95,400.00	A
74291	Transportation Marketing Coordinator	927	\$59,600.00	\$95,400.00	A
82197	Transportation Safety Supervisor	923	\$56,100.00	\$89,900.00	A
34441	Treasury Technician	927	\$59,600.00	\$95,400.00	A
34318	Utility Meter Field Operations Manager	923	\$56,100.00	\$89,900.00	A
34317	Utility Meter Reader Superintendent II	923	\$56,100.00	\$89,900.00	A
31140	Utility Policy Analyst	929	\$63,300.00	\$101,200.00	A
32221	Vehicle Damage Investigator	923	\$56,100.00	\$89,900.00	A
81381	Volunteer Service Coordinator	923	\$56,100.00	\$89,900.00	A
33108	WAN Architectural Engineer	927	\$59,600.00	\$95,400.00	A
54358	Waste Water Maintenance Manager Instrumentation	929	\$63,300.00	\$101,200.00	A
54359	Waste Water Maintenance Manager Mechanical	929	\$63,300.00	\$101,200.00	A
54339	Waste Water Plant Manager	936	\$74,600.00	\$119,300.00	A
54337	Waste Water Plant Operations Supervisor	929	\$63,300.00	\$101,200.00	A
54325	Water Pumping Assistant Manager	929	\$63,300.00	\$101,200.00	A
54322	Water Systems Pumping Manager	931	\$68,200.00	\$109,100.00	A
54316	Water Systems Pumping Supervisor	906	\$47,700.00	\$76,300.00	A
54323	Water Systems Treatment Manager	931	\$68,200.00	\$109,100.00	A
54317	Water Systems Treatment Supervisor	906	\$47,700.00	\$76,300.00	A
54324	Water Treatment Assistant Manager	929	\$63,300.00	\$101,200.00	A
71426	Watershed Manager	931	\$68,200.00	\$109,100.00	A
41525	Watershed Ranger Supervisor	927	\$59,600.00	\$95,400.00	A
75340	Weatherization Program Supervisor	927	\$59,600.00	\$95,400.00	A
33292	Workers' Compensation Contract Administrator	927	\$59,600.00	\$95,400.00	A

42618	Zoning Administrator	931	\$68,200.00	\$109,100.00	A
42617	Zoning Enforcement Officer	927	\$59,600.00	\$95,400.00	A

## ADDENDUM C:

### HEALTH AND PRESCRIPTION DRUG PLAN AGREEMENT

As a result of negotiations between the City of Baltimore and the Unions which represent employees in the City including CUB, AFSCME, FOP, MAPS<sup>1</sup> and the Fire Unions,<sup>2</sup> the parties have reached agreement on the following terms related to the health and prescription drug plans for active employees for FY 2013 and, with respect to certain related matters, beyond FY 2013:

1. For the period July 1, 2012 through December 31, 2012, the health plans and prescription drug plan, which have been in effect during FY 2012, shall remain in effect unchanged. Employees shall continue to pay \$7.00 per pay period which they were paying in FY 2012 and such payment shall cease as of December 31, 2012.

2. Effective January 1, 2013, the City shall continue to offer the same health plans including certain HMOs, the Blue Cross PPN, United Health Care PPO/POS and Aetna PPO.

3. Employees electing an HMO: The benefits provided under any of the HMOs shall remain as they were in FY 2012 (e.g., office visit charges, etc.). Employees who elect an HMO shall pay 10% of the monthly premium for such coverage and the City shall pay 90%. Employees shall also pay 20% of the prescription drug premium.

4. Employees who elect a Preferred Provider Network ("PPN") or Point of Service Plan ("POS"), shall have the option of choosing one of two levels of benefits from among those health insurance providers:

a. **Standard Plan:** Employees who elect the Standard Plan shall receive the benefits set forth on the attached Standard Plan schedule of benefits (Attachment A). The benefits shall be the same for all employees enrolled in the Standard Plan (and their enrolled dependents); provided, however, there shall be two tiers of out of pocket maximums under the Standard Plan based upon salary. The "out of pocket maximum" under a Standard Plan is the maximum amount that an enrolled employee (and their enrolled dependents) must pay to contribute to the actual cost of services and benefits provided during a calendar year; provided, however, that the Office Visit fees shall be separate and shall continue to apply after the out of pocket maximum is met.<sup>3</sup> The out of pocket maximum is in addition to the first dollar deductible, which also shall be charged to enrolled employees (and their enrolled dependents) for the cost of services and benefits provided during a plan year. The two tiers of out of pocket maximum, based on the employee's total annual salary as of July 1, 2012 through December 31, 2015, shall be as follows:

<sup>1</sup> The City's obligation to MAPS is to "meet and confer," but MAPS was invited to participate in the discussions regarding the new health plan structure.

