



MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CITY OF BALTIMORE

AND THE

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

FISCAL YEARS 2020-2021

**MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.
FY 2020-2021**

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**THE MANAGERIAL AND PROFESSIONAL
SOCIETY OF BALTIMORE, INCORPORATED
FISCAL YEARS 2020-2021**

Pursuant to the provisions of Section 137 of the Municipal Employee Relations Ordinance, this Memorandum of Understanding (“Agreement”) is entered into this 1st day of July, 2019 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 Labor Relations Ordinance to meet and confer concerning wages, hours, and working conditions.

Upon request, and on a bi-monthly 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, 2019 to June 30, 2021.

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 an excel spreadsheet of its dues-paying membership on a bi-monthly basis, without charge to MAPS. The Employer shall also provide MAPS on a bi-monthly basis with an excel spreadsheet of all employees who are represented by MAPS, including classification, work location, and

dues deduction status.

C. The Employer agrees to furnish MAPS, without charge to MAPS, on a bi-monthly basis an excel file of employees who have terminated employment with an indication of whether that employee resigned, retired, or was terminated.

D. The Employer agrees to furnish MAPS, without charge to MAPS, a bi-monthly excel file of the employees who have been promoted into the MAPS bargaining unit.

E. The Employer will provide up to one (1) hour during orientation for MAPS representatives to meet with new hires. The Employer shall notify MAPS of the date, time and location of each session. In the event no formal orientation session is scheduled, the Employer shall arrange a meeting time and place for MAPS to meet with such employees.

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 2020 and 2021

1. Effective July 1 2019, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 2.5% across the board wage increase.
2. Effective July 1, 2020, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 2.5% across the board wage increase.

ARTICLE 6: PERFORMANCE MANAGEMENT SYSTEM

Effective July 1, 2015, the Employer shall continue a performance management system which shall be used to evaluate employee performance. The performance management system sets forth employee responsibilities and performance objectives as revised June 19, 2019.

ARTICLE 7: HEALTH AND WELFARE BENEFITS

A. The parties recognize, and agree to, the Third Health and Prescription Drug Plan Agreement, as noted by the Board of Estimates on June 27, 2018, which is attached hereto in Addendum C, along with the accompanying exhibits, and which shall remain in effect as provided therein. The parties recognize that the Third Health and Prescription Drug Plan shall need to be amended and modified through bargaining conducted among all participating unions and MAPS during the term of this Agreement. While remaining in negotiation, and prior to impasse, the terms of the Third Health and Prescription Drug Plan Agreement shall remain in effect, with the intent that all terms of the Third Health and Prescription Drug Plan Agreement shall continue to operate.

B. The Employer shall remit an annual payment of \$780.00 (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, 2019 for active employees, 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 one time (1x) the employee's annual base salary, or \$100,000 whichever is greater, 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 a \$10,000.00 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 \$300.00 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 including night guards,
- Holistic/natural medical treatments;
- Community Supported Agriculture (CSAs);
- Hearing Aids;
- Orthotics

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. Whenever employees working at the police Department are required to work on a day designated as a holiday, or if the holiday coincides with a regularly scheduled day off, the employer shall provide a day in lieu thereof within 45 days. This may be forty-five (45) days prior to or forty-five days (45) days subsequent to the holiday involved.

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. Upon separation from City employment, employees having no accrued days remaining in their Legacy Account shall be paid out for all the days in the current vacation account up to a maximum of 45 days. Employees with accrued vacation, remaining in their Legacy Account at the time of separation shall be paid out for all such vacation remaining in their Legacy Account. Should the number Legacy days be less than 45, such employee shall also be paid all days accrued in the employee's current vacation account up to a combined total of 45 days.

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 four (4) 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.

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 thirty (30) 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.

H. **Graduation Leave**: Leave of absence for attendance at high school or college graduation exercises shall be granted to the employee as follows:

1. One (1) day leave of absence with pay to attend his own graduation when the graduation exercises occur during the employee's regularly scheduled work day.
2. One (1) day leave of absence with pay to attend the graduation of an immediate family member graduation when the graduation exercises occur during the employee's regularly scheduled work shift.

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, 2019, and remain in full force and effect until June 30, 2021, 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.

Signed on this 27th day of August, 2019 in Baltimore, Maryland.

FOR THE MAYOR AND CITY COUNCIL
OF BALTIMORE:

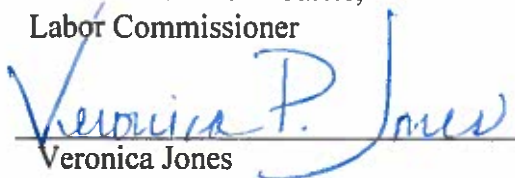
FOR THE MANAGERIAL AND
PROFESSIONAL SOCIETY OF
BALTIMORE, INC.:



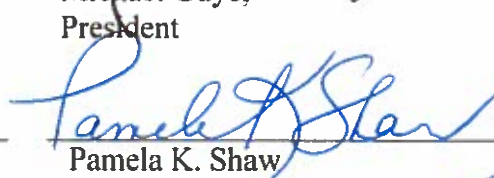
Deborah F. Moore-Carter,
Labor Commissioner



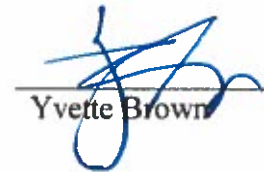
Michael Guye,
President



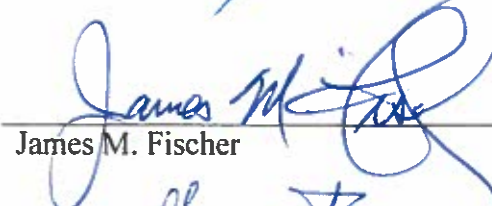
Veronica Jones



Pamela K. Shaw



Yvette Brown



James M. Fischer



Simone Smart

APPROVED AS TO LEGAL FORM AND
SUFFICIENCY:

NOTED BY THE BOARD OF
ESTIMATES:


Cheryl Simpson Parker, Chief Solicitor / Date
Asst.

Cheryl Simpson Parker, Chief Solicitor / Date



Clerk / Date

SEP 18 2019

Addendum A
City of Baltimore
FY 2020 Salary Schedules, Effective 07/01/2019

Salary Grade	Minimum	Midpoint	Maximum
902	\$43,616	\$56,679	\$69,743
903	\$46,282	\$60,146	\$74,009
904	\$49,054	\$63,771	\$78,487
906	\$53,001	\$68,837	\$84,673
907	\$57,800	\$75,182	\$92,565
923	\$62,171	\$80,940	\$99,709
927	\$66,118	\$85,952	\$105,788
929	\$70,276	\$91,284	\$112,293
931	\$75,715	\$98,376	\$121,037
936	\$82,753	\$107,547	\$132,342
939	\$87,552	\$115,918	\$144,285
942	\$92,884	\$123,010	\$153,136
960	\$98,536	\$130,529	\$162,521
967	\$106,215	\$140,660	\$175,105
969	\$116,026	\$153,777	\$191,527
990	\$125,090	\$165,720	\$206,350
991	\$132,662	\$175,798	\$218,934
992	\$140,873	\$186,675	\$232,477
993	\$151,750	\$201,124	\$250,500
994	\$166,040	\$219,948	\$273,854

Addendum B
City of Baltimore
FY 2021 Salary Schedules, Effective 07/01/2020

Salary Grade	Minimum	Midpoint	Maximum
902	\$44,706	\$58,096	\$71,487
903	\$47,439	\$61,650	\$75,859
904	\$50,280	\$65,365	\$80,449
906	\$54,326	\$70,558	\$86,790
907	\$59,245	\$77,062	\$94,879
923	\$63,725	\$82,964	\$102,202
927	\$67,771	\$88,101	\$108,433
929	\$72,033	\$93,566	\$115,100
931	\$77,608	\$100,835	\$124,063
936	\$84,822	\$110,236	\$135,651
939	\$89,741	\$118,816	\$147,892
942	\$95,206	\$126,085	\$156,964
960	\$100,999	\$133,792	\$166,584
967	\$108,870	\$144,177	\$179,483
969	\$118,927	\$157,621	\$196,315
990	\$128,217	\$169,863	\$211,509
991	\$135,979	\$180,193	\$224,407
992	\$144,395	\$191,342	\$238,289
993	\$155,544	\$206,152	\$256,763
994	\$170,191	\$225,447	\$280,700

Addendum B: Classification Listings
Effective July 1, 2019

Job Code	Description	Grade	Minimum	Maximum
00727	Information Tech Spec	902	\$43,616	\$69,743
33159	Information Tech Specialist	902	\$43,616	\$69,743
00078	Operations Assistant I	902	\$43,616	\$69,743
31104	Operations Assistant I	902	\$43,616	\$69,743
41520	Watershed Ranger I	902	\$43,616	\$69,743
00866	Court Services Manager	903	\$46,282	\$74,009
00111	Criminal Justice Associate	903	\$46,282	\$74,009
53275	Health Facilities Coordinator	903	\$46,282	\$74,009
00726	Library Grants Manager	903	\$46,282	\$74,009
00724	Management Support Technician	903	\$46,282	\$74,009
31172	Management Support Technician	903	\$46,282	\$74,009
81385	Ombudsman	903	\$46,282	\$74,009
00080	Operations Assistant II	903	\$46,282	\$74,009
31105	Operations Assistant II	903	\$46,282	\$74,009
33810	Quality Assurance Analyst	903	\$46,282	\$74,009
53817	Solid Waste Asst Supt	903	\$46,282	\$74,009
00138	Staff Asst (Elected Official)	903	\$46,282	\$74,009
00718	Web Developer	903	\$46,282	\$74,009
84221	Community Relations Rep	904	\$49,054	\$78,487
10083	Executive Assistant	904	\$49,054	\$78,487
33646	F&P Benefits Analyst I	904	\$49,054	\$78,487
10120	Grants Development Director	904	\$49,054	\$78,487
31754	Grants Procurement Officer	904	\$49,054	\$78,487
00081	Operations Assistant III	904	\$49,054	\$78,487
31106	Operations Assistant III	904	\$49,054	\$78,487
71430	Park Administrator	904	\$49,054	\$78,487
33632	Retirement Benefit Anal II	904	\$49,054	\$78,487
00630	Sailor Network Technician Libr	904	\$49,054	\$78,487
10250	Sr Criminal Justice Assoc	904	\$49,054	\$78,487
31142	Towing Administrative Service	904	\$49,054	\$78,487
42134	Asst Supt Housing Inspections	906	\$53,001	\$84,673
52981	Asst Supt of Public Building	906	\$53,001	\$84,673
07364	Asst Supt Operations Conv Ctr	906	\$53,001	\$84,673
33135	Computer Operator Supervisor	906	\$53,001	\$84,673
54469	Deputy Towing Manager	906	\$53,001	\$84,673
33185	EDP Data Technician Supervisor	906	\$53,001	\$84,673
72616	Field Survey Supervisor	906	\$53,001	\$84,673
71147	Fingerprint Section Manager	906	\$53,001	\$84,673
33620	Fire Svc Education Specialist	906	\$53,001	\$84,673
00721	Information Tech Spec Supv	906	\$53,001	\$84,673
33126	Information Tech Spec Supv	906	\$53,001	\$84,673
52625	Instrumentation Tech Supv I	906	\$53,001	\$84,673
81423	Liaison Officer Safe Streets	906	\$53,001	\$84,673

Addendum B: Classification Listings
Effective July 1, 2019

52415	Line Maintenance Tech Supv	906	\$53,001	\$84,673
00021	Office Manager	906	\$53,001	\$84,673
81386	Ombudsman Supervisor	906	\$53,001	\$84,673
00083	Operations Specialist I	906	\$53,001	\$84,673
31107	Operations Specialist I	906	\$53,001	\$84,673
53623	Park District Manager	906	\$53,001	\$84,673
00629	Sailor Help Desk Manager Lib	906	\$53,001	\$84,673
33566	Stores Supervisor II	906	\$53,001	\$84,673
33814	Water Quality Assurance Anal	906	\$53,001	\$84,673
54317	Water Systems Treatment Supv	906	\$53,001	\$84,673
41523	Watershed Ranger II	906	\$53,001	\$84,673
10257	Agency IT Associate	907	\$57,800	\$92,565
33146	Agency IT Associate	907	\$57,800	\$92,565
71135	Crime Laboratory Tech Supv	907	\$57,800	\$92,565
42995	Environmental Technician Supv	907	\$57,800	\$92,565
33647	F&P Benefits Analyst II	907	\$57,800	\$92,565
54216	Heating Air Cond Tech Supv II	907	\$57,800	\$92,565
61295	Immunization Registry Coord	907	\$57,800	\$92,565
33106	IT Associate BCIT	907	\$57,800	\$92,565
00693	Library Annual Fund Coord	907	\$57,800	\$92,565
33125	Office Sys Analyst Prgmr Supv	907	\$57,800	\$92,565
00084	Operations Specialist II	907	\$57,800	\$92,565
31108	Operations Specialist II	907	\$57,800	\$92,565
34257	Parking Fines Supervisor	907	\$57,800	\$92,565
53290	Plant Building Maint Supv	907	\$57,800	\$92,565
72635	Property Location Supervisor	907	\$57,800	\$92,565
54341	Pumping Stations Oprs Supv	907	\$57,800	\$92,565
52425	Radio Maintenance Tech Supv	907	\$57,800	\$92,565
54468	Towing Manager	907	\$57,800	\$92,565
52633	Traffic Electron Maint Tech Su	907	\$57,800	\$92,565
54316	Water Systems Pumping Supv	907	\$57,800	\$92,565
07376	Account Executive	923	\$62,171	\$99,709
07357	Accountant II	923	\$62,171	\$99,709
34142	Accountant II	923	\$62,171	\$99,709
07393	Accounting Systems Analyst	923	\$62,171	\$99,709
34151	Accounting Systems Analyst	923	\$62,171	\$99,709
02420	Administrative Analyst II	923	\$62,171	\$99,709
31312	Administrative Analyst II	923	\$62,171	\$99,709
01956	Administrative Policy Analyst	923	\$62,171	\$99,709
31122	Administrative Policy Analyst	923	\$62,171	\$99,709
10258	Agency IT Specialist I	923	\$62,171	\$99,709
33147	Agency IT Specialist I	923	\$62,171	\$99,709
33669	Apprenticeship Program Admin	923	\$62,171	\$99,709
33825	Archives Record Management Off	923	\$62,171	\$99,709

