

City Counter-Proposal to Union Proposal #20

10/15/2024

[New Section] Vision Coverage

Effective the first full pay period after ratification January 1, 2025, the City shall provide a Vision Care Program for employees and eligible dependents covered by this Agreement. The annual maximums for this benefit are as follows:

<u>Benefit</u>	<u>Benefit Frequency</u>
<u>Exam</u>	<u>12 months</u>
<u>Lenses</u>	<u>12 months</u>
<u>Frames</u>	<u>24 months</u>
<u>Contact Lenses**</u>	<u>12 months</u>
<u>**Note: Benefits for Contact Lenses are in lieu of benefits for lenses and frames.</u>	

The maximum amount the City shall be required to pay for the Vision Care Program shall be the applicable Vision Services Plan (\$25 Plan B) rate (i.e., employee only, employee plus spouse, employee plus one (1) child; employee plus family).

If during the term of this Agreement the premiums for such Vision Care Program are increased, the amount the City contributes shall increase no more than five percent (5%) above the previous calendar year's contribution amount towards the payment of the monthly premium.

Recognizing that the "vision exam" portion of the Vision Care Program duplicates existing benefit provided under Medical Coverage Section 24.1 (Medical Coverage) and 24.2 (Maximum Medical Premium Payments), the Union and the City agree to revisit the Vision Care Program during the term of this Agreement with the expectation that it may be possible to identify a plan that provides a "Hardware Only" benefit (Lenses every 12 months; Frames every 24 months). Such "Hardware Only" plan shall be at a lower City and employee cost than the present Vision Services Plan (\$25-Plan B).