<sup>2</sup> The Fire Unions each reached agreement on a new MOU for FY 2013 earlier in the year, with an understanding that they would be bound to the extent represented in their MOUs by the health plans agreed to by certain other Unions and that the Fire Unions' terms would not be less favorable than the other Unions. The Fire Unions participated in the discussions resulting in this Agreement, but not as a formal party to the negotiations.

<sup>3</sup> There shall be one out of pocket maximum for both medical and mental health expenses.

OOP Max.

Employees with a salary below \$45,000 \$1,000/\$2,000

Employees with a salary \$45,000 or more \$1,500/\$3,000

These differences in out of pocket maximum are reflected on Attachment A.

b. High Option Plan: Employees who elect the High Option Plan shall continue to receive benefits that are the same as the benefits which are presently being provided (*i.e.*, the calendar year 2012 benefits) under the Blue Cross PPN, United Health Care PPO/POS and Aetna PPOs (Attachment B). Employees who elect the High Option Plan shall pay the difference between 80% of the Standard Plan premium for the calendar year for the same plan (*i.e.*, the Employer's contribution to the Standard Plan) and the premium charged by the provider or the City for the same calendar year for the same provider's High Option Plan.

5. For the standard PPN and POS plans, the prescription drug benefit shall be as it appears on Attachment A (*e.g.*, \$5, \$30, and \$50 for generic, preferred brand and non-preferred, respectively) with a \$50 per year per person deductible. For the High Option PPN and POS plans, the prescription drug benefit shall be without a deductible, and copays shall remain as they were for the City prescription drug plan in calendar 2012.

6. Beginning with calendar year 2013, the City shall annually provide a rate schedule for each of the offered health insurance plans containing separate pricing for medical coverage, prescription drug coverage, and medical and prescription drug combined. For calendar year 2013, the bi-weekly employer/employee split in premium rates (medical and prescription) for the offered plans are set forth on Attachment C. A schedule similar to that for calendar 2013 shall be distributed to participating employees for each subsequent calendar year.

7. Each calendar year, new rates shall be calculated for the various health insurance plans and the prescription drug plan, on a plan to plan basis. Participating employees shall pay 20% of the premium for the prescription drug plan, and 10% of the premium for the HMOs. For calendar year 2013, the premiums for the standard PPN and POS plans are set forth in Attachment B. For subsequent plan years, *i.e.*, calendar years 2014 and 2015, employees participating in a standard PPN or POS plan shall pay 20% of the year over year premium increase for that plan. For calendar year 2013, and for subsequent plan years, *i.e.*, calendar years 2014 and 2015, the High Option Plan premium shall be computed using the same method as in ¶ 4.b, above (employees shall pay the difference between 80% of the Standard Plan (the Employer's contribution and the full premium for the High Option Plan).

8. The City shall keep the structure of the Standard Plans (*e.g.*, the \$250 deductible, office visit charges, 10% co-pay, out-of pocket maximums, etc.) and High Option Plans the same for calendar years 2013, 2014 and 2015.

9. The City shall re-establish the City/Unions Health Insurance Committee (the "HIC"), with equal Union and management representation, no later than November 1, 2012. As the HIC, the City and the Unions will, no less frequently than one time each calendar quarter,

meet to discuss cost containment, efficiencies, wellness and other relevant issues and to review data for each plan and all other pertinent information as raised or requested by the Unions or the City. One of the aforementioned quarterly meetings shall be used to discuss each health insurance providers' annual report as set forth in ¶ 10, a below. The HIC shall include representatives appointed by each employee organization designated as an exclusive representative under the Municipal Employee Relations Ordinance, one representative from the Managerial and Professional Society of Baltimore, Inc., and at least one management representative from the Office of the Labor Commissioner, City Human Resources, City Benefits, City Finance and the Mayoral Administration. As they choose, the parties' representatives may designate professional consultants to attend meetings of the HIC. Should the Unions choose to have a consultant participate in these meetings, they shall choose a joint consultant.