Addendum B: Classification Listings

Effective July 1, 2019

71425	Assistant Watershed Manager	923	\$62,171	\$99,709
07378	Asst Director Building Service	923	\$62,171	\$99,709
07362	Asst Director Public Safety	923	\$62,171	\$99,709
10123	Asst To The Exec Director ECB	923	\$62,171	\$99,709
52116	Automotive Maintenance Supv II	923	\$62,171	\$99,709
34285	Billing Section Supervisor	923	\$62,171	\$99,709
31301	Budget Management Analyst I	923	\$62,171	\$99,709
33366	Call Center Operations Manager	923	\$62,171	\$99,709
74136	City Planner I	923	\$62,171	\$99,709
10132	Civilian Review Board Invst	923	\$62,171	\$99,709
32211	Claims Investigator	923	\$62,171	\$99,709
33323	Communication Services Admin	923	\$62,171	\$99,709
01968	Community Liaison SAO	923	\$62,171	\$99,709
33547	Community Mktg Outreach Off	923	\$62,171	\$99,709
84224	Community Relations Rep Supv	923	\$62,171	\$99,709
00872	Construction Project Supv I	923	\$62,171	\$99,709
42221	Construction Project Supv I	923	\$62,171	\$99,709
71125	Crime Laboratory Photo Supv	923	\$62,171	\$99,709
74146	Design Planner I	923	\$62,171	\$99,709
00897	Dir Community Service Affairs	923	\$62,171	\$99,709
74311	Economic Development Officer	923	\$62,171	\$99,709
74392	Economic Empowerment Officer	923	\$62,171	\$99,709
32937	E-Discovery Coordinator	923	\$62,171	\$99,709
82133	Educational Coordinator	923	\$62,171	\$99,709
54356	Electrical Maint Tech Supv II	923	\$62,171	\$99,709
71452	Environment Conservation Anal	923	\$62,171	\$99,709
33658	Equal Opportunity Officer	923	\$62,171	\$99,709
41302	Fire Codes Plan Manager	923	\$62,171	\$99,709
00742	Fiscal Officer	923	\$62,171	\$99,709
34424	Fiscal Officer	923	\$62,171	\$99,709
00828	Forensic Psych/Eval Courts	923	\$62,171	\$99,709
71264	Fuel Systems Specialist	923	\$62,171	\$99,709
53337	General Supt of Bldg & Ground	923	\$62,171	\$99,709
81335	Geriatric Day Care Director	923	\$62,171	\$99,709
61111	Health Program Admin I	923	\$62,171	\$99,709
07395	HR Generalist II	923	\$62,171	\$99,709
33677	HR Generalist II	923	\$62,171	\$99,709
84325	Human Services Manager	923	\$62,171	\$99,709
52626	Instrumentation Tech Supv II	923	\$62,171	\$99,709
33107	IT Specialist I BCIT	923	\$62,171	\$99,709
53827	Landfill Superintendent	923	\$62,171	\$99,709
34533	Legislative Services Analyst	923	\$62,171	\$99,709
00717	Librarian III	923	\$62,171	\$99,709
81387	Long Term Care Ombudsman	923	\$62,171	\$99,709

Addendum B: Classification Listings

Effective July 1, 2019

54366	Mechanical Maint Tech Supv II	923	\$62,171	\$99,709
83343	Media Producer Director II	923	\$62,171	\$99,709
81195	Mental Health Program Asst	923	\$62,171	\$99,709
33593	Minority Small Bus Purch Coord	923	\$62,171	\$99,709
72432	Neighborhood Project Coord	923	\$62,171	\$99,709
00085	Operations Officer I	923	\$62,171	\$99,709
31109	Operations Officer I	923	\$62,171	\$99,709
31314	Operations Research Analyst	923	\$62,171	\$99,709
33586	Procurement Officer II	923	\$62,171	\$99,709
01225	Professional Services	923	\$62,171	\$99,709
10240	Program Coordinator	923	\$62,171	\$99,709
31192	Program Coordinator	923	\$62,171	\$99,709
33414	Public Relations Coordinator	923	\$62,171	\$99,709
01961	Public Relations Officer	923	\$62,171	\$99,709
33413	Public Relations Officer	923	\$62,171	\$99,709
33811	Quality Assurance Analyst Supv	923	\$62,171	\$99,709
74235	Signal System Manager	923	\$62,171	\$99,709
81175	Social Service Coord Supv	923	\$62,171	\$99,709
53816	Solid Waste Superintendent	923	\$62,171	\$99,709
83214	Sports Facility Director	923	\$62,171	\$99,709
53332	Superintendent of Trans Maint	923	\$62,171	\$99,709
07363	Superintendent Operations	923	\$62,171	\$99,709
52986	Supt Cleaning Brd Ground Maint	923	\$62,171	\$99,709
53521	Supt Utilities Maint & Repair	923	\$62,171	\$99,709
53531	Supt Waste Water Maint Repair	923	\$62,171	\$99,709
31993	Traffic Safety Coordinator	923	\$62,171	\$99,709
82197	Transportation Safety Supv	923	\$62,171	\$99,709
34317	Utility Meter Reader Supt II	923	\$62,171	\$99,709
34322	Utility Meter Tech Supt I	923	\$62,171	\$99,709
32221	Vehicle Damage Investigator	923	\$62,171	\$99,709
00715	Volunteer Service Coordinator	923	\$62,171	\$99,709
81381	Volunteer Service Coordinator	923	\$62,171	\$99,709
41524	Watershed Ranger III	923	\$62,171	\$99,709
34145	Accountant Supervisor	927	\$66,118	\$105,788
10259	Agency IT Specialist II	927	\$66,118	\$105,788
33148	Agency IT Specialist II	927	\$66,118	\$105,788
00802	Alcohol Assessment Dir Coord	927	\$66,118	\$105,788
00725	Analyst/Programmer Lead	927	\$66,118	\$105,788
75112	Architect II	927	\$66,118	\$105,788
00876	Asst Chief Medical Officer	927	\$66,118	\$105,788
10143	Asst for Public Affairs Comp	927	\$66,118	\$105,788
34111	Auditor II	927	\$66,118	\$105,788
52725	Aviation Maintenance Prog Supv	927	\$66,118	\$105,788
31138	Bike Share Program Coordinator	927	\$66,118	\$105,788

Addendum B: Classification Listings

Effective July 1, 2019

31304	Budget Management Analyst II	927	\$66,118	\$105,788
74137	City Planner II	927	\$66,118	\$105,788
72116	Civil Engineer	927	\$66,118	\$105,788
33322	Communications Specialist	927	\$66,118	\$105,788
61255	Community Health Educator Supv	927	\$66,118	\$105,788
33623	Compensation Analyst II	927	\$66,118	\$105,788
72494	Construction Contract Admin	927	\$66,118	\$105,788
42222	Construction Project Supv II	927	\$66,118	\$105,788
72496	Contract Officer	927	\$66,118	\$105,788
00846	Coord Medical Svcs Juvenile	927	\$66,118	\$105,788
00692	Coord School/Student Svcs	927	\$66,118	\$105,788
71112	Criminalist II	927	\$66,118	\$105,788
10235	Database Specialist	927	\$66,118	\$105,788
33102	Database Specialist	927	\$66,118	\$105,788
74147	Design Planner II	927	\$66,118	\$105,788
00818	Dir Juvenile Med Off Courts	927	\$66,118	\$105,788
33690	Employee Benefits Supervisor	927	\$66,118	\$105,788
75337	Energy Program Manager I	927	\$66,118	\$105,788
72111	Engineer I	927	\$66,118	\$105,788
42515	Environmental Health Supv	927	\$66,118	\$105,788
31137	Environmental Policy Analyst	927	\$66,118	\$105,788
61291	Epidemiologist	927	\$66,118	\$105,788
33649	F&P Benefits Analyst Supv	927	\$66,118	\$105,788
71151	Firearms Examiner	927	\$66,118	\$105,788
31321	Fiscal Policy Analyst	927	\$66,118	\$105,788
31342	Fiscal Research Analyst	927	\$66,118	\$105,788
34425	Fiscal Supervisor	927	\$66,118	\$105,788
71132	Forensic Scientist II	927	\$66,118	\$105,788
53335	Gen Supt Trans Maintenance	927	\$66,118	\$105,788
53523	Gen Supt Utilities Maint Rep	927	\$66,118	\$105,788
33187	GIS Analyst	927	\$66,118	\$105,788
33190	GIS Supervisor	927	\$66,118	\$105,788
61222	Health and Policy Analyst	927	\$66,118	\$105,788
61113	Health Program Admin II	927	\$66,118	\$105,788
10248	HR Policy Analyst	927	\$66,118	\$105,788
33629	HR Specialist II	927	\$66,118	\$105,788
33626	HRIS Analyst	927	\$66,118	\$105,788
33627	HRIS Specialist	927	\$66,118	\$105,788
31951	Insurance Risk Analyst	927	\$66,118	\$105,788
33109	IT Specialist II BCIT	927	\$66,118	\$105,788
00114	Labor Relations Specialist	927	\$66,118	\$105,788
71142	Latent Print Examiner	927	\$66,118	\$105,788
32922	Legal Officer	927	\$66,118	\$105,788
00187	Legislative Fiscal Analyst	927	\$66,118	\$105,788

Addendum B: Classification Listings

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01981	Legislative/Govt Liaison	927	\$66,118	\$105,788
00658	Librarian Supv I	927	\$66,118	\$105,788
10245	Library Computer System Leader	927	\$66,118	\$105,788
00691	Library IT Training Officer	927	\$66,118	\$105,788
01226	Manager Level	927	\$66,118	\$105,788
63225	Medical Laboratory Tech Supv	927	\$66,118	\$105,788
71533	Microbiologist Supervisor	927	\$66,118	\$105,788
52142	Motor Equip Specification Supv	927	\$66,118	\$105,788
07358	Network Engineer	927	\$66,118	\$105,788
33192	Network Engineer	927	\$66,118	\$105,788
00622	Network Operations Coord Lib	927	\$66,118	\$105,788
10210	OIG Agent	927	\$66,118	\$105,788
00086	Operations Officer II	927	\$66,118	\$105,788
31110	Operations Officer II	927	\$66,118	\$105,788
01213	Planner IV	927	\$66,118	\$105,788
71215	Pollution Control Analyst Supv	927	\$66,118	\$105,788
52537	Print Shop Manager	927	\$66,118	\$105,788
33524	Procurement Specialist II	927	\$66,118	\$105,788
10247	Program Analyst	927	\$66,118	\$105,788
31511	Program Analyst	927	\$66,118	\$105,788
00417	Program Compliance Officer II	927	\$66,118	\$105,788
31502	Program Compliance Officer II	927	\$66,118	\$105,788
00624	Project and Planning Coord	927	\$66,118	\$105,788
42563	Public Health Rep Supervisor	927	\$66,118	\$105,788
02375	Real Estate Agent II	927	\$66,118	\$105,788
33712	Real Estate Agent II	927	\$66,118	\$105,788
33267	Records and Payroll Manager	927	\$66,118	\$105,788
33678	Recruit & Talent Ac Spec II	927	\$66,118	\$105,788
53855	Recycling Coordinator	927	\$66,118	\$105,788
00816	Research Analyst II	927	\$66,118	\$105,788
34512	Research Analyst II	927	\$66,118	\$105,788
31755	Resource Development Coord	927	\$66,118	\$105,788
33635	Retirement Benefit Anal Supv	927	\$66,118	\$105,788
00628	Sailor Data Administrator Lib	927	\$66,118	\$105,788
07379	Sales Manager	927	\$66,118	\$105,788
52627	SCADA System Supervisor	927	\$66,118	\$105,788
81162	Social Policy and Prog Analyst	927	\$66,118	\$105,788
81152	Social Prog Administrator II	927	\$66,118	\$105,788
31152	Solid Waste Analyst	927	\$66,118	\$105,788
00737	Special Investigation Supv	927	\$66,118	\$105,788
10183	Sr Program Assessment Analyst	927	\$66,118	\$105,788
53557	Superintendent Conduits	927	\$66,118	\$105,788
41617	Superintendent Parking Enfor	927	\$66,118	\$105,788
53427	Superintendent Street Lighting	927	\$66,118	\$105,788

Addendum B: Classification Listings

Effective July 1, 2019

52491	Supt Comm Computer Oprns	927	\$66,118	\$105,788
42115	Supt of Building Inspections	927	\$66,118	\$105,788
42145	Supt of Electrical Inspections	927	\$66,118	\$105,788
42165	Supt of Housing Inspections	927	\$66,118	\$105,788
42155	Supt of Mechanical Inspections	927	\$66,118	\$105,788
53717	Supt of Parking Meters	927	\$66,118	\$105,788
72726	Supt of Plans and Inspections	927	\$66,118	\$105,788
52982	Supt of Public Bldg Repair	927	\$66,118	\$105,788
52635	Supt Traffic Signal Electronic	927	\$66,118	\$105,788
53416	Supt Traffic Signal Install	927	\$66,118	\$105,788
53355	Supt Traffic Signs And Marking	927	\$66,118	\$105,788
00890	Systems Analyst	927	\$66,118	\$105,788
33151	Systems Analyst	927	\$66,118	\$105,788
00698	Systems Analyst Lead SAO	927	\$66,118	\$105,788
33162	Systems Programmer	927	\$66,118	\$105,788
54471	Towing Lot Superintendent	927	\$66,118	\$105,788
31994	Traffic Safety Manager	927	\$66,118	\$105,788
33672	Trainer Officer	927	\$66,118	\$105,788
00626	Training Officer	927	\$66,118	\$105,788
31981	Transit Services Administrator	927	\$66,118	\$105,788
74291	Transportation Marketing Coord	927	\$66,118	\$105,788
34441	Treasury Technician	927	\$66,118	\$105,788
33108	WAN Architectural Engineer	927	\$66,118	\$105,788
75340	Weatherization Program Supv	927	\$66,118	\$105,788
33292	Worker's Compensation Contract	927	\$66,118	\$105,788
10205	Zoning Appeals Officer	927	\$66,118	\$105,788
42617	Zoning Enforcement Officer	927	\$66,118	\$105,788
10260	Agency IT Specialist III	929	\$70,276	\$112,293
33149	Agency IT Specialist III	929	\$70,276	\$112,293
33145	Analyst/Programmer Supervisor	929	\$70,276	\$112,293
10074	Assistant Counsel	929	\$70,276	\$112,293
10198	Assistant Solicitor	929	\$70,276	\$112,293
01962	Assistant State's Attorney	929	\$70,276	\$112,293
00842	Associate Administrator Courts	929	\$70,276	\$112,293
10203	Asst Counsel Code Enforcement	929	\$70,276	\$112,293
31997	ATVES Ombudsman	929	\$70,276	\$112,293
31306	Budget Analyst DPW	929	\$70,276	\$112,293
31305	Budget/Management Analyst III	929	\$70,276	\$112,293
10133	Civilian Review Brd Invst Supv	929	\$70,276	\$112,293
33624	Compensation Analyst III	929	\$70,276	\$112,293
71113	Criminalist III DNA Analysis	929	\$70,276	\$112,293
71118	Criminalist III Drug Analysis	929	\$70,276	\$112,293
71119	Criminalist III Trace Analysis	929	\$70,276	\$112,293
75338	Energy Program Manager II	929	\$70,276	\$112,293

Addendum B: Classification Listings

Effective July 1, 2019

72113	Engineer II	929	\$70,276	\$112,293
10197	Fire Press Officer	929	\$70,276	\$112,293
10165	Fiscal Legislative Analyst	929	\$70,276	\$112,293
71133	Forensic Scientist III	929	\$70,276	\$112,293
74195	Historic Preservation Officer	929	\$70,276	\$112,293
33630	HR Specialist III	929	\$70,276	\$112,293
31941	Insurance and Risk Finance Mgr	929	\$70,276	\$112,293
34454	Investment Analyst	929	\$70,276	\$112,293
33191	IT Engineer	929	\$70,276	\$112,293
10153	IT Project Manager	929	\$70,276	\$112,293
33160	IT Project Manager	929	\$70,276	\$112,293
33110	IT Specialist III BCIT	929	\$70,276	\$112,293
00641	Lib Wide Area Network Admin	929	\$70,276	\$112,293
00659	Librarian Supv II	929	\$70,276	\$112,293
00852	Medical Psychiatrist Courts	929	\$70,276	\$112,293
10211	OIG Lead Agent	929	\$70,276	\$112,293
72193	Operations Engineer	929	\$70,276	\$112,293
00087	Operations Officer III	929	\$70,276	\$112,293
31111	Operations Officer III	929	\$70,276	\$112,293
10140	Principal Prog Assessment Anal	929	\$70,276	\$112,293
62311	Public Health Dentist	929	\$70,276	\$112,293
33730	Real Estate Appraiser	929	\$70,276	\$112,293
33680	Recruit & Talent Ac Spec III	929	\$70,276	\$112,293
10075	Senior Counsel	929	\$70,276	\$112,293
34534	Senior Legislative Policy Anal	929	\$70,276	\$112,293
42156	Superintendent of Mech & Elec	929	\$70,276	\$112,293
31140	Utility Policy Analyst	929	\$70,276	\$112,293
54325	Water Pumping Asst Manager	929	\$70,276	\$112,293
54324	Water Treatment Asst Manager	929	\$70,276	\$112,293
54358	WW Maint Mgr Instrumentation	929	\$70,276	\$112,293
54337	WW Plant Opns Supv	929	\$70,276	\$112,293
07331	Account Executive Supervisor	931	\$75,715	\$121,037
34146	Accounting Manager	931	\$75,715	\$121,037
07394	Accounting Operations Officer	931	\$75,715	\$121,037
10267	Agency IT Specialist IV	931	\$75,715	\$121,037
33154	Agency IT Specialist IV	931	\$75,715	\$121,037
07359	Applications Sys Analyst Lead	931	\$75,715	\$121,037
75115	Architect Supervisor Licensed	931	\$75,715	\$121,037
53818	Assistant Chf, Solid Waste Div	931	\$75,715	\$121,037
82135	Assistant Coord of Preschool	931	\$75,715	\$121,037
53541	Asst Chief Div of Utilities	931	\$75,715	\$121,037
34112	Auditor III	931	\$75,715	\$121,037
72133	Bridge Project Engineer	931	\$75,715	\$121,037
72498	Chief Contract Officer	931	\$75,715	\$121,037

