

**Summary of Wage and Fringe Benefit Modifications
For Employees Represented by
Association of Law Enforcement Allied Service Personnel
CC file #070011**

1. Health Insurance:
 - a. HMO: Effective September 1, 2011, implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment. Implement a monthly employee contribution of \$20 single/\$40 family.

2. Pension Benefits:
 - a. Creditable service for active military service, as provided in 36-04-2-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement on and after January 1, 2007.

 - b. New employees hired on or after October 3, 2011 shall be required to pay member contributions equal to 5.5%.

3. Base Salary:
 - a. Effective Pay Period 18, 2011 there shall be no pay step advancement.

 - b. As soon as administratively practicable all employees who are capable of maintaining a financial relationship with a banking institution shall participate in direct deposit of pay checks.