10. Annual Provider Report and Meeting with Unions: No later than June 15, each year, each health insurance plan provider engaged by the City shall provide the City with an "Annual Provider Report" which shall include data relating to enrollment, claims, administrative costs, usage trends, and other relevant information about the plan. The Annual Provider Report shall also provide the premium rates which are being proposed for the next plan/calendar year with data supporting those rates. The Annual Provider Report for each plan shall be provided to the Unions. The HIC shall meet to discuss this information including any proposed premium increases. It is expected that the Annual Provider Reports shall be provided and this meeting shall be held in the May or June preceding the next calendar/plan year. If requested, the City shall arrange for its Health Plans consultant to confer with the similar consultant designated by the Unions, and the two consultants may be required to attend the meeting(s) of the City and the Unions concerning the Annual Provider Reports.

11. Audit process: The City shall audit its medical providers and/or administrators to ensure reasonable accuracy in billings, claims paid and costs incurred, and to ensure that each individual covered by the City's benefits is eligible for such coverage (*e.g.*, has not exceeded the age limit, is an eligible spouse, family member, etc.). The City shall disclose its audit practices to the Unions, and the Unions may request and be provided with the results of such audit reports, and such when audit reports are received, it shall forward copies of the reports to the Unions through the HIC.

12. Requests for Proposals: As appropriate and consistent with the City's Charter, the City shall have the right to issue Requests for Proposals (RFPs) for each plan year beginning with calendar year 2014 through which the City may solicit proposals from existing and other interested health insurance providers. The terms of the RFPs shall be consistent the plan structures referred to in ¶ 8 of this Summary of Agreement. The City shall advise the Unions of its intention to issue RFPs at least thirty (30) days before they are released. Should the City decide that it wishes to add or eliminate a particular health insurance provider following the issuance of an RFP, the City shall advise the Unions and provide the reasons why it desires to make a proposed provider change (*e.g.*, because of premium increases, service to participants, lack of participation in a given plan, efficiency through consolidation, etc.) at least 30 days before such proposed action is presented to the Board of Estimates. The Unions shall have a meaningful opportunity to discuss any such proposed changes within the Health Insurance

MANAGERIAL AND PROFESSIONAL  
SOCIETY OF BALTIMORE, INC. ("MAPS")

BY: [Signature]

DATE: 10/19/12

IAFF, LOCAL 734

BY: [Signature]

DATE: 10/25/12

IAFF LOCAL 964

BY: [Signature]

DATE: 10/17/12

APPROVED BY THE BOARD OF DIRECTORS

November 2nd 2012

[Signature]  
Assistant City Manager

APPROVED BY THE BOARD OF DIRECTORS

Date NOV 07 2012

## ATTACHMENT A

### City of Baltimore – 2013 Plan Designs

	Standard Plan Design	
	In Network	Out of Network
<b>Dependent Age</b>	To Age 26	To Age 26
<b>Annual Deductible</b>		
Single	\$250	\$500
Family	\$500	\$1,000
Does the deductible count towards the OOP maximum?	N	N
<b>Annual Out of Pocket Maximum<sup>1</sup></b>		
Single	<\$45,000 \$1,000 >\$45,000 \$1,500	<\$45,000 \$2,000 >\$45,000 \$3,000
Family	<\$45,000 \$2,000 >\$45,000 \$3,000	<\$45,000 \$4,000 >\$45,000 \$6,000
<b>Network Sharing</b>		
Does the deductible and the OOP cross apply to In-Network and Out-of-Network (Y or N)?	Y	Y
<b>Annual Out of Pocket Maximum (Mental Health &amp; Sub Abuse) (see Footnote 1)</b>		
Single	<\$45,000 \$1,000 >\$45,000 \$1,500	<\$45,000 \$2,000 >\$45,000 \$3,000
Family	<\$45,000 \$2,000 >\$45,000 \$3,000	<\$45,000 \$4,000 >\$45,000 \$6,000
<b>Inpatient Hospital</b>	Preauthorization Required	Preauthorization Required
Room and Board	90%	70%
Other inpatient expenses	90%	70%
Transplants	90%	70% (OON Limit \$30,000 per transplant)

<sup>1</sup> The Annual Out-of-Pocket Maximum for both Medical and Mental Health Substance Abuse expenses are one and the same, and Participants only have to meet one (1) annual Out-of-Pocket maximum.