Addendum B: Classification Listings

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71442	Chief Horticulturist	931	\$75,715	\$121,037
81145	Chief Mental Health Programs	931	\$75,715	\$121,037
10060	Chief of CDBG Compliance	931	\$75,715	\$121,037
72415	Chief of Contract Admin	931	\$75,715	\$121,037
34426	Chief of Fiscal Services I	931	\$75,715	\$121,037
72646	Chief of Surveys	931	\$75,715	\$121,037
71412	City Arborist	931	\$75,715	\$121,037
74139	City Planner Supervisor	931	\$75,715	\$121,037
31940	Claims And Systems Manager	931	\$75,715	\$121,037
61121	Clinical Director Health Ctr	931	\$75,715	\$121,037
81116	Clinical Social Work Supv	931	\$75,715	\$121,037
62216	Community Health Nurse Supv	931	\$75,715	\$121,037
01942	Community Outreach Supervisor	931	\$75,715	\$121,037
10284	Compensation Manager	931	\$75,715	\$121,037
33625	Compensation Manager	931	\$75,715	\$121,037
82146	Day Care Program Director	931	\$75,715	\$121,037
00896	Deputy Director Medical Srvc	931	\$75,715	\$121,037
74149	Design Planner Supervisor	931	\$75,715	\$121,037
61193	Dir Adol & Reproductive Hlth	931	\$75,715	\$121,037
61125	Dir Bureau of Disease Control	931	\$75,715	\$121,037
81235	Dir Child Care Food Program	931	\$75,715	\$121,037
61127	Dir Chronic Disease Prevention	931	\$75,715	\$121,037
00005	Dir Comm Services Outreach	931	\$75,715	\$121,037
61115	Dir Early Intervention Service	931	\$75,715	\$121,037
81376	Dir Geriatric Hlth Svcs	931	\$75,715	\$121,037
61224	Dir Health Prog Plan & Eval	931	\$75,715	\$121,037
10166	Dir of Permits & Code Enfor	931	\$75,715	\$121,037
61118	Dir School Health Programs	931	\$75,715	\$121,037
81247	Dir WIC Program	931	\$75,715	\$121,037
10009	Director Council Services	931	\$75,715	\$121,037
10190	Director of Home Ownership	931	\$75,715	\$121,037
10158	Director of Project Finance	931	\$75,715	\$121,037
10159	Director of Rehabilitation	931	\$75,715	\$121,037
81418	Director Operation Safe Kids	931	\$75,715	\$121,037
33645	DPW Training Supervisor	931	\$75,715	\$121,037
75345	Energy Program Administrator	931	\$75,715	\$121,037
33650	F&P Benefits Manager	931	\$75,715	\$121,037
01908	Fiscal Administrator	931	\$75,715	\$121,037
71139	Forensic Scientist IV	931	\$75,715	\$121,037
42116	Gen Supt Bldg Inspections	931	\$75,715	\$121,037
42136	Gen Supt Housing Inspections	931	\$75,715	\$121,037
61114	Health Programs Bureau Admin	931	\$75,715	\$121,037
10174	Health Project Director	931	\$75,715	\$121,037
07371	HR Business Partner	931	\$75,715	\$121,037

Addendum B: Classification Listings

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10266	IT Specialist IV	931	\$75,715	\$121,037
33156	IT Specialist IV BCIT	931	\$75,715	\$121,037
71526	Laboratory Technical Supv	931	\$75,715	\$121,037
33725	Land Conveyance Supervisor	931	\$75,715	\$121,037
33103	Lead Application Sys Anal Prog	931	\$75,715	\$121,037
00647	Library Branch Coordinator	931	\$75,715	\$121,037
00640	Library IT Training Supv	931	\$75,715	\$121,037
00853	Licensed Clinical SW Supv	931	\$75,715	\$121,037
81389	Long Term Care Ombudsman Supv	931	\$75,715	\$121,037
10184	Manager Court Info System	931	\$75,715	\$121,037
10192	Manager Court Technology	931	\$75,715	\$121,037
00602	Manager Fiscal Services Lib	931	\$75,715	\$121,037
00088	Operations Officer IV	931	\$75,715	\$121,037
31112	Operations Officer IV	931	\$75,715	\$121,037
01609	Police Command Staff I	931	\$75,715	\$121,037
00418	Program Compliance Supervisor	931	\$75,715	\$121,037
01982	Public Relations Supervisor	931	\$75,715	\$121,037
33415	Public Relations Supervisor	931	\$75,715	\$121,037
54345	Pumping Stations Oprs Manager	931	\$75,715	\$121,037
33715	Real Estate Agent Supervisor	931	\$75,715	\$121,037
10291	Recreation Manager	931	\$75,715	\$121,037
83191	Recreation Program Coordinator	931	\$75,715	\$121,037
34514	Research Analyst Supervisor	931	\$75,715	\$121,037
33636	Retirement Benefit Manager	931	\$75,715	\$121,037
10285	Senior Recruiter	931	\$75,715	\$121,037
33684	Senior Recruiter	931	\$75,715	\$121,037
07396	Senior Sales Manager	931	\$75,715	\$121,037
00840	Social Services Coord Courts	931	\$75,715	\$121,037
10287	Sr. HR Business Consultant	931	\$75,715	\$121,037
00670	State Library Resource Center	931	\$75,715	\$121,037
33155	Systems Supervisor	931	\$75,715	\$121,037
34318	Utility Meter Field Oprns Mgr	931	\$75,715	\$121,037
71426	Watershed Manager	931	\$75,715	\$121,037
54359	WW Maint Mgr Mechanical	931	\$75,715	\$121,037
42618	Zoning Administrator	931	\$75,715	\$121,037
34197	Accounting Systems Admin	936	\$82,753	\$132,342
10261	Agency IT Supv/Project Manager	936	\$82,753	\$132,342
33150	Agency IT Supv/Project Manager	936	\$82,753	\$132,342
10040	Assistant Chief EOC	936	\$82,753	\$132,342
10076	Associate General Counsel	936	\$82,753	\$132,342
34115	Auditor Supervisor	936	\$82,753	\$132,342
33367	Call Center Operations Admin	936	\$82,753	\$132,342
00877	Chief Medical Officer Courts	936	\$82,753	\$132,342
34427	Chief of Fiscal Services II	936	\$82,753	\$132,342

Addendum B: Classification Listings

Effective July 1, 2019

10199	Chief Solicitor	936	\$82,753	\$132,342
01963	Chief State's Attorney	936	\$82,753	\$132,342
71114	Criminalist Supv Drug	936	\$82,753	\$132,342
71115	Criminalist Supv Trace	936	\$82,753	\$132,342
10160	Director of Public Program	936	\$82,753	\$132,342
33675	DPW Safety Training Manager	936	\$82,753	\$132,342
72115	Engineer Supervisor	936	\$82,753	\$132,342
33168	Enterprise Appl Sys Admin	936	\$82,753	\$132,342
61293	Epidemiologist Supervisor	936	\$82,753	\$132,342
10189	Finance Project Manager	936	\$82,753	\$132,342
71155	Firearms Examiner Supervisor	936	\$82,753	\$132,342
10242	Food Policy Director	936	\$82,753	\$132,342
71136	Forensic Scientist Supervisor	936	\$82,753	\$132,342
10077	General Counsel	936	\$82,753	\$132,342
61245	Health Analysis Supervisor	936	\$82,753	\$132,342
10249	Information Technology Manager	936	\$82,753	\$132,342
33111	IT Supervisor BCIT	936	\$82,753	\$132,342
71527	Laboratory Technical Admin	936	\$82,753	\$132,342
71145	Latent Print Examiner Supv	936	\$82,753	\$132,342
33193	Network Systems Administrator	936	\$82,753	\$132,342
00089	Operations Officer V	936	\$82,753	\$132,342
31113	Operations Officer V	936	\$82,753	\$132,342
71216	Pollution Control Prog Admin	936	\$82,753	\$132,342
33525	Procurement Supervisor	936	\$82,753	\$132,342
10048	Senior Investment Analyst	936	\$82,753	\$132,342
81153	Social Prog Administrator III	936	\$82,753	\$132,342
81115	Social Work Supervisor	936	\$82,753	\$132,342
33158	Systems Analyst and Prog Mgr	936	\$82,753	\$132,342
33165	Systems Programming Mgr	936	\$82,753	\$132,342
54322	Water Systems Pumping Manager	936	\$82,753	\$132,342
54323	Water Systems Treatment Mgr	936	\$82,753	\$132,342
41525	Watershed Ranger Supervisor	936	\$82,753	\$132,342
54339	WW Plant Manager	936	\$82,753	\$132,342
33152	Agency IT Manager - I	939	\$87,552	\$144,285
10262	Agency IT Manager I	939	\$87,552	\$144,285
00848	Deputy Administrator Courts	939	\$87,552	\$144,285
62312	Dir Oral Health Services	939	\$87,552	\$144,285
10187	IT Project Manager	939	\$87,552	\$144,285
33114	IT Project Manager BCIT	939	\$87,552	\$144,285
00090	Operations Manager I	939	\$87,552	\$144,285
31114	Operations Manager I	939	\$87,552	\$144,285
01610	Police Command Staff II	939	\$87,552	\$144,285
10232	WWW Division Manager I	939	\$87,552	\$144,285
33153	Agency IT Manager - II	942	\$92,884	\$153,136

Addendum B: Classification Listings

Effective July 1, 2019

10263	Agency IT Manager II	942	\$92,884	\$153,136
10234	Chief of Utility Finances	942	\$92,884	\$153,136
08004	Chief State's Attorney Lead	942	\$92,884	\$153,136
10256	Dir ATVES	942	\$92,884	\$153,136
33828	Dir Legislative Reference	942	\$92,884	\$153,136
10241	IT Division Manager	942	\$92,884	\$153,136
10186	IT Manager	942	\$92,884	\$153,136
33112	IT Manager BCIT	942	\$92,884	\$153,136
00091	Operations Manager II	942	\$92,884	\$153,136
31115	Operations Manager II	942	\$92,884	\$153,136
10109	Public Health Physician	942	\$92,884	\$153,136
10246	WWW Chief of Engineering	942	\$92,884	\$153,136
10233	WWW Division Manager II	942	\$92,884	\$153,136
00850	Administrator Courts	960	\$98,536	\$162,521
10269	Agency IT Manager III	960	\$98,536	\$162,521
33157	Agency IT Manager III	960	\$98,536	\$162,521
10283	Chief Medical Director	960	\$98,536	\$162,521
00092	Operations Manager III	960	\$98,536	\$162,521
31116	Operations Manager III	960	\$98,536	\$162,521
10188	IT Division Manager BCIT	967	\$106,215	\$175,105
33115	IT Division Manager BCIT	967	\$106,215	\$175,105
00093	Operations Director I	967	\$106,215	\$175,105
10243	Deputy City Auditor	969	\$116,026	\$191,527
33116	IT Deputy Director BCIT	969	\$116,026	\$191,527
10185	IT Director	969	\$116,026	\$191,527
00094	Operations Director II	969	\$116,026	\$191,527
10286	Chief Investment Officer	990	\$125,090	\$206,350
10101	City Auditor	990	\$125,090	\$206,350
00095	Executive Director I	990	\$125,090	\$206,350
00096	Executive Director II	991	\$132,662	\$218,934
00097	Executive Director III	992	\$140,873	\$232,477
00098	Executive Director IV	993	\$151,750	\$250,500
00099	Executive Director V	994	\$166,040	\$273,854

Addendum B: Classification Listings
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Job Code	Description	Grade	Minimum	Maximum
00727	Information Tech Spec	902	\$44,706	\$71,487
33159	Information Tech Specialist	902	\$44,706	\$71,487
00078	Operations Assistant I	902	\$44,706	\$71,487
31104	Operations Assistant I	902	\$44,706	\$71,487
41520	Watershed Ranger I	902	\$44,706	\$71,487
00866	Court Services Manager	903	\$47,439	\$75,859
00111	Criminal Justice Associate	903	\$47,439	\$75,859
53275	Health Facilities Coordinator	903	\$47,439	\$75,859
00726	Library Grants Manager	903	\$47,439	\$75,859
00724	Management Support Technician	903	\$47,439	\$75,859
31172	Management Support Technician	903	\$47,439	\$75,859
81385	Ombudsman	903	\$47,439	\$75,859
00080	Operations Assistant II	903	\$47,439	\$75,859
31105	Operations Assistant II	903	\$47,439	\$75,859
33810	Quality Assurance Analyst	903	\$47,439	\$75,859
53817	Solid Waste Asst Supt	903	\$47,439	\$75,859
00138	Staff Asst (Elected Official)	903	\$47,439	\$75,859
00718	Web Developer	903	\$47,439	\$75,859
84221	Community Relations Rep	904	\$50,280	\$80,449
10083	Executive Assistant	904	\$50,280	\$80,449
33646	F&P Benefits Analyst I	904	\$50,280	\$80,449
10120	Grants Development Director	904	\$50,280	\$80,449
31754	Grants Procurement Officer	904	\$50,280	\$80,449
00081	Operations Assistant III	904	\$50,280	\$80,449
31106	Operations Assistant III	904	\$50,280	\$80,449
71430	Park Administrator	904	\$50,280	\$80,449
33632	Retirement Benefit Anal II	904	\$50,280	\$80,449
00630	Sailor Network Technician Libr	904	\$50,280	\$80,449
10250	Sr Criminal Justice Assoc	904	\$50,280	\$80,449
31142	Towing Administrative Service	904	\$50,280	\$80,449
42134	Asst Supt Housing Inspections	906	\$54,326	\$86,790
52981	Asst Supt of Public Building	906	\$54,326	\$86,790
07364	Asst Supt Operations Conv Ctr	906	\$54,326	\$86,790
33135	Computer Operator Supervisor	906	\$54,326	\$86,790
54469	Deputy Towing Manager	906	\$54,326	\$86,790
33185	EDP Data Technician Supervisor	906	\$54,326	\$86,790
72616	Field Survey Supervisor	906	\$54,326	\$86,790
71147	Fingerprint Section Manager	906	\$54,326	\$86,790
33620	Fire Svc Education Specialist	906	\$54,326	\$86,790
00721	Information Tech Spec Supv	906	\$54,326	\$86,790
33126	Information Tech Spec Supv	906	\$54,326	\$86,790
52625	Instrumentation Tech Supv I	906	\$54,326	\$86,790
81423	Liaison Officer Safe Streets	906	\$54,326	\$86,790
52415	Line Maintenance Tech Supv	906	\$54,326	\$86,790
00021	Office Manager	906	\$54,326	\$86,790
81386	Ombudsman Supervisor	906	\$54,326	\$86,790

