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ARTICLE X

HEALTH CARE BENEFITS

X.1

A. For the 2015-2017 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board. The projected health care premium is the weighted average across all plans, across all tiers.

B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two circumstances:

1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
2. Use clinical evidence and;
3. Be the decision of the PEB Board.

C. Article X.1 (B) will expire June 30, 2017.

X.2 The PEB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.

1 **X.3** The Employer will pay the entire premium costs for each bargaining unit employee for
2 basic life, basic long-term disability and dental insurance coverage.
3


4 **X.4 Wellness**

5 A. To support the statewide goal for a healthy and productive workforce, employees
6 are encouraged to participate in a Well-Being Assessment survey. Employees
7 will be granted work time and may use a state computer to complete the survey.
8

9 B. The Coalition of Unions agrees to partner with the Employer to educate their
10 members on the wellness program and encourage participation. Eligible, enrolled
11 subscribers shall have the option to earn an annual one hundred twenty-five
12 dollars (\$125) or more wellness incentive in the form of reduction in deductible or
13 deposit into the HSA upon successful completion of required Smart Health
14 Program activities. During the term of this Agreement, the Steering Committee
15 created by Executive Order 13-06 shall make recommendations to the PEBB
16 regarding changes to the wellness incentive or the elements of the Smart Health
17 Program.
18
19

20 Tentatively Agreed To:

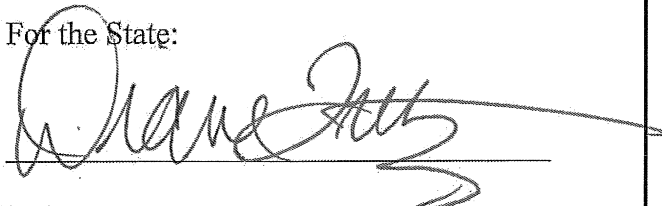
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22 For the Coalition of Unions:

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27 Date:

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29 9/22/14
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22 For the State:

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27 Date:

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