## ATTACHMENT A

### City of Baltimore – 2013 Plan Designs

	Standard Plan Design	
	In Network	Out of Network
<b>Inpatient Hospital Mental Health</b>	Preauthorization Required	Preauthorization Required
Room and Board	90%	70%
Other inpatient expenses	90%	70%
<b>Inpatient Hospital Substance Abuse</b>	Preauthorization Required	Preauthorization Required
Room and Board	90%	70%
Other inpatient expenses	90%	70%
<b>Skilled Nursing/Extended Care Facility (coordinates w/ Medicare)</b>	90% (60 days per year combined)	70% (60 days per year combined)
<b>Outpatient Hospital</b>	24 hour nurse line	24 hour nurse line
Emergency room for medical emergency	90%	90%
Emergency room for accidental injury (within 72 hours)	90%	90%
Outpatient Surgery	90%	70%
Outpatient Laboratory	90%	70%
Outpatient Radiology	90%	70%
<b>Physician Services</b>	90%	70%
Inpatient Surgery	90%	70%
Outpatient Surgery	90%	70%
Maternity	100%, after copay*	70%
Routine Primary Care Office Visits-Adults	100%	100%
Routine Primary Care Office Visits-Well Child Care	100%	100%
Other Primary Care Visits (sickness)	\$25 copay	70%
Specialist Office Visits	\$40 copay	70%
Inpatient Visits	90%	70%
Outpatient Mental Health Visits	\$25 copay**	70%
<b>Outpatient Radiology (doctor's office or independent facility)</b>	90%	70%
<b>Outpatient Laboratory (doctor's office or</b>	90%	70%

## ATTACHMENT A

### City of Baltimore – 2013 Plan Designs

	Standard Plan Design	
	In Network	Out of Network
independent facility)		
Allergy or hormone injections by nurse in physician's office	90%	70%
Immunization (Childhood)	Covered at 100%	Covered at 100%
Routine Immunizations	Covered at 100%	Covered at 100%
Home Health Care	90%	70%
Durable Medical Expenses	90%	70%
Chiropractic Treatment (12 visits/manips per yr)	\$25 copay	70%
Eye Wear	Not covered	Not covered
Hearing Aids	90% up to \$5,000 limit per hearing aid every 36 mos***	70% up to \$5,000 limit per hearing aid every 36 mos***
Optometry Exams	\$25 copay	70%
Hearing Exams	90%	70%
Prescription Drug	Prior authorization required for certain specialty drugs	
Deductible	\$50 per person	
Retail	\$5 for Generics \$30 for Formulary Brand \$50 for Brand & Specialty	
Mail Order (90 days supply)	\$10 for Generics \$60 for Formulary Brand \$100 for Brand & Specialty	
Annual Rx OOP limit	None	

\*Pre- and Post-natal care - For services provided in the Physician's office, a Specialist copayment will only apply to the initial office visit to determine pregnancy, then services will be covered in full.

\*\* Due to Federal Mental Health Parity, MH/SA office visit copay must match the Primary Physician copay

\*\*\*Per Legal and Compliance, because of recent ADA amendments, our Hearing Aid Limit is \$5,000

Note: We will also be required to include the State mandates such as IVF; Medical Foods; Surgical Morbid Obesity etc.

**ADDENDUM D:  
QUARTERLY MEETINGS**

April 23, 2015

Anthony Polsinelli, President  
Managerial Professional and Society of Baltimore, Inc.  
401 E. Fayette Street, Room 400  
Baltimore, Maryland 21202

***RE: QUARTERLY MEETINGS***

Dear Mr. Polsinelli:

I will schedule quarterly meetings with the MAPS to provide information regarding City policies, procedures, actions, events and other matters. These meetings shall be held prior to the quarterly membership meetings. The president will provide the schedule for the MAPS membership meetings.

Sincerely,



Deborah F. Moore-Carter  
Labor Commissioner

DFMC:dla

cc: Quinton M. Herbert  
Yvette Brown