

**REVISIONS TO THE  
2006-2007 SALARY/BENEFIT ADJUSTMENTS REPORT  
FOR NON-REPRESENTED CITY EMPLOYEES**

By  
Administration & Finance Committee

The points listed below outline the revisions to the original 2006-2007 Salary/Benefit Adjustments Report for Non-Represented City Employees.

A. EXECUTIVE SERVICE, MANAGERIAL SERVICE, DEPUTY/ASSISTANT SERVICE,  
CONFIDENTIAL/PROFESSIONAL/SUPERVISORY SERVICE

2. 2006-2007 Salary Range Adjustments

- a. 2006 salary ranges for non-represented employees shall be adjusted 3%, effective 5/1/06.
- c. 2006 salary range for City Administrative Officer, Clerk/Treasurer shall be adjusted 1%, effective 5/1/06.

3. 2006-2007 Individual Pay Adjustments

- a. Individual pay adjustments are allocated, as described in the guidelines below, within the following percentage adjustments: 2006 – 3% (5/1/06); 2006 for City Administrative Officer, Clerk/Treasurer - 1% (5/1/06).

B. ELECTED OFFICIALS

1. City Attorney

- a. Individual salary adjustments of 3% for 2006 (5/1/06).

2. Municipal Judge

- a. Individual salary adjustments of 3% for 2006 (5/1/06).

D. OTHER CHANGES

1. Medical Insurance (Year 2007) – Effective March 1, 2007

- a. Executive Service, Managerial Service, Deputy Service, Confidential/Professional/Supervisory Service, City Attorney, Municipal Judge

- **PPO Plan changes:**

- Prescriptions (not subject to maximum out of pocket limits):

Retail Order (34 day supply)	copay of \$10/20/30
Mail Order (90 day supply)	copay of \$20/40/60

Out-of-Network Services:

Coinsurance to 70/30 (deductible, maximum out of pocket and lifetime maximum remains as is)

In-Network Services:

- \$20 Office Visit copay with maximum plan year out of pocket of \$200/single, \$400/couple, \$600/family
  - \$75 emergency room copay (same waiver conditions apply except for doctor directed = member must receive a written confirmation from the provider's office that they were directed to go to the ER; this written communication must be submitted directly to the insurance carrier along with the billing for \$75 from the provider)
  - No deductible
  - Lifetime maximum remains unlimited
- **Standard Plan/PPO Plan Premium Share Contributions:** Increase monthly premium share caps from \$50/month single, \$75/month couple, \$100/month family to \$60/\$90/\$120 respectively (remain at 5% premium share up to capped amount)

b. Mayor and Alderpersons

• **PPO Plan:**

Prescriptions (not subject to maximum out of pocket limits):

Retail Order (34 day supply) copay of \$5/15/25

Mail Order (90 day supply) copay of \$5/15/25

Out-of-Network Services:

Coinsurance to 80/20 (deductible, maximum out of pocket and lifetime maximum remains as is)

In-Network Services:

- \$10 Office Visit copay capped at 5 per person per plan year
  - \$25 emergency room copay (waived if doctor directed, transported by ER vehicle, or admitted to hospital from ER)
  - No deductible
  - Lifetime maximum remains unlimited
- **Standard Plan/PPO Plan Premium Share Contributions:** Monthly premium share caps stay at \$50/month single, \$75/month couple, \$100/month family

c. Mayor and Alderpersons

- Effective April 15, 2008 through April 16, 2012, the PPO Plan and Standard Plan provisions shall apply as currently identified in paragraph D.1.a. above, as may be further amended during the four year period so identified.

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