Addendum B: Classification Listings
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00083	Operations Specialist I	906	\$54,326	\$86,790
31107	Operations Specialist I	906	\$54,326	\$86,790
53623	Park District Manager	906	\$54,326	\$86,790
00629	Sailor Help Desk Manager Lib	906	\$54,326	\$86,790
33566	Stores Supervisor II	906	\$54,326	\$86,790
33814	Water Quality Assurance Anal	906	\$54,326	\$86,790
54317	Water Systems Treatment Supv	906	\$54,326	\$86,790
41523	Watershed Ranger II	906	\$54,326	\$86,790
10257	Agency IT Associate	907	\$59,245	\$94,879
33146	Agency IT Associate	907	\$59,245	\$94,879
71135	Crime Laboratory Tech Supv	907	\$59,245	\$94,879
42995	Environmental Technician Supv	907	\$59,245	\$94,879
33647	F&P Benefits Analyst II	907	\$59,245	\$94,879
54216	Heating Air Cond Tech Supv II	907	\$59,245	\$94,879
61295	Immunization Registry Coord	907	\$59,245	\$94,879
33106	IT Associate BCIT	907	\$59,245	\$94,879
00693	Library Annual Fund Coord	907	\$59,245	\$94,879
33125	Office Sys Analyst Prgmr Supv	907	\$59,245	\$94,879
00084	Operations Specialist II	907	\$59,245	\$94,879
31108	Operations Specialist II	907	\$59,245	\$94,879
34257	Parking Fines Supervisor	907	\$59,245	\$94,879
53290	Plant Building Maint Supv	907	\$59,245	\$94,879
72635	Property Location Supervisor	907	\$59,245	\$94,879
54341	Pumping Stations Oprs Supv	907	\$59,245	\$94,879
52425	Radio Maintenance Tech Supv	907	\$59,245	\$94,879
54468	Towing Manager	907	\$59,245	\$94,879
52633	Traffic Electron Maint Tech Su	907	\$59,245	\$94,879
54316	Water Systems Pumping Supv	907	\$59,245	\$94,879
07376	Account Executive	923	\$63,725	\$102,202
07357	Accountant II	923	\$63,725	\$102,202
34142	Accountant II	923	\$63,725	\$102,202
07393	Accounting Systems Analyst	923	\$63,725	\$102,202
34151	Accounting Systems Analyst	923	\$63,725	\$102,202
02420	Administrative Analyst II	923	\$63,725	\$102,202
31312	Administrative Analyst II	923	\$63,725	\$102,202
01956	Administrative Policy Analyst	923	\$63,725	\$102,202
31122	Administrative Policy Analyst	923	\$63,725	\$102,202
10258	Agency IT Specialist I	923	\$63,725	\$102,202
33147	Agency IT Specialist I	923	\$63,725	\$102,202
33669	Apprenticeship Program Admin	923	\$63,725	\$102,202
33825	Archives Record Management Off	923	\$63,725	\$102,202
71425	Assistant Watershed Manager	923	\$63,725	\$102,202
07378	Asst Director Building Service	923	\$63,725	\$102,202
07362	Asst Director Public Safety	923	\$63,725	\$102,202
10123	Asst To The Exec Director ECB	923	\$63,725	\$102,202
52116	Automotive Maintenance Supv II	923	\$63,725	\$102,202
34285	Billing Section Supervisor	923	\$63,725	\$102,202

Addendum B: Classification Listings
Effective July 1, 2020

31301	Budget Management Analyst I	923	\$63,725	\$102,202
33366	Call Center Operations Manager	923	\$63,725	\$102,202
74136	City Planner I	923	\$63,725	\$102,202
10132	Civilian Review Board Invst	923	\$63,725	\$102,202
32211	Claims Investigator	923	\$63,725	\$102,202
33323	Communication Services Admin	923	\$63,725	\$102,202
01968	Community Liaison SAO	923	\$63,725	\$102,202
33547	Community Mktg Outreach Off	923	\$63,725	\$102,202
84224	Community Relations Rep Supv	923	\$63,725	\$102,202
00872	Construction Project Supv I	923	\$63,725	\$102,202
42221	Construction Project Supv I	923	\$63,725	\$102,202
71125	Crime Laboratory Photo Supv	923	\$63,725	\$102,202
74146	Design Planner I	923	\$63,725	\$102,202
00897	Dir Community Service Affairs	923	\$63,725	\$102,202
74311	Economic Development Officer	923	\$63,725	\$102,202
74392	Economic Empowerment Officer	923	\$63,725	\$102,202
32937	E-Discovery Coordinator	923	\$63,725	\$102,202
82133	Educational Coordinator	923	\$63,725	\$102,202
54356	Electrical Maint Tech Supv II	923	\$63,725	\$102,202
71452	Environment Conservation Anal	923	\$63,725	\$102,202
33658	Equal Opportunity Officer	923	\$63,725	\$102,202
41302	Fire Codes Plan Manager	923	\$63,725	\$102,202
00742	Fiscal Officer	923	\$63,725	\$102,202
34424	Fiscal Officer	923	\$63,725	\$102,202
00828	Forensic Psych/Eval Courts	923	\$63,725	\$102,202
71264	Fuel Systems Specialist	923	\$63,725	\$102,202
53337	General Supt of Bldg & Ground	923	\$63,725	\$102,202
81335	Geriatric Day Care Director	923	\$63,725	\$102,202
61111	Health Program Admin I	923	\$63,725	\$102,202
07395	HR Generalist II	923	\$63,725	\$102,202
33677	HR Generalist II	923	\$63,725	\$102,202
84325	Human Services Manager	923	\$63,725	\$102,202
52626	Instrumentation Tech Supv II	923	\$63,725	\$102,202
33107	IT Specialist I BCIT	923	\$63,725	\$102,202
53827	Landfill Superintendent	923	\$63,725	\$102,202
34533	Legislative Services Analyst	923	\$63,725	\$102,202
00717	Librarian III	923	\$63,725	\$102,202
81387	Long Term Care Ombudsman	923	\$63,725	\$102,202
54366	Mechanical Maint Tech Supv II	923	\$63,725	\$102,202
83343	Media Producer Director II	923	\$63,725	\$102,202
81195	Mental Health Program Asst	923	\$63,725	\$102,202
33593	Minority Small Bus Purch Coord	923	\$63,725	\$102,202
72432	Neighborhood Project Coord	923	\$63,725	\$102,202
00085	Operations Officer I	923	\$63,725	\$102,202
31109	Operations Officer I	923	\$63,725	\$102,202
31314	Operations Research Analyst	923	\$63,725	\$102,202
33586	Procurement Officer II	923	\$63,725	\$102,202

Addendum B: Classification Listings

Effective July 1, 2020

01225	Professional Services	923	\$63,725	\$102,202
10240	Program Coordinator	923	\$63,725	\$102,202
31192	Program Coordinator	923	\$63,725	\$102,202
33414	Public Relations Coordinator	923	\$63,725	\$102,202
01961	Public Relations Officer	923	\$63,725	\$102,202
33413	Public Relations Officer	923	\$63,725	\$102,202
33811	Quality Assurance Analyst Supv	923	\$63,725	\$102,202
74235	Signal System Manager	923	\$63,725	\$102,202
81175	Social Service Coord Supv	923	\$63,725	\$102,202
53816	Solid Waste Superintendent	923	\$63,725	\$102,202
83214	Sports Facility Director	923	\$63,725	\$102,202
53332	Superintendent of Trans Maint	923	\$63,725	\$102,202
07363	Superintendent Operations	923	\$63,725	\$102,202
52986	Supt Cleaning Brd Ground Maint	923	\$63,725	\$102,202
53521	Supt Utilities Maint & Repair	923	\$63,725	\$102,202
53531	Supt Waste Water Maint Repair	923	\$63,725	\$102,202
31993	Traffic Safety Coordinator	923	\$63,725	\$102,202
82197	Transportation Safety Supv	923	\$63,725	\$102,202
34317	Utility Meter Reader Supt II	923	\$63,725	\$102,202
34322	Utility Meter Tech Supt I	923	\$63,725	\$102,202
32221	Vehicle Damage Investigator	923	\$63,725	\$102,202
00715	Volunteer Service Coordinator	923	\$63,725	\$102,202
81381	Volunteer Service Coordinator	923	\$63,725	\$102,202
41524	Watershed Ranger III	923	\$63,725	\$102,202
34145	Accountant Supervisor	927	\$67,771	\$108,433
10259	Agency IT Specialist II	927	\$67,771	\$108,433
33148	Agency IT Specialist II	927	\$67,771	\$108,433
00802	Alcohol Assessment Dir Coord	927	\$67,771	\$108,433
00725	Analyst/Programmer Lead	927	\$67,771	\$108,433
75112	Architect II	927	\$67,771	\$108,433
00876	Asst Chief Medical Officer	927	\$67,771	\$108,433
10143	Asst for Public Affairs Comp	927	\$67,771	\$108,433
34111	Auditor II	927	\$67,771	\$108,433
52725	Aviation Maintenance Prog Supv	927	\$67,771	\$108,433
31138	Bike Share Program Coordinator	927	\$67,771	\$108,433
31304	Budget Management Analyst II	927	\$67,771	\$108,433
74137	City Planner II	927	\$67,771	\$108,433
72116	Civil Engineer	927	\$67,771	\$108,433
33322	Communications Specialist	927	\$67,771	\$108,433
61255	Community Health Educator Supv	927	\$67,771	\$108,433
33623	Compensation Analyst II	927	\$67,771	\$108,433
72494	Construction Contract Admin	927	\$67,771	\$108,433
42222	Construction Project Supv II	927	\$67,771	\$108,433
72496	Contract Officer	927	\$67,771	\$108,433
00846	Coord Medical Svcs Juvenile	927	\$67,771	\$108,433
00692	Coord School/Student Svcs	927	\$67,771	\$108,433
71112	Criminalist II	927	\$67,771	\$108,433

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10235	Database Specialist	927	\$67,771	\$108,433
33102	Database Specialist	927	\$67,771	\$108,433
74147	Design Planner II	927	\$67,771	\$108,433
00818	Dir Juvenile Med Off Courts	927	\$67,771	\$108,433
33690	Employee Benefits Supervisor	927	\$67,771	\$108,433
75337	Energy Program Manager I	927	\$67,771	\$108,433
72111	Engineer I	927	\$67,771	\$108,433
42515	Environmental Health Supv	927	\$67,771	\$108,433
31137	Environmental Policy Analyst	927	\$67,771	\$108,433
61291	Epidemiologist	927	\$67,771	\$108,433
33649	F&P Benefits Analyst Supv	927	\$67,771	\$108,433
71151	Firearms Examiner	927	\$67,771	\$108,433
31321	Fiscal Policy Analyst	927	\$67,771	\$108,433
31342	Fiscal Research Analyst	927	\$67,771	\$108,433
34425	Fiscal Supervisor	927	\$67,771	\$108,433
71132	Forensic Scientist II	927	\$67,771	\$108,433
53335	Gen Supt Trans Maintenance	927	\$67,771	\$108,433
53523	Gen Supt Utilities Maint Rep	927	\$67,771	\$108,433
33187	GIS Analyst	927	\$67,771	\$108,433
33190	GIS Supervisor	927	\$67,771	\$108,433
61222	Health and Policy Analyst	927	\$67,771	\$108,433
61113	Health Program Admin II	927	\$67,771	\$108,433
10248	HR Policy Analyst	927	\$67,771	\$108,433
33629	HR Specialist II	927	\$67,771	\$108,433
33626	HRIS Analyst	927	\$67,771	\$108,433
33627	HRIS Specialist	927	\$67,771	\$108,433
31951	Insurance Risk Analyst	927	\$67,771	\$108,433
33109	IT Specialist II BCIT	927	\$67,771	\$108,433
00114	Labor Relations Specialist	927	\$67,771	\$108,433
71142	Latent Print Examiner	927	\$67,771	\$108,433
32922	Legal Officer	927	\$67,771	\$108,433
00187	Legislative Fiscal Analyst	927	\$67,771	\$108,433
01981	Legislative/Govt Liaison	927	\$67,771	\$108,433
00658	Librarian Supv I	927	\$67,771	\$108,433
10245	Library Computer System Leader	927	\$67,771	\$108,433
00691	Library IT Training Officer	927	\$67,771	\$108,433
01226	Manager Level	927	\$67,771	\$108,433
63225	Medical Laboratory Tech Supv	927	\$67,771	\$108,433
71533	Microbiologist Supervisor	927	\$67,771	\$108,433
52142	Motor Equip Specification Supv	927	\$67,771	\$108,433
07358	Network Engineer	927	\$67,771	\$108,433
33192	Network Engineer	927	\$67,771	\$108,433
00622	Network Operations Coord Lib	927	\$67,771	\$108,433
10210	OIG Agent	927	\$67,771	\$108,433
00086	Operations Officer II	927	\$67,771	\$108,433
31110	Operations Officer II	927	\$67,771	\$108,433
01213	Planner IV	927	\$67,771	\$108,433

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71215	Pollution Control Analyst Supv	927	\$67,771	\$108,433
52537	Print Shop Manager	927	\$67,771	\$108,433
33524	Procurement Specialist II	927	\$67,771	\$108,433
10247	Program Analyst	927	\$67,771	\$108,433
31511	Program Analyst	927	\$67,771	\$108,433
00417	Program Compliance Officer II	927	\$67,771	\$108,433
31502	Program Compliance Officer II	927	\$67,771	\$108,433
00624	Project and Planning Coord	927	\$67,771	\$108,433
42563	Public Health Rep Supervisor	927	\$67,771	\$108,433
02375	Real Estate Agent II	927	\$67,771	\$108,433
33712	Real Estate Agent II	927	\$67,771	\$108,433
33267	Records and Payroll Manager	927	\$67,771	\$108,433
33678	Recruit & Talent Ac Spec II	927	\$67,771	\$108,433
53855	Recycling Coordinator	927	\$67,771	\$108,433
00816	Research Analyst II	927	\$67,771	\$108,433
34512	Research Analyst II	927	\$67,771	\$108,433
31755	Resource Development Coord	927	\$67,771	\$108,433
33635	Retirement Benefit Anal Supv	927	\$67,771	\$108,433
00628	Sailor Data Administrator Lib	927	\$67,771	\$108,433
07379	Sales Manager	927	\$67,771	\$108,433
52627	SCADA System Supervisor	927	\$67,771	\$108,433
81162	Social Policy and Prog Analyst	927	\$67,771	\$108,433
81152	Social Prog Administrator II	927	\$67,771	\$108,433
31152	Solid Waste Analyst	927	\$67,771	\$108,433
00737	Special Investigation Supv	927	\$67,771	\$108,433
10183	Sr Program Assessment Analyst	927	\$67,771	\$108,433
53557	Superintendent Conduits	927	\$67,771	\$108,433
41617	Superintendent Parking Enfor	927	\$67,771	\$108,433
53427	Superintendent Street Lighting	927	\$67,771	\$108,433
52491	Supt Comm Computer Oprns	927	\$67,771	\$108,433
42115	Supt of Building Inspections	927	\$67,771	\$108,433
42145	Supt of Electrical Inspections	927	\$67,771	\$108,433
42165	Supt of Housing Inspections	927	\$67,771	\$108,433
42155	Supt of Mechanical Inspections	927	\$67,771	\$108,433
53717	Supt of Parking Meters	927	\$67,771	\$108,433
72726	Supt of Plans and Inspections	927	\$67,771	\$108,433
52982	Supt of Public Bldg Repair	927	\$67,771	\$108,433
52635	Supt Traffic Signal Electronic	927	\$67,771	\$108,433
53416	Supt Traffic Signal Install	927	\$67,771	\$108,433
53355	Supt Traffic Signs And Marking	927	\$67,771	\$108,433
00890	Systems Analyst	927	\$67,771	\$108,433
33151	Systems Analyst	927	\$67,771	\$108,433
00698	Systems Analyst Lead SAO	927	\$67,771	\$108,433
33162	Systems Programmer	927	\$67,771	\$108,433
54471	Towing Lot Superintendent	927	\$67,771	\$108,433
31994	Traffic Safety Manager	927	\$67,771	\$108,433
33672	Trainer Officer	927	\$67,771	\$108,433

