

## SEBAC 2017: Pre-7/1/22 Financial Impacts to Members

Contract Item	Contract Year (July 1-June 30)					
	16-17	17-18	18-19	19-20	20-21	21-22*
<b>GWI</b>	0	0	0	3.5, on time	3.5, on time	--
<b>AI</b>	0	0	0	Yes, on time	Yes, on time	--
<b>Lump Sum</b>	No	No	\$2000 or contractual lump sum plus \$1000 if greater	If lump sum in contract, then yes.	If lump sum in contract, then yes.	--
<b>Longevity</b>	Was paid	Will be paid but April 2018 payment will be delayed to July 1	Yes, on time	Yes, on time	Yes, on time	--
<b>Active employee health care premium share</b>	Current rate	Current rate	Current rate	Premium share increase 1% but not to over 15%, effective 7/1/19	Premium share increase 1% but not to over 15%, effective 7/1/20	Premium share increase 1% but not to over 16%, effective 7/1/21
<b>Furlough Days</b>	No	3 days, to be scheduled by bargaining unit, no harm to seniority, pension benefit or accruals	No	No	No	--
<b>Pension Contributions</b>	Current contribution	Increase by 1.5% (of pay, pre-tax) but may be mitigated by reducing retiree healthcare contribution	No increase	Increase contribution by 0.5%	No increase	--
<b>Retiree health premium share</b>	None	Premium share increases 1.5% for non-hazardous duty retirees with <25 years of service who retire on or after the later of 10/2 or 60 days from legislative approval of the agreement.				
<b>Drug co-pays</b>	\$5/20/35 or 5/10/25 for maintenance	Non-HEP drugs go to \$5/10/25/40, effective later of 10/2 or 60 days from legislative approval of the agreement (with tiered system for generics added)				
<b>ER co-pay for Unnecessary visit</b>	\$35	\$250, effective later of 10/2 or 60 days from legislative approval of the agreement. Current Waiver process continues.				
<b>Site of Service Labs/Diagnostics</b>	Not offered	Use More Efficient Networks to encourage use of cost-effective outpatient laboratory/imaging services, effective later of 10/2 or 60 days from legislative approval of the agreement.				
<b>Treatment choice incentives</b>	Not offered	Adds multi-level system eliminating copays for choosing high value care providers, "smart shopper" which provides rewards (based on quality/safety) for certain procedures. Benefits unchanged if other providers used.				
<b>Medicare Advantage</b>	Not offered	Implements group Medicare Advantage for all Medicare covered retirees (target date of 1/1/18) which will include improvements such as "silver sneakers" (encourages use of health clubs) and greatly expanded provider network.				
<b>Job security</b>	Expired 6/30/15	Will run from 7/1/17 to 6/30/21, similar provisions to SEBAC 2011				

**Post 6/30/22** – SEBAC health & pension agreement will be extended to 6/30/27, health & pension benefits stay the same (except for those hired on or after 7/1/17 – subject to new Tier 4) but COLA formula changes per SEBAC 2017, and a 30 month delay is put in place before receiving first COLA, in addition to some less significant changes (see TA for details).

\* - Note that unit agreements expire on 6/30/21; this year is shown only for highlighting last year of premium share increase.