

City of Fitchburg  
And  
The Fitchburg Public Employee Committee  
Memorandum of Agreement

This memorandum of Agreement (“MOA”) is entered into on this 13<sup>th</sup> day of April 2017 between the City of Fitchburg (“City”) and the Fitchburg Public Employee Committee (“PEC”).

WHEREAS, the City and the PEC have concluded negotiations over terms for an agreement covering the period from July 1, 2017 through June 30, 2019.

NOW, THEREFORE, in consideration of the mutual promises and agreements contained herein, the parties mutually agree that the provisions as outlined below shall modify the Agreement in place through June 30, 2017.

ALL changes shall become effective as of July 1, 2017.

1. The Blue Care Elect (PPO) Plan, the Blue Choice (POS) Plan, and the Network Blue (HMO) Plan will add a deductible of \$100/\$300, that is, a maximum deductible of \$100 per participant and maximum deductible of \$300 per family.
2. The Maximum Out Of Pocket (MOOP) payment for all non-Medicare plans will be raised from \$1,000/\$2,000 to \$1,500/\$3,000, that is, \$1,500 per participant and \$3,000 per family.
3. The co-pay for specialist visits in the Blue Care Elect (PPO) Plan, the Blue Choice (POS) Plan, and the Network Blue (HMO) Plan will increase from \$20 per visit to \$25 per visit.
4. A co-pay of \$20 for each Hi-tech imaging visit will be added in the Blue Care Elect (PPO) Plan, the Blue Choice (POS) Plan, and the Network Blue (HMO) Plan.
5. The plan design for the Medex II/Blue Medicare RX will not change.
6. The new agreement will cover the period from July 1, 2017 to June 30, 2019.

This Agreement is subject to the following:

- Ratification by both the Mayor and the PEC.

IN WITNESS WHEREOF, the parties hereto set their hands this 13<sup>th</sup> day of April 2017.

**For the City of Fitchburg**

Mayor Stephen L. DiNatale \_\_\_\_\_

Calvin D. Brooks T/C \_\_\_\_\_

Bernard G. Stephens HR \_\_\_\_\_

**For the Fitchburg Public Employee Committee**

Fitchburg Public Library \_\_\_\_\_

American Federation of State,  
County and Municipal Employees \_\_\_\_\_

Fitchburg Police Union \_\_\_\_\_

Fitchburg School Cafeteria Workers \_\_\_\_\_

Fitchburg School Nurses Association \_\_\_\_\_

Fitchburg Permanent Firefighters Assoc. \_\_\_\_\_

Fitchburg Public Employee Assoc. Local 39 \_\_\_\_\_

Fitchburg Assoc. of Managers,  
Admin and Specialty Skills \_\_\_\_\_

Fitchburg Wastewater Treatment SEIU \_\_\_\_\_

Teamsters Local 170 Dispatchers/Airport Linemen \_\_\_\_\_

Inspectors Union SEIU \_\_\_\_\_

Fitchburg Public Schools Clerical Association \_\_\_\_\_

Fitchburg Education Association \_\_\_\_\_

Fitchburg Education Association – Custodians \_\_\_\_\_

Fitchburg Education Association – Aides \_\_\_\_\_

Fitchburg School Administrators Assoc. \_\_\_\_\_

Retired State, County and  
Municipal Employees Assoc. \_\_\_\_\_