Addendum B: Classification Listings
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00626	Training Officer	927	\$67,771	\$108,433
31981	Transit Services Administrator	927	\$67,771	\$108,433
74291	Transportation Marketing Coord	927	\$67,771	\$108,433
34441	Treasury Technician	927	\$67,771	\$108,433
33108	WAN Architectural Engineer	927	\$67,771	\$108,433
75340	Weatherization Program Supv	927	\$67,771	\$108,433
33292	Worker's Compensation Contract	927	\$67,771	\$108,433
10205	Zoning Appeals Officer	927	\$67,771	\$108,433
42617	Zoning Enforcement Officer	927	\$67,771	\$108,433
10260	Agency IT Specialist III	929	\$72,033	\$115,100
33149	Agency IT Specialist III	929	\$72,033	\$115,100
33145	Analyst/Programmer Supervisor	929	\$72,033	\$115,100
10074	Assistant Counsel	929	\$72,033	\$115,100
10198	Assistant Solicitor	929	\$72,033	\$115,100
01962	Assistant State's Attorney	929	\$72,033	\$115,100
00842	Associate Administrator Courts	929	\$72,033	\$115,100
10203	Asst Counsel Code Enforcement	929	\$72,033	\$115,100
31997	ATVES Ombudsman	929	\$72,033	\$115,100
31306	Budget Analyst DPW	929	\$72,033	\$115,100
31305	Budget/Management Analyst III	929	\$72,033	\$115,100
10133	Civilian Review Brd Invst Supv	929	\$72,033	\$115,100
33624	Compensation Analyst III	929	\$72,033	\$115,100
71113	Criminalist III DNA Analysis	929	\$72,033	\$115,100
71118	Criminalist III Drug Analysis	929	\$72,033	\$115,100
71119	Criminalist III Trace Analysis	929	\$72,033	\$115,100
75338	Energy Program Manager II	929	\$72,033	\$115,100
72113	Engineer II	929	\$72,033	\$115,100
10197	Fire Press Officer	929	\$72,033	\$115,100
10165	Fiscal Legislative Analyst	929	\$72,033	\$115,100
71133	Forensic Scientist III	929	\$72,033	\$115,100
74195	Historic Preservation Officer	929	\$72,033	\$115,100
33630	HR Specialist III	929	\$72,033	\$115,100
31941	Insurance and Risk Finance Mgr	929	\$72,033	\$115,100
34454	Investment Analyst	929	\$72,033	\$115,100
33191	IT Engineer	929	\$72,033	\$115,100
10153	IT Project Manager	929	\$72,033	\$115,100
33160	IT Project Manager	929	\$72,033	\$115,100
33110	IT Specialist III BCIT	929	\$72,033	\$115,100
00641	Lib Wide Area Network Admin	929	\$72,033	\$115,100
00659	Librarian Supv II	929	\$72,033	\$115,100
00852	Medical Psychiatrist Courts	929	\$72,033	\$115,100
10211	OIG Lead Agent	929	\$72,033	\$115,100
72193	Operations Engineer	929	\$72,033	\$115,100
00087	Operations Officer III	929	\$72,033	\$115,100
31111	Operations Officer III	929	\$72,033	\$115,100
10140	Principal Prog Assessment Anal	929	\$72,033	\$115,100
62311	Public Health Dentist	929	\$72,033	\$115,100

Addendum B: Classification Listings
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33730	Real Estate Appraiser	929	\$72,033	\$115,100
33680	Recruit & Talent Ac Spec III	929	\$72,033	\$115,100
10075	Senior Counsel	929	\$72,033	\$115,100
34534	Senior Legislative Policy Anal	929	\$72,033	\$115,100
42156	Superintendent of Mech & Elec	929	\$72,033	\$115,100
31140	Utility Policy Analyst	929	\$72,033	\$115,100
54325	Water Pumping Asst Manager	929	\$72,033	\$115,100
54324	Water Treatment Asst Manager	929	\$72,033	\$115,100
54358	WW Maint Mgr Instrumentation	929	\$72,033	\$115,100
54337	WW Plant Opns Supv	929	\$72,033	\$115,100
07331	Account Executive Supervisor	931	\$77,608	\$124,063
34146	Accounting Manager	931	\$77,608	\$124,063
07394	Accounting Operations Officer	931	\$77,608	\$124,063
10267	Agency IT Specialist IV	931	\$77,608	\$124,063
33154	Agency IT Specialist IV	931	\$77,608	\$124,063
07359	Applications Sys Analyst Lead	931	\$77,608	\$124,063
75115	Architect Supervisor Licensed	931	\$77,608	\$124,063
53818	Assistant Chf, Solid Waste Div	931	\$77,608	\$124,063
82135	Assistant Coord of Preschool	931	\$77,608	\$124,063
53541	Asst Chief Div of Utilities	931	\$77,608	\$124,063
34112	Auditor III	931	\$77,608	\$124,063
72133	Bridge Project Engineer	931	\$77,608	\$124,063
72498	Chief Contract Officer	931	\$77,608	\$124,063
71442	Chief Horticulturist	931	\$77,608	\$124,063
81145	Chief Mental Health Programs	931	\$77,608	\$124,063
10060	Chief of CDBG Compliance	931	\$77,608	\$124,063
72415	Chief of Contract Admin	931	\$77,608	\$124,063
34426	Chief of Fiscal Services I	931	\$77,608	\$124,063
72646	Chief of Surveys	931	\$77,608	\$124,063
71412	City Arborist	931	\$77,608	\$124,063
74139	City Planner Supervisor	931	\$77,608	\$124,063
31940	Claims And Systems Manager	931	\$77,608	\$124,063
61121	Clinical Director Health Ctr	931	\$77,608	\$124,063
81116	Clinical Social Work Supv	931	\$77,608	\$124,063
62216	Community Health Nurse Supv	931	\$77,608	\$124,063
01942	Community Outreach Supervisor	931	\$77,608	\$124,063
10284	Compensation Manager	931	\$77,608	\$124,063
33625	Compensation Manager	931	\$77,608	\$124,063
82146	Day Care Program Director	931	\$77,608	\$124,063
00896	Deputy Director Medical Srvc	931	\$77,608	\$124,063
74149	Design Planner Supervisor	931	\$77,608	\$124,063
61193	Dir Adol & Reproductive Hlth	931	\$77,608	\$124,063
61125	Dir Bureau of Disease Control	931	\$77,608	\$124,063
81235	Dir Child Care Food Program	931	\$77,608	\$124,063
61127	Dir Chronic Disease Prevention	931	\$77,608	\$124,063
00005	Dir Comm Services Outreach	931	\$77,608	\$124,063
61115	Dir Early Intervention Service	931	\$77,608	\$124,063

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81376	Dir Geriatric Hlth Svcs	931	\$77,608	\$124,063
61224	Dir Health Prog Plan & Eval	931	\$77,608	\$124,063
10166	Dir of Permits & Code Enfor	931	\$77,608	\$124,063
61118	Dir School Health Programs	931	\$77,608	\$124,063
81247	Dir WIC Program	931	\$77,608	\$124,063
10009	Director Council Services	931	\$77,608	\$124,063
10190	Director of Home Ownership	931	\$77,608	\$124,063
10158	Director of Project Finance	931	\$77,608	\$124,063
10159	Director of Rehabilitation	931	\$77,608	\$124,063
81418	Director Operation Safe Kids	931	\$77,608	\$124,063
33645	DPW Training Supervisor	931	\$77,608	\$124,063
75345	Energy Program Administrator	931	\$77,608	\$124,063
33650	F&P Benefits Manager	931	\$77,608	\$124,063
01908	Fiscal Administrator	931	\$77,608	\$124,063
71139	Forensic Scientist IV	931	\$77,608	\$124,063
42116	Gen Supt Bldg Inspections	931	\$77,608	\$124,063
42136	Gen Supt Housing Inspections	931	\$77,608	\$124,063
61114	Health Programs Bureau Admin	931	\$77,608	\$124,063
10174	Health Project Director	931	\$77,608	\$124,063
07371	HR Business Partner	931	\$77,608	\$124,063
10266	IT Specialist IV	931	\$77,608	\$124,063
33156	IT Specialist IV BCIT	931	\$77,608	\$124,063
71526	Laboratory Technical Supv	931	\$77,608	\$124,063
33725	Land Conveyance Supervisor	931	\$77,608	\$124,063
33103	Lead Application Sys Anal Prog	931	\$77,608	\$124,063
00647	Library Branch Coordinator	931	\$77,608	\$124,063
00640	Library IT Training Supv	931	\$77,608	\$124,063
00853	Licensed Clinical SW Supv	931	\$77,608	\$124,063
81389	Long Term Care Ombudsman Supv	931	\$77,608	\$124,063
10184	Manager Court Info System	931	\$77,608	\$124,063
10192	Manager Court Technology	931	\$77,608	\$124,063
00602	Manager Fiscal Services Lib	931	\$77,608	\$124,063
00088	Operations Officer IV	931	\$77,608	\$124,063
31112	Operations Officer IV	931	\$77,608	\$124,063
01609	Police Command Staff I	931	\$77,608	\$124,063
00418	Program Compliance Supervisor	931	\$77,608	\$124,063
01982	Public Relations Supervisor	931	\$77,608	\$124,063
33415	Public Relations Supervisor	931	\$77,608	\$124,063
54345	Pumping Stations Oprs Manager	931	\$77,608	\$124,063
33715	Real Estate Agent Supervisor	931	\$77,608	\$124,063
10291	Recreation Manager	931	\$77,608	\$124,063
83191	Recreation Program Coordinator	931	\$77,608	\$124,063
34514	Research Analyst Supervisor	931	\$77,608	\$124,063
33636	Retirement Benefit Manager	931	\$77,608	\$124,063
10285	Senior Recruiter	931	\$77,608	\$124,063
33684	Senior Recruiter	931	\$77,608	\$124,063
07396	Senior Sales Manager	931	\$77,608	\$124,063

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Effective July 1, 2020

00840	Social Services Coord Courts	931	\$77,608	\$124,063
10287	Sr. HR Business Consultant	931	\$77,608	\$124,063
00670	State Library Resource Center	931	\$77,608	\$124,063
33155	Systems Supervisor	931	\$77,608	\$124,063
34318	Utility Meter Field Oprns Mgr	931	\$77,608	\$124,063
71426	Watershed Manager	931	\$77,608	\$124,063
54359	WW Maint Mgr Mechanical	931	\$77,608	\$124,063
42618	Zoning Administrator	931	\$77,608	\$124,063
34197	Accounting Systems Admin	936	\$84,822	\$135,651
10261	Agency IT Supv/Project Manager	936	\$84,822	\$135,651
33150	Agency IT Supv/Project Manager	936	\$84,822	\$135,651
10040	Assistant Chief EOC	936	\$84,822	\$135,651
10076	Associate General Counsel	936	\$84,822	\$135,651
34115	Auditor Supervisor	936	\$84,822	\$135,651
33367	Call Center Operations Admin	936	\$84,822	\$135,651
00877	Chief Medical Officer Courts	936	\$84,822	\$135,651
34427	Chief of Fiscal Services II	936	\$84,822	\$135,651
10199	Chief Solicitor	936	\$84,822	\$135,651
01963	Chief State's Attorney	936	\$84,822	\$135,651
71114	Criminalist Supv Drug	936	\$84,822	\$135,651
71115	Criminalist Supv Trace	936	\$84,822	\$135,651
10160	Director of Public Program	936	\$84,822	\$135,651
33675	DPW Safety Training Manager	936	\$84,822	\$135,651
72115	Engineer Supervisor	936	\$84,822	\$135,651
33168	Enterprise Appl Sys Admin	936	\$84,822	\$135,651
61293	Epidemiologist Supervisor	936	\$84,822	\$135,651
10189	Finance Project Manager	936	\$84,822	\$135,651
71155	Firearms Examiner Supervisor	936	\$84,822	\$135,651
10242	Food Policy Director	936	\$84,822	\$135,651
71136	Forensic Scientist Supervisor	936	\$84,822	\$135,651
10077	General Counsel	936	\$84,822	\$135,651
61245	Health Analysis Supervisor	936	\$84,822	\$135,651
10249	Information Technology Manager	936	\$84,822	\$135,651
33111	IT Supervisor BCIT	936	\$84,822	\$135,651
71527	Laboratory Technical Admin	936	\$84,822	\$135,651
71145	Latent Print Examiner Supv	936	\$84,822	\$135,651
33193	Network Systems Administrator	936	\$84,822	\$135,651
00089	Operations Officer V	936	\$84,822	\$135,651
31113	Operations Officer V	936	\$84,822	\$135,651
71216	Pollution Control Prog Admin	936	\$84,822	\$135,651
33525	Procurement Supervisor	936	\$84,822	\$135,651
10048	Senior Investment Analyst	936	\$84,822	\$135,651
81153	Social Prog Administrator III	936	\$84,822	\$135,651
81115	Social Work Supervisor	936	\$84,822	\$135,651
33158	Systems Analyst and Prog Mgr	936	\$84,822	\$135,651
33165	Systems Programming Mgr	936	\$84,822	\$135,651
54322	Water Systems Pumping Manager	936	\$84,822	\$135,651

Addendum B: Classification Listings

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54323	Water Systems Treatment Mgr	936	\$84,822	\$135,651
41525	Watershed Ranger Supervisor	936	\$84,822	\$135,651
54339	WW Plant Manager	936	\$84,822	\$135,651
33152	Agency IT Manager - I	939	\$89,741	\$147,892
10262	Agency IT Manager I	939	\$89,741	\$147,892
00848	Deputy Administrator Courts	939	\$89,741	\$147,892
62312	Dir Oral Health Services	939	\$89,741	\$147,892
10187	IT Project Manager	939	\$89,741	\$147,892
33114	IT Project Manager BCIT	939	\$89,741	\$147,892
00090	Operations Manager I	939	\$89,741	\$147,892
31114	Operations Manager I	939	\$89,741	\$147,892
01610	Police Command Staff II	939	\$89,741	\$147,892
10232	WWW Division Manager I	939	\$89,741	\$147,892
33153	Agency IT Manager - II	942	\$95,206	\$156,964
10263	Agency IT Manager II	942	\$95,206	\$156,964
10234	Chief of Utility Finances	942	\$95,206	\$156,964
08004	Chief State's Attorney Lead	942	\$95,206	\$156,964
10256	Dir ATVES	942	\$95,206	\$156,964
33828	Dir Legislative Reference	942	\$95,206	\$156,964
10241	IT Division Manager	942	\$95,206	\$156,964
10186	IT Manager	942	\$95,206	\$156,964
33112	IT Manager BCIT	942	\$95,206	\$156,964
00091	Operations Manager II	942	\$95,206	\$156,964
31115	Operations Manager II	942	\$95,206	\$156,964
10109	Public Health Physician	942	\$95,206	\$156,964
10246	WWW Chief of Engineering	942	\$95,206	\$156,964
10233	WWW Division Manager II	942	\$95,206	\$156,964
00850	Administrator Courts	960	\$100,999	\$166,584
10269	Agency IT Manager III	960	\$100,999	\$166,584
33157	Agency IT Manager III	960	\$100,999	\$166,584
10283	Chief Medical Director	960	\$100,999	\$166,584
00092	Operations Manager III	960	\$100,999	\$166,584
31116	Operations Manager III	960	\$100,999	\$166,584
10188	IT Division Manager BCIT	967	\$108,870	\$179,483
33115	IT Division Manager BCIT	967	\$108,870	\$179,483
00093	Operations Director I	967	\$108,870	\$179,483
10243	Deputy City Auditor	969	\$118,927	\$196,315
33116	IT Deputy Director BCIT	969	\$118,927	\$196,315
10185	IT Director	969	\$118,927	\$196,315
00094	Operations Director II	969	\$118,927	\$196,315
10286	Chief Investment Officer	990	\$128,217	\$211,509
10101	City Auditor	990	\$128,217	\$211,509
00095	Executive Director I	990	\$128,217	\$211,509
00096	Executive Director II	991	\$135,979	\$224,407
00097	Executive Director III	992	\$144,395	\$238,289
00098	Executive Director IV	993	\$155,544	\$256,763
00099	Executive Director V	994	\$170,191	\$280,700

Addendum C

THIRD HEALTH AND PRESCRIPTION DRUG PLAN AGREEMENT

This Third Health and Prescription Agreement for City employees and dependents is made by and between the City of Baltimore (the "City") and the employee organizations designated as exclusive representatives of City employees in bargaining units certified under the Municipal Employee Relations Ordinance, including CUB, AFSCME, FOP, IAFF, and also including MAPS¹ (the "Unions") (hereinafter referred to as the "Agreement").

WHEREAS, the City and the Unions first entered into a Health and Prescription Drug Plan Agreement which was adopted by the Board of Estimates on November 7, 2012 (the "2012 Agreement"); and

WHEREAS, the 2012 Agreement was succeeded by the Transition Health and Prescription Drug Plan Agreement approved and adopted by the Board of Estimates on April 7, 2016 (the "2016 Agreement"); and

WHEREAS, pursuant to Paragraph 14 of the 2012 Agreement and Paragraph 9 of the 2016 Agreement, the 2012 and 2016 Agreements, respectively, were included as an attachment to each of the Unions' respective collective bargaining agreements (viz. Memorandum of Understanding) to begin with Fiscal Year 2013 through Fiscal Year 2018; and

WHEREAS, although the 2016 Agreement was to expire for each of the signatory Unions on December 31, 2017, the City and the Unions desire to continue to address health and prescription drug benefits on a City-wide basis with an agreement to succeed the 2016 Agreement through December 31, 2020;

IT IS HEREBY AGREED by and between the parties hereto:

1. **Health Insurance Committee Meetings and Activities.** The Health Insurance Committee ("HIC") that was re-established under Paragraph 9 of the 2012 Agreement shall continue in effect as follows:

a. The HIC shall be composed of equal numbers of Union and City representatives. Each Union and MAPS shall appoint one representative to the HIC, and the City shall designate representatives from the Office of the Labor Commissioner, the Department of Human Resources (including the Division of Employee Benefits), the Department of Finance, and the Office of Mayor. The parties' representatives may designate professional consultants to attend the meetings and participate in the business of the HIC. Should the Unions choose to have a consultant participate in HIC meetings, they shall choose a joint consultant.

b. The HIC shall meet no more than three (3) times but no less than two (2) times between the months of June and September to discuss cost containment, efficiencies, wellness, and other relevant issues, to review data for each plan for active employees (and pre-65

¹ The City's obligation to MAPS is to "meet and confer." Consistent with the parties' practice under the preceding Health and Prescription Drug Plan Agreement, MAPS was invited to participate in the discussions regarding this Agreement. Nothing in this Agreement should be construed as modifying MAPS' status under the Municipal Employees Relations Ordinance or in any way creating a duty to bargain with MAPS.

retirees) and other relevant information, as raised or requested by the Unions or the City, or their respective consultants. The union shall provide a proposed agenda no later than week prior to each requested meeting.

c. The City shall also continue to provide the Unions' consultant with the same or similar quarterly information that it has been providing to date. In the event that the Unions' consultant requests to meet and confer with the City's representatives, or requests information related to the City's plans, the City shall respond to such requests within a reasonable period of time (and where the response is a denial of the Unions' request, the City shall provide the reason for such denial). No data or documents may be unreasonably withheld nor may any communication be unreasonably delayed. Any complaints regarding the content or timing of the City's response, if not resolved directly between the consultants or between the Unions' consultant and the involved City representative, shall be brought to the attention of the Labor Commissioner who shall attempt to resolve the issue promptly. Access to data and documents available under this Agreement shall be in addition to any rights or remedies conferred under the State's Public Information Act.

d. One of the HIC meetings conducted between June and September shall be used to discuss each health insurance provider's Annual Provider Report as set forth in Paragraph 2 below. The consultants designated by the Unions and the City may be required to attend the HIC meeting(s) concerning the Annual Provider Reports.

e. Upon mutual agreement, HIC meetings may by mutual agreement be adjourned and continued to be resumed on subsequent timely dates to enable the City and its consultant(s) to fully respond to the Unions' requests for documents, information and data.

f. When requested, documents, information and data shall be furnished by Provider program, and with separate disclosure of revenues, claims and expenses for active employees (and covered dependents) and pre-Medicare eligible (e.g., pre-65 YOA) retirees and covered dependents to the extent that in the ordinary course such information is collected or maintained as so differentiated in the ordinary course of business.

2. **Annual Provider Reports.** Each health insurance plan provider engaged by the City shall provide the City with an "Annual Provider Report" which shall include, for the prior plan year, data relating to enrollment, claims (including data regarding claims exceeding \$75,000), administrative costs, utilization trends, any surplus or deficit for the prior plan year, and other relevant information about each program offered by the Provider under the City's Plan. The City shall provide the Annual Provider Reports to the Unions and their consultant promptly after receiving the reports from the providers but in any event no later than June 15 each year.

3. **Premiums/Premium Equivalents.**

a. To the extent that the Unions request data about the prior plan year's revenues, claims and costs associated with any of the City's health insurance programs and that, reasonably viewed, such requests are made to enable the Unions and their consultant to gauge the determination of premium equivalents for an upcoming Plan Year, such documents, data and information shall be furnished by the City to the Unions within the month of July, if available.

b. Subsequent to receiving from its consultant the projected premiums and/or premium equivalent rates, but no later than August 25, the City shall provide the Unions with (1) the formula, methods, and data used by the City's consultant to build rate projections for the ensuing Plan Year, and (2) a report containing the projected premiums and/or premium equivalent rates for each Provider program within the City's Plan (including both self-insured and fully-insured plans) proposed for each plan year, with supporting data.

c. Should the Unions or the Unions' consultant wish to confer with the City's consultant concerning the proposed rates, the Unions shall request such meeting(s) in writing no later than 15 days following the disclosure of the proposed rates, but in any event, no later than September 10. Such meeting(s) shall be held at least ten (10) days prior to the submission of the proposed rates to the Board of Estimates. The City shall consider and respond to the Unions' positions (and those of the Unions' consultants) at least ten (10) days before submission of the proposed rates to the Board of Estimates.

4. Current Plans and Cost Sharing. The City's Health and Prescription Drug Programs, the Providers and the plan of benefits for each of those City programs (as published in the City of Baltimore Plan Year 2018 Benefits Guide) shall remain unchanged through December 31, 2020. That current statement of benefits is attached hereto as Exhibit A. The current employee/employer split in percentage of premium rates also shall remain unchanged through December 31, 2020.

5. Requests for Proposals.

a. It is understood that the City may issue Request(s) for Proposals ("RFPs") for some or all of its plans for plan year 2021, through which the City may solicit proposals from current and/or other health insurance providers, as appropriate and consistent with the City's Charter. Before issuing any RFP, the City shall engage in meaningful discussions with the Unions and their benefits consultant between October 1, 2019 and January 31, 2020 about which health insurance benefit programs, benefit options, providers, pricing and methods of delivery are in the best interests of the City and all benefit plan participants. In entering into these discussions, the City does not waive its Charter prerogatives to determine providers and pricing, nor shall the Unions waive their rights under the Municipal Employee Relations Ordinance.

b. In addition to the discussions that are described in Paragraph 5.a., above, no less than 45 days before the release of any RFPs, the City shall notify the Unions of the proposed health insurance benefit options and plan structure(s) to be included in the RFP(s). After the Unions have been provided with this information, there shall be at least one HIC meeting at which the Unions shall have a meaningful opportunity to review and discuss with the City the RFP, and to propose changes to the proposed RFP(s) to which the City shall give meaningful consideration and response at least 5 days prior to issuance of each RFP.

c. After the City has received and reviewed the response(s) to an RFP, should the City decide that it wishes to add or eliminate a particular health insurance provider, the City shall so advise the Unions and provide the reasons for its desire to make such a change (e.g., because of proposed premium increases, service to participants, lack of participation in a given plan, efficiency through consolidation, etc.) at least 30 days before such action is recommended to

the Board of Estimates. The Unions and the Unions' consultant shall have a meaningful opportunity to discuss within the HIC any such proposed changes before the changes are implemented by the City.

d. The Unions shall be permitted to appoint two (2) Union representatives, in addition to the Unions' designated consultant, which representatives and consultant shall be permitted access to and participate in the process and meetings in development, interviews and scoring of each of the RFPs.

e. The parties shall be reasonable in exercising their rights under this Paragraph 5 and shall not impair or cause any unreasonable delay to the procurement of new health and prescription drug benefits.

f. In any event, all health and prescription benefit procurements shall be subject and subordinate to Article VI of the City Charter, and the sole authority of the Board of Estimates and the Director of Finance in that process.

6. Surplus from Self-Insured Plans.

a. Following the close of each plan (calendar) year, on or before May 1, and, in general, applying generally accepted accounting principles under the rules of the Governmental Standards Accounting Board (the "GASB"), the City shall furnish, in good faith, to the Unions and their designated consultant, an operating gain/loss statement for each self-insured plan.

b. The good faith operating gain/loss statement shall account for all premiums (and premium equivalents) of the plan for the benefit year as compared to expenditures for the plan. Expenditures shall include but not be limited to, estimated incurred claims, premiums paid, administrative, network, and other fees, and any taxes. The documents, information and data considered shall be furnished by Provider program, and with separate disclosure of revenues, claims and expenses for active employees (and covered dependents) and pre-Medicare eligible (e.g., pre-65 YOA) retirees and covered dependents to the extent that in the ordinary course such information is collected or maintained as so differentiated in the ordinary course of business.

c. In the event that a surplus results from the difference between premiums and payments received from covered employees (including all active employees and dependents, and all pre-65 retirees and dependents), and rebates and remissions from Providers, in excess of plan expenses in the aggregate for all health and prescription drug plans (i.e., taking into account any variance (positive or negative) in all plans), for Plan Years 2016, 2017, 2018, 2019 and 2020, the City's view of the appropriate application of any year-end surplus shall be discussed between the City and the Unions. Surplus funds may not be applied by the City for any other purpose than (a) the City's medical insurance plans covering active employees, pre-65 retirees and dependents, (b) to sustain the City's health insurance plans by deposit in the Premium Stabilization Fund that is described and defined in Paragraphs 7.a. and 7.b. of this Agreement, or (c) to defer the City's OPEB liability. Beginning with Plan Year 2018, and in each Plan Year thereafter, surplus funds from the prior Plan Year (and in the case of Plan Year 2018, the surplus funds from Plan Years 2016 and 2017) shall first be deposited to the account of the Premium Stabilization Fund to attain and maintain that Fund's minimum balance as defined in Paragraphs 7.b. and 7.c.

d. Surplus (between premiums collected and payments disbursed) attributable to currently enrolled active employees may not be used to offset the City's OPEB liability or applied to support the City's OPEB Trust without disclosure in advance to the HIC.

e. Conditioned on continuation of the present benefit Plans, benefit options and Providers, and current premium splits are maintained as provided in Paragraph 4 of this Agreement, in no event shall any refund be given to participating employees from any year-end surplus (as defined herein) for Plan Years 2016, 2017, 2018, 2019 or 2020.

7. **Premium Stabilization Fund.**

a. The City shall maintain a Premium Stabilization Fund (the "Fund") within the Risk Management Fund. The proceeds of the Fund shall not be comingled with any part of the City's General Operating Fund, but, instead, the Fund shall be maintained by the City for the exclusive benefit of active and pre-65 persons covered under the City's Health and Prescription Drug Plan under this Agreement. The Fund shall be used only to enable the City to defray a year-end Plan Year deficit in the Medical and Prescription Drug accounts, after all revenues, claims and costs are fully accounted for after full disclosure to the Unions and their designated consultant

b. Any Plan Year-end surpluses in the Medical and Prescription Drug accounts, as defined in Paragraphs 6.a. and 6.b., will be transferred into the Premium Stabilization Fund until the balance in the Fund reaches the equivalent of two months of medical and prescription drug claims for the most recent completed Plan Year. The Director of Finance will report to the Unions on the balance of the Fund within three (3) months after the end of each Plan Year, i.e., by March 31 of the following year.

c. When the Premium Stabilization Fund balance is equal to or greater than two months of medical and prescription drug claims (for the exclusive benefit of active and pre-65 persons covered under the City's Health and Prescription Drug Plan under this Agreement) for the most recently completed Plan Year, the City will not add margin to its pricing of premium equivalents for its self-insured Medical and Prescription Drug programs.

d. Disbursements from the Fund shall be authorized only upon application by the Director of Finance approved by the Board of Estimates which application shall be furnished to the Unions before it is presented to the Board of Estimates. Should disbursements be authorized from the Fund by the Board of Estimates due to a year-end plan deficit as defined herein, then, in subsequent plan years, year-end plan surplus shall be exclusively applied first to restore the Fund, until the Fund is completely restored when other authorized applications of surplus may be considered consistent with Paragraphs 6.b and 6.c.

8. **Attachment to Individual Union MOUs.** This Agreement (including referenced attachments) shall be included as an attachment to each Union's MOU.

9. **Disputes:** All disputes about the application or interpretation of the terms of this Agreement shall first be presented in writing to the HIC, and absent agreement, shall be referred, collectively by the participating employee organizations that are exclusive representatives under

the Municipal Employee Relations Ordinance, and/or the City, for a decision by a neutral arbitrator who is a member of the National Academy of Arbitrators using the administrative processes of the American Arbitration Association. The fees and costs of the Association and of the selected neutral arbitrator shall be shared equally between the two parties.

10. **Notice:** For all purposes, notice to the Unions shall be sufficient if given to the Unions and to the City of Baltimore through correspondence in writing addressed to the Office of the Labor Commissioner.

11. **Term.** This Agreement shall remain in effect through December 31, 2020, except for those provisions which expressly refer to events occurring after that date (e.g., Paragraphs 5 and 6) which added provisions shall not expire on that date.

MAYOR AND CITY
OF BALTIMORE:


Deborah F. Moore-Carter

AFSCME, LOCAL 44


Glenard S. Middleton, Sr.

AFSCME, LOCAL 2202


~~Peggy Pessosh~~ Gary Smith

AFSCME, LOCAL 558


Wendy Smith

CITY UNION OF BALTIMORE


Antoinette Ryan-Johnson

BALTIMORE FIRE OFFICERS
ASSOCIATION


Stephen Forchar, Jr.

BALTIMORE CITY LODGE NO. 3,
FRATERNAL ORDER OF POLICE, INC.


Gene Ryan

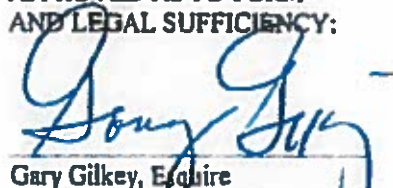
**BALTIMORE FIRE FIGHTERS
ASSOCIATION**


Richard "Dickie" Allen

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


Michael Goye - Parola Shaw

**APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:**


Gary Gilkey, Esquire
Chief, Labor and Employment

BlueChoice Advantage PPO

** Any Out of Network Provider on balance bill the difference between the Allowed Amount and the billed amount

	Standard Option		High Option	
	In-Network	Out-of-Network**	In-Network	Out-of-Network**
Dependent Eligibility: Dependent children, until the end of the calendar year they reach age 26, regardless of student or marital status				
Deductible	\$250 per individual \$500 per family	\$500 per individual \$1,000 per family	None	None
Out-of-Pocket Maximum (Based on annual salary)	Employee Salary < \$45,000: \$1,000 Individual/\$2,000 Family Employee Salary > \$45,000: \$1,500 Individual/\$3,000 Family	Employee Salary < \$45,000: \$2,000 Individual/\$4,000 Family Employee Salary > \$45,000: \$3,000 Individual/\$6,000 Family	\$1,000 per individual \$2,000 per family	N/A
Plan Lifetime Maximum Benefit	Unlimited	Unlimited	Unlimited	Unlimited
Routine & Preventive Services				
Routine Office Visit (Annual/physical)	100% Allowed Benefit	100% Allowed Benefit	100% Allowed Benefit	80% Allowed Benefit
Well Baby/Child Care	100% Allowed Benefit	100% Allowed Benefit	100% Allowed Benefit	80% Allowed Benefit
Routine GYN Examination	100% Allowed Benefit	100% Allowed Benefit	100% Allowed Benefit	80% Allowed Benefit
Screenings: Mammography, Colorectal & Prostate	100% Allowed Benefit	100% Allowed Benefit	100% Allowed Benefit	80% Allowed Benefit
Physician Office Visits (Not-Routine)				
Physician's Office Visit (Sickness) (Maps & Unrepresented)	\$25 Copay	80% Allowed Benefit after deductible	\$5 copay per visit	80% Allowed Benefit
Physician's Office Visit (Sickness) (Represented)	\$25 Copay	80% Allowed Benefit after deductible	\$5 copay per visit	80% Allowed Benefit
Specialist Office Visit (Maps & Unrepresented)	\$40 Copay	80% Allowed Benefit after deductible	\$5 copay per visit	80% Allowed Benefit
Specialist Office Visit (Represented)	\$40 Copay	80% Allowed Benefit after deductible	\$5 copay per visit	80% Allowed Benefit
Hearing Exam- one exam every 36 months (routine exams excluded)	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit with medical diagnosis	80% Allowed Benefit with medical diagnosis
Emergency Room and Urgent Care Services				
Ambulance Service (Based on medical necessity) (Ground Only)	90% Allowed Benefit after deductible	90% Allowed Benefit after deductible	100% Allowed Benefit	100% Allowed Benefit

Emergency Room Observation - up to 24 hours or more - presented via Emergency Department (copay waived ONLY if admitted)	90% Allowed Benefit after deductible	90% Allowed Benefit after deductible	\$50 copay	\$50 copay
Urgent Care	\$25 Copay 90% Allowed Benefit	\$25 Copay 90% Allowed Benefit	\$5 copay per visit	100% Allowed Benefit
Hospital Inpatient Services				
Anesthesia	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Major & Unrepresented Nursing Services	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit - preauthorization required	\$100 deductible per admission, then plan pays 80% up to \$1,500 out of pocket
Represented Hospital Services, including Room, Board & General Nursing Services - pre-authorization required	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	\$100 deductible per admission, then plan pays 80% up to \$1,500 out of pocket; maximum per admission then 100%
Medical Surgical Physician Services	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Physical, Speech & Occupational Therapy	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Organ Transplant (Pre-authorization Required)	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	100% Allowed Benefit
Acute Inpatient Rehab	90% of Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Outpatient Services				
Cardiac Rehab	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Chemotherapy & Radiation	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Renal Dialysis	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Diagnostic Lab Work & X-rays	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Outpatient Surgery	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Physical, Speech & Occupational Therapy (Major & Unrepresented)	90% Allowed Benefit after deductible - limit 60 visits combined limit/year	70% Allowed Benefit after deductible - limit 60 visits combined	100% Allowed Benefit limited to 100 combined visits per calendar year	80% Allowed Benefit - limited to 100 combined visits per calendar year

BlueChoice Advantage PPO

** Any Out-of-Network Provider can balance bill the difference between the allowed amount and the billed amount.

	Standard Option		High Option	
	In-Network	Out-of-Network**	In-Network	Out-of-Network**
Outpatient Services Estimated				
Physical, Speech & Occupational Therapy (Represented)	90% Allowed Benefit after deductible - limit 50 visits combined/year	70% Allowed Benefit after deductible, - limit 60 visits combined/year	facility \$5 copay, 100 combined visits per calendar year	80% Allowed Benefit, limited to 100 visits per calendar year for physical, speech and occupational
Pre Admission Testing	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Allergy Testing	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Allergy Serum	90% Allowed Benefit after Deductible, no	70% Allowed Benefit after deductible, no maximum	100% Allowed Benefit, no maximum	80% Allowed Benefit, no maximum
Maternity				
Pre & Post-Natal (Physician Services)	covered in full	80% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Fertility Testing & Family Planning				
Fertility Testing & Family Planning	90% Allowed Benefit	70% Allowed Benefit	100% Allowed Benefit	80% Allowed Benefit
In-Vitro Fertilization (Pre-authorization Required)	90% Allowed Benefit, \$100,000 lifetime maximum	70% Allowed Benefit, \$100,000 lifetime maximum	100% Allowed Benefit, \$100,000 lifetime maximum	80% Allowed Benefit, \$100,000 lifetime maximum
Inpatient Mental Health & Substance Abuse-Benefits Provided by Beacon Health Options				
Inpatient Alcohol & Substance Abuse/Mental Health (Not Represented) Pre-authorization Required	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	\$100 deductible per admission, then plan pays 80% up to \$1,500 out of pocket maximum per admission, then 100% Allowed Benefit.
Inpatient Alcohol & Substance Abuse/Mental Health (Represented) Pre-authorization Required	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	\$100 deductible per admission, then plan pays 80% up to \$1,500 out of pocket maximum per admission, then 100% Allowed Benefit.

BlueChoice Advantage PPO

**** Any Out-of-Network Provider can balance bill the difference between the allowed amount and the billed amount.**

	Standard Option		High Option	
	In-Network	Out-of-Network**	In-Network	Out-of-Network**
Inpatient Mental Health & Substance Abuse- Benefits Provided by Beacon Health Option				
Inpatient Alcohol & Substance Abuse/Mental Health (Meets & Unrepresented) Pre-Authorization Required	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	\$100 deductible per admission, then plan pays 80% up to \$1,500 out of pocket maximum/admission, then 100% Allowed Benefit.
Inpatient Alcohol & Substance Abuse/Mental Health (Represented) Pre-Authorization Required	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	\$100 deductible per admission, then plan pays 80% up to \$1,500 out of pocket maximum per admission, then 100% Allowed Benefit.
Outpatient Mental Health & Substance Abuse- Benefits Provided by Beacon Health Option				
Outpatient Mental Health/Alcohol & Substance Abuse (Meets & Unrepresented)	\$25 Copay	80% Allowed Benefit after deductible	\$5 copay/visit, 100% Allowed Benefit.	80% Allowed Benefit
Outpatient Mental Health/Alcohol & Substance Abuse (Represented)	\$25 Copay	80% Allowed Benefit after deductible	\$5 copay/visit, 100% Allowed Benefit.	80% Allowed Benefit
Miscellaneous Supplies & Services				
Nutrition Counseling	90% Allowed Benefit after deductible	70% of Allowed Benefit after deductible	\$5 copay/visit	90% Allowed Benefit
Diabetic Supplies	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit.	80% Allowed Benefit
Insulin & Syringes Covered by Rx Plan				
Durable Medical Equipment	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Private duty nursing (Pre-Authorization required) Outpatient Only	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% of Allowed Benefit	80% Allowed Benefit
Hospice Care	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% Allowed Benefit	80% Allowed Benefit
Prosthetic Devices (IE: artificial limbs)	90% Allowed Benefit after deductible	70% Allowed Benefit after deductible	100% allowed benefit	80% Allowed Benefit

Health Maintenance Organizations (HMOs)

NOTE: Out-of-Network Services are not covered under HMO unless an emergency

	Kaiser HMO	Open Access AetnaSelect (HMO)
Dependent Eligibility: Dependent children, until the end of the calendar year they reach age 25, regardless of student or marital status.		
Are Referrals Required?	Yes	No
Out-Of-Pocket Maximum	\$1,100 per individual; \$3,500 per family	\$1,100 per individual; \$2,200 per family
Plan Lifetime Maximum Benefit	Unlimited	Unlimited
Routine & Preventive Services		
Physician's Office Visit (Annual Physical)	Covered in full	Covered in full
Well Baby/Child Care	Covered in full	Covered in full
Routine GYN Examination	Covered in full	Covered in full
Immunizations	Covered in full	Covered in full
Screenings: Mammography, Colorectal & Prostate	Covered in full - call plan for details	Covered in full - call plan for details
Physician Office Visit (Non-Routine)		
Specialist Office Visit	\$5 copay per visit	\$5 copay per visit
Hearing Exams	\$5 copay per visit	\$5 copay per visit
Emergency Room and Urgent Care Services		
Ambulance Service (Based on medical necessity)	Covered in full for emergency only	Covered in full for emergency only
Emergency Room Observation - up to 24 hours or more - presented via Emergency Department (copay waived ONLY if admitted)	\$50 copay	\$50 copay
Urgent Care	\$5 copay per visit	\$5 copay per visit

Health Maintenance Organizations (HMOs)

NOTE: Out-of-Network Services are not covered under HMO unless an emergency

	Kaiser HMO	Open Access Aetna Select (HMO)
Hospital Inpatient Services		
Anesthesia	Covered in full	Covered in full
Hospital Services Including Room, Board & General Nursing Services	Covered in full	Covered in full
Diagnostic Lab Work & X-rays	Covered in full	Covered in full
Medical Surgical Physician Services	Covered in full	Covered in full
Physical, Speech & Occupational Therapy	Covered in full	Covered in full
Organ Transplant Pre-Authorization Required	Covered in full for non-experimental transplants	Covered in full for non-experimental transplants
Acute in-Patient Rehab	Covered in full	Covered in full
Outpatient Services		
Cardiac Rehab	\$5 copay per visit	\$5 copay per visit
Chemotherapy & Radiation	\$5 copay per visit	\$5 copay per visit
Renal Dialysis	\$5 copay per visit	Covered in full
Diagnostic Lab Work & X-rays	covered in full	Covered in full
Outpatient Surgery	\$5 copay per visit	Covered in full
Physical, Speech & Occupational Therapy	\$5 copay per visit call plan for visit limits	\$5 copay per visit Limited to 90 visits per calendar year
Pre-Admission Testing	\$5 copay per visit	Covered in full
Allergy Testing	\$5 copay per visit	\$5 copay per visit
Allergy Serum	Covered in full	Covered in full

Health Maintenance Organizations (HMOs)

NOTE: Out-of-Network Services are not covered under HMO unless an emergency

	Kaiser HMO	Open Access AstriaSelect (HMO)
Maternity		
Pre and Post-Natal (Physician Services)	Covered in full	Covered in full
Delivery (Inpatient)	Covered in full	Covered in full
Newborn Care (Inpatient)	Covered in full	Covered in full
Fertility Testing & Family Planning		
Fertility Testing & Family Planning	\$5 copay per visit for family planning Fertility testing office visit and any other fertility services covered at 50%	Member cost sharing based on type of service performed and place of service where rendered
In-Vitro Fertilization	50% of allowable charges; \$100,000 maximum lifetime benefit for up to 3 attempts per live birth	Cap plan for specific state mandated benefits
Mental Health & Substance Abuse Benefits		
Inpatient Mental Health/Alcohol & Substance Abuse	Covered in full	Covered in full; pre- authorization required
Outpatient Mental Health/Alcohol & Substance Abuse	\$5 copay per visit	\$5 copay per visit
Miscellaneous Supplies & Services		
Nutrition & Health Education	\$5 copay per visit	\$5 copay per visit
Diabetic Supplies- Lancets, test strips, Glucometers	Covered in full	\$5 copay

Health Maintenance Organizations (HMOs)

NOTE: Out-of-Network Services are not covered under HMO unless an emergency

	Kaiser Permanente HMO	Open Access AetnaSelect (HMO)
Insulin & Syringes Covered by Rx plan		
Durable Medical Equipment Preauthorization required	Covered in full	Covered in full
Private Duty Nursing Preauthorization required	Covered in full	Not covered
Hospice Care	Covered in full	Covered in full
Prosthetic Devices Such As Artificial Limbs) preauthorization required	Covered in full	Covered in full

Medical Plan & Prescription Drug Premium

2018 Weekly Premiums for Active Employees

BlueChoice Advantage PPO²

High Option				Standard Option			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 132.56	\$ 87.84	\$ 34.74	Participant Only	\$ 122.50	\$ 87.94	\$ 34.56
Participant + Child	\$ 249.27	\$ 181.01	\$ 84.26	Participant + Child	\$ 228.26	\$ 181.31	\$ 46.95
Participant + Spouse	\$ 278.42	\$ 205.47	\$ 72.95	Participant + Spouse	\$ 258.84	\$ 205.47	\$ 53.37
Participant + Family	\$ 357.74	\$ 233.53	\$ 104.21	Participant + Family	\$ 346.91	\$ 253.83	\$ 73.39

Health Maintenance Organization Plans HMO

Aetna Select Open Access				Kaiser Permanente HMO			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	101.85	91.67	10.18	Participant Only	\$ 112.98	\$ 101.88	\$ 11.30
Participant + Child	188.42	169.58	18.84	Participant + Child	\$ 214.87	\$ 193.20	\$ 21.47
Participant + Spouse	213.88	192.49	21.38	Participant + Spouse	\$ 237.27	\$ 213.84	\$ 23.73
Participant + Family	305.95	275.00	30.95	Participant + Family	\$ 336.95	\$ 305.05	\$ 33.90

**CareFirst CVS/Caremark Prescription Drug Plan
High and Standard Option**

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 18.29	\$ 14.05	\$ 4.24	Participant Only	\$ 17.50	\$ 14.05	\$ 3.51
Participant + Child	\$ 33.84	\$ 25.89	\$ 7.85	Participant + Child	\$ 32.48	\$ 25.99	\$ 6.50
Participant + Spouse	\$ 38.41	\$ 29.50	\$ 8.91	Participant + Spouse	\$ 38.87	\$ 29.49	\$ 7.38
Participant + Family	\$ 54.87	\$ 42.14	\$ 12.73	Participant + Family	\$ 52.88	\$ 42.15	\$ 10.93

² Preferred Provider Organization (PPO)

Medical Plan & Prescription Drug Premium

2018 Biweekly Premiums for Active Employees

BlueChoice Advantage PPO Plan

High Option				Standard Option			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 295.16	\$ 185.68	\$ 69.48	Participant Only	\$ 244.61	\$ 185.69	\$ 48.92
Participant + Child	\$ 490.54	\$ 362.02	\$ 128.52	Participant + Child	\$ 452.62	\$ 362.02	\$ 80.60
Participant + Spouse	\$ 658.83	\$ 410.94	\$ 149.89	Participant + Spouse	\$ 613.67	\$ 410.94	\$ 142.73
Participant + Family	\$ 795.47	\$ 587.05	\$ 208.42	Participant + Family	\$ 733.62	\$ 537.08	\$ 146.76

Health Maintenance Organization HMO

Astra Select Open Access				Kaiser Permanente HMO			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	203.70	183.33	20.37	Participant Only	\$ 225.97	\$ 203.37	\$ 22.60
Participant + Child	376.84	329.16	37.68	Participant + Child	\$ 428.34	\$ 386.41	\$ 42.93
Participant + Spouse	427.78	384.82	42.78	Participant + Spouse	\$ 474.53	\$ 427.09	\$ 47.45
Participant + Family	611.09	549.98	81.11	Participant + Family	\$ 677.90	\$ 610.11	\$ 87.79

CareFirst CVS/Caremark Prescription Drug Plan High & Standard Options

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 36.38	\$ 29.09	\$ 8.49	Participant Only	\$ 25.12	\$ 20.10	\$ 7.02
Participant + Child	\$ 67.68	\$ 51.98	\$ 15.70	Participant + Child	\$ 64.97	\$ 51.08	\$ 12.89
Participant + Spouse	\$ 78.82	\$ 59.00	\$ 17.82	Participant + Spouse	\$ 73.75	\$ 59.00	\$ 14.75
Participant + Family	\$ 109.74	\$ 84.28	\$ 25.46	Participant + Family	\$ 105.36	\$ 84.29	\$ 21.07

Medical Plan & Prescription Drug Premium

2018 21-Pay Premiums for Active Employees

BlueChoice Advantage PPO Plan

High Option				Standard Option			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 328.29	\$ 242.27	\$ 86.02	Participant Only	\$ 302.95	\$ 242.28	\$ 60.67
Participant + Child	\$ 607.34	\$ 443.21	\$ 164.13	Participant + Child	\$ 520.26	\$ 448.21	\$ 72.05
Participant + Spouse	\$ 889.41	\$ 505.78	\$ 383.63	Participant + Spouse	\$ 835.93	\$ 508.79	\$ 327.14
Participant + Family	\$ 984.97	\$ 778.83	\$ 206.14	Participant + Family	\$ 904.84	\$ 726.83	\$ 178.01

Health Maintenance Organization HMO

Aetna Select Open Access				Kaiser Permanente HMO			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	222.19	226.87	25.22	Participant Only	\$ 279.77	\$ 251.70	\$ 28.07
Participant + Child	458.57	418.91	49.66	Participant + Child	\$ 531.58	\$ 478.41	\$ 53.17
Participant + Spouse	520.81	476.85	53.96	Participant + Spouse	\$ 587.51	\$ 528.78	\$ 58.73
Participant + Family	758.59	680.83	77.76	Participant + Family	\$ 820.31	\$ 735.38	\$ 84.93

**CareFirst CVS/Caremark Prescription Drugs Plan
High & Standard Options**

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 45.29	\$ 34.78	\$ 10.51	Participant Only	\$ 43.48	\$ 34.78	\$ 8.70
Participant + Child	\$ 83.79	\$ 64.35	\$ 19.44	Participant + Child	\$ 80.43	\$ 64.34	\$ 16.09
Participant + Spouse	\$ 89.11	\$ 73.05	\$ 16.06	Participant + Spouse	\$ 91.31	\$ 73.08	\$ 18.23
Participant + Family	\$ 135.67	\$ 104.35	\$ 31.32	Participant + Family	\$ 130.44	\$ 104.35	\$ 26.09

Medical Plan & Prescription Drug Premium
2018 Monthly Premiums for Active Employees

BlueChoice Advantage PPO Plan

High Option				Standard Option			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 674.51	\$ 421.98	\$ 198.93	Participant Only	\$ 629.98	\$ 423.98	\$ 198.00
Participant + Child	\$ 1,052.84	\$ 784.37	\$ 278.47	Participant + Child	\$ 990.48	\$ 784.37	\$ 198.09
Participant + Spouse	\$ 1,208.47	\$ 890.37	\$ 316.19	Participant + Spouse	\$ 1,112.88	\$ 890.37	\$ 222.59
Participant + Family	\$ 1,723.52	\$ 1,271.95	\$ 449.57	Participant + Family	\$ 1,589.94	\$ 1,271.95	\$ 317.99

Health Maintenance Organization HMO

Aetna Select Open Access				Kaiser Permanente HMO			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	441.34	397.21	44.13	Participant Only	\$ 482.60	\$ 440.64	\$ 48.96
Participant + Child	816.49	734.84	81.65	Participant + Child	\$ 930.23	\$ 837.21	\$ 93.02
Participant + Spouse	928.52	834.14	92.88	Participant + Spouse	\$ 1,028.15	\$ 927.08	\$ 102.81
Participant + Family	1,324.03	1,191.83	132.40	Participant + Family	\$ 1,458.79	\$ 1,321.91	\$ 143.88

CareFirst CVS/Caremark Prescription Drug Plan
High & Standard Options

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 79.26	\$ 60.57	\$ 18.39	Participant Only	\$ 78.09	\$ 60.87	\$ 15.22
Participant + Child	\$ 145.83	\$ 112.81	\$ 34.82	Participant + Child	\$ 140.78	\$ 112.81	\$ 28.15
Participant + Spouse	\$ 166.44	\$ 127.83	\$ 38.61	Participant + Spouse	\$ 158.79	\$ 127.83	\$ 21.98
Participant + Family	\$ 237.78	\$ 182.62	\$ 65.16	Participant + Family	\$ 228.27	\$ 182.82	\$ 45.45

2018 Prescription Drug Premium

Weekly Prescription Premiums

CareFirst CVS/Caremark Prescription Drugs Plan - High & Standard Options

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 18.29	\$ 14.35	\$ 4.24	Participant Only	\$ 17.55	\$ 14.05	\$ 3.51
Participant + Child	\$ 33.84	\$ 25.99	\$ 7.85	Participant + Child	\$ 32.48	\$ 25.38	\$ 6.33
Participant + Spouse	\$ 36.41	\$ 29.50	\$ 8.91	Participant + Spouse	\$ 34.87	\$ 29.49	\$ 7.39
Participant + Family	\$ 54.87	\$ 42.14	\$ 12.73	Participant + Family	\$ 52.68	\$ 42.15	\$ 10.93

BI-Weekly Prescription Premiums

CareFirst CVS/Caremark Prescription Drugs Plan - High & Standard Options

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 36.58	\$ 28.69	\$ 8.48	Participant Only	\$ 35.12	\$ 28.10	\$ 7.02
Participant + Child	\$ 67.68	\$ 51.98	\$ 15.79	Participant + Child	\$ 64.97	\$ 51.98	\$ 12.95
Participant + Spouse	\$ 79.82	\$ 69.00	\$ 17.82	Participant + Spouse	\$ 72.75	\$ 59.00	\$ 14.75
Participant + Family	\$ 109.74	\$ 84.28	\$ 25.46	Participant + Family	\$ 105.38	\$ 84.27	\$ 21.07

21-Pay Prescription Premiums

CareFirst CVS/ Caremark Prescription Drugs - High & Standard Options

CareFirst CVS/Caremark High Option Rx Plan				CareFirst CVS/Caremark Standard Option Rx Plan			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 43.29	\$ 34.78	\$ 18.91	Participant Only	\$ 43.48	\$ 34.78	\$ 8.78
Participant + Child	\$ 83.79	\$ 64.35	\$ 18.44	Participant + Child	\$ 80.43	\$ 64.34	\$ 16.98
Participant + Spouse	\$ 98.11	\$ 73.05	\$ 22.98	Participant + Spouse	\$ 81.31	\$ 73.95	\$ 18.28
Participant + Family	\$ 135.87	\$ 104.35	\$ 31.52	Participant + Family	\$ 130.44	\$ 104.35	\$ 28.98

2018 DeltaCare USA Dental DHMO & Delta Dental PPO Rates

Biweekly (26 Pays)

DeltaCare USA DHMO - Biweekly Rates				Delta Dental PPO - Biweekly Rates			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 3.73	\$ 3.73	\$ -	Participant Only	\$ 13.04	\$ 3.73	\$ 9.31
Participant + Child	\$ 6.33	\$ 6.33	\$ -	Participant + Child	\$ 22.14	\$ 6.33	\$ 15.81
Participant + Spouse	\$ 7.45	\$ 7.45	\$ -	Participant + Spouse	\$ 26.07	\$ 7.45	\$ 18.62
Participant + Family	\$ 10.43	\$ 10.43	\$ -	Participant + Family	\$ 36.46	\$ 10.43	\$ 26.03

Weekly (52 Pays)

DeltaCare USA DHMO - Weekly Rates				Delta Dental PPO - Weekly Rates			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 1.86	\$ 1.86	\$ -	Participant Only	\$ 6.52	\$ 1.87	\$ 4.65
Participant + Child	\$ 3.17	\$ 3.17	\$ -	Participant + Child	\$ 11.07	\$ 3.18	\$ 7.89
Participant + Spouse	\$ 3.72	\$ 3.72	\$ -	Participant + Spouse	\$ 13.04	\$ 3.73	\$ 9.31
Participant + Family	\$ 5.22	\$ 5.22	\$ -	Participant + Family	\$ 18.24	\$ 5.22	\$ 13.02

21-Pays - Biweekly (10-Months)

DeltaCare USA DHMO - 21-Pays (Biweekly) Rates				Delta Dental PPO - 21-Pays (Biweekly) Rates			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 4.62	\$ 4.62	\$ -	Participant Only	\$ 18.14	\$ 4.81	\$ 13.33
Participant + Child	\$ 7.84	\$ 7.84	\$ -	Participant + Child	\$ 27.42	\$ 7.84	\$ 19.58
Participant + Spouse	\$ 9.22	\$ 9.22	\$ -	Participant + Spouse	\$ 32.28	\$ 9.22	\$ 23.06
Participant + Family	\$ 12.91	\$ 12.91	\$ -	Participant + Family	\$ 45.17	\$ 12.92	\$ 32.25

Monthly (12-Months)

DeltaCare USA DHMO - Monthly Rates				Delta Dental PPO - Monthly Rates			
Coverage Level	Total Cost	City Cost	Employee Cost	Coverage Level	Total Cost	City Cost	Employee Cost
Participant Only	\$ 8.08	\$ 8.08	\$ -	Participant Only	\$ 28.25	\$ 8.08	\$ 20.17
Participant + Child	\$ 13.72	\$ 13.72	\$ -	Participant + Child	\$ 47.99	\$ 13.72	\$ 34.27
Participant + Spouse	\$ 16.14	\$ 16.14	\$ -	Participant + Spouse	\$ 58.49	\$ 16.14	\$ 42.35
Participant + Family	\$ 22.60	\$ 22.60	\$ -	Participant + Family	\$ 79.04	\$ 22.60	\$ 56.44

2018 Monthly Active COBRA Rates

High Option & Standard Option Medical Plans

CareFirst PPO High Option		CareFirst PPO Standard Option	
Coverage Level	High Option COBRA Cost	Coverage Level	Standard Option COBRA Cost
Participant Only	\$986.00	Participant Only	\$540.58
Participant + Child	\$1,084.10	Participant + Child	\$1,000.07
Participant + Spouse	\$1,230.60	Participant + Spouse	\$1,135.22
Participant + Family	\$1,757.99	Participant + Family	\$1,621.74

HMO Medical Plans

Open Access Aetna Select (HMO)		Kaiser Permanente HMO	
Coverage Level	COBRA Cost	Coverage Level	COBRA Cost
Participant Only	\$450.17	Participant Only	\$499.39
Participant + Child	\$832.82	Participant + Child	\$948.83
Participant + Spouse	\$945.35	Participant + Spouse	\$1,048.71
Participant + Family	\$1,350.51	Participant + Family	\$1,438.17

High Option & Standard Option Prescription Drug Plans

CareFirst CVS - RX - High Option		CareFirst CVS - RX - Standard Option	
Coverage Level	COBRA Cost	Coverage Level	COBRA Cost
Participant Only	\$80.85	Participant Only	\$77.61
Participant + Child	\$149.56	Participant + Child	\$143.58
Participant + Spouse	\$189.77	Participant + Spouse	\$162.89
Participant + Family	\$242.54	Participant + Family	\$232.84

DHMO & DPPO Dental Plans

DeltaCare DHMO		Delta Dental PPO (Dental DPPO)	
Coverage Level	COBRA Cost	Coverage Level	COBRA Cost
Participant Only	\$8.24	Participant Only	\$28.82
Participant + Child	\$13.99	Participant + Child	\$48.94
Participant + Spouse	\$16.48	Participant + Spouse	\$57.62
Participant + Family	\$23.05	Participant + Family	\$80.62

Vision Plan

Coverage Level	COBRA Cost
Participant Only	\$3.96
Participant + Child	\$3.96
Participant + Spouse	\$3.96
Participant + Family	\$3.96

CITY OF BALTIMORE

BERNARD C "JACK" YOUNG, Mayor



OFFICE OF THE LABOR COMMISSIONER

DEBORAH F. MOORE-CARTER, SPHR, SHRM-SCP
Labor Commissioner
417 E. Fayette Street, Suite 1203
Baltimore, Maryland 21202
410-396-4365

ADDENDUM D: QUARTERLY MEETINGS

July 18, 2019

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

RE: QUARTERLY MEETINGS

Dear Mr. Guye:

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,

A handwritten signature in blue ink that reads "Deborah F. Moore-Carter".

Deborah F. Moore-Carter
Labor Commissioner

DFMC:dla

cc: Veronica P. Jones
Yvette Brown

CITY OF BALTIMORE

BERNARD C "JACK" YOUNG, Mayor



OFFICE OF THE LABOR COMMISSIONER

DEBORAH F. MOORE-CARTER, SPHR, SHRM-SCP

Labor Commissioner

417 E. Fayette Street, Suite 1203

Baltimore, Maryland 21202

410-396-4365

**ADDENDUM E:
Side Letter/Hours of Work**

July 18, 2019

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

RE: Side Letter/Hours of Work

Dear Mr. Guye:

The employer shall meet and confer with MAPS to discuss and resolve issues surrounding implementation of alternative work schedules.

Sincerely,

A handwritten signature in blue ink that reads "Deborah F. Moore-Carter". The signature is written in a cursive style.

Deborah F. Moore-Carter
Labor Commissioner

DFMC:dla

cc: Veronica P. Jones
Yvette Brown





ADDENDUM F: SIDE LETTER ADDENDUM TO SICK LEAVE ARTICLE

August 20, 2019

Notwithstanding the sick leave provisions in each current Memorandum of Understanding (MOU) between the City of Baltimore (City) and the City Union of Baltimore (CUB), AFSCME Locals 44, 2202 and 558, the Fraternal Order of Police (FOP) and the Managerial and Professional Society of Baltimore (MAPS), the Parties agree, *on a temporary basis until the current agreement is superseded by a new agreement*, that sick leave will be accrued in the following manner:


1. At the beginning of each fiscal year, all bargaining unit employees will be front-loaded forty (40) hour of Sick and Safe Leave commensurate with the Maryland Healthy Working Families Act; and,
2. At the beginning of each fiscal year, the remaining approximately seven (7) days of paid Sick Leave will accrue in equal weekly/bi-weekly increments over the 12-month period; and,
3. Any unused Sick and Safe Leave remaining at the end of the fiscal year, will be added to the employee's Sick Leave bank; and,
4. The accrual and documentation of paid leave that qualifies as Sick and Safe Leave shall be periodically reported to each employee as directed in Section 3-1306 of the Maryland Healthy Working Families Act; and,
5. In each fiscal year following Fiscal Year 2020, employees will be permitted to use Sick and Safe Leave but only to the number of days allowable annually under the Maryland Healthy Working Families Act; and,
6. Notwithstanding the City's current policies and procedures, and the provisions of the Parties' respective MOUs with respect to the use of paid sick leave, the City shall additionally permit all employees to use Sick and Safe Leave for the purposes recognized under the Maryland Healthy Working Families Act.

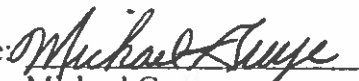
The Parties will continue in good faith to negotiate sick leave earnings and accruals until such time that a successor Agreement is reached, or until any Party to the Agreement requests to terminate the Agreement, whichever event first occurs.

This Side Letter shall operate as a separate agreement between the City and each of the employee representatives that are signatories to it, and it shall not waive the separate authority and rights of each representative under the MERO and otherwise.

The Unions are encouraged to contact the Office of the Labor Commissioner should any of its members become adversely impacted by the terms of this side letter. The City will thereafter meet with Union officials to discuss measures for remediating any harm to those affected persons.

Please accept this side letter as compliance of our understanding.

Signature: 
Deborah F. Moore-Carter
Labor Commissioner
August 27th, 2019

Signature: 
Michael Guye
President, MAPS
August 27th, 2019

cc: Chief of Staff
Director, Human Resources