

Tentative Agreement:

Economic Provisions

Salary

- 3.0% wage increase for all represented classifications, to be effective January 1, 2021
- 3.0% wage increase for all represented classifications, to be effective January 1, 2022

Medical Benefits

- 2021 Medical Benefits: Kaiser has offered a 0.7% decrease in annual premiums and United Healthcare (UHC) has offered at 7% increase in annual premiums. The Agency and SEIU agree to proportionally share the cost changes in medical premium rates for 2021. Employer and Employee proportions of premiums will remain the same. The new employee monthly payments and share of the premiums, are listed below:

Kaiser					
	2020 Total Premium	Current EE Monthly Payment	2021 Total Premium	New EE Monthly Payment	EE's % of Total Premium
Kaiser HMO High					
Employee	\$710.44	\$71.04	\$705.46	\$70.55	10.0%
Employee +Sp	\$1,420.88	\$497.31	\$1,410.92	\$493.82	35.0%
Employee + Ch	\$1,278.79	\$255.76	\$1,269.83	\$253.97	20.0%
Family	\$2,131.32	\$745.96	\$2,116.38	\$740.73	35.0%
Kaiser HMO Low					
	2020 Total Premium	Current EE Monthly Payment	2021 Total Premium	New EE Monthly Payment	EE's % of Total Premium
Employee	\$546.50	\$54.65	\$542.67	\$54.27	10.0%
Employee +Sp	\$1,093.00	\$327.90	\$1,085.33	\$325.60	30.0%
Employee + Ch	\$983.70	\$98.37	\$976.80	\$97.68	10.0%
Family	\$1,639.50	\$491.85	\$1,628.00	\$488.40	30.0%
UHC					

United HMO	2020 Total Premium	Current EE Monthly Payment	2021 Total Premium	New EE Monthly Payment	EE's % of Total Premium
Employee	\$1,157.65	\$173.65	\$1,238.69	\$185.80	15.0%
Employee +Sp	\$2,315.34	\$810.37	\$2,477.41	\$867.09	35.0%
Employee + Ch	\$2,083.78	\$625.13	\$2,229.64	\$668.89	30.0%
Family	\$3,472.98	\$1,389.19	\$3,716.09	\$1,486.44	40.0%
United EPO	2020 Total Premium	Current EE Monthly Payment	2021 Total Premium	New EE Monthly Payment	EE's % of Total Premium
Employee	\$1,048.56	\$104.86	\$1,121.96	\$112.20	10.0%
Employee +Sp	\$2,097.12	\$629.14	\$2,243.92	\$673.18	30.0%
Employee + Ch	\$1,887.39	\$283.11	\$2,019.51	\$302.93	15.0%
Family	\$3,145.68	\$943.70	\$3,365.88	\$1,009.76	30.0%

- 2022 Medical Benefits: The Agency and SEIU agree to proportionally share any cost changes in medical premium rates for 2022, keeping the Employer and Employee proportions of premiums the same for 2022. If the premium increase is greater than 10%, negotiations on medical benefits will re-open.

Dental

- 2021 Dental Benefits: The Delta Care DMO Plan will remain the same for 2021 and the Employee and Employer proportions and the premium amounts will remain the same.

The Delta Dental DPO plan will be changed to increase the annual maximum from \$1,000 to \$1,500 for each participant and add adult and child orthodontics to this plan. The Agency and SEIU agree to proportionally share the cost changes in the dental premium rates for the DPO. Employer and Employee proportions of premiums will remain the same. The new employee monthly payments and share of the premiums, are listed below:

Delta Dental DPO	2020 Total Premium	Current EE Monthly Payment	2021 Total Premium	New EE Monthly Payment	EE's % of Total Premium
Single	\$34.01	\$6.19	\$38.47	\$7.00	18.0%
2-Party	\$68.03	\$21.71	\$76.94	\$24.55	32.0%
Family	\$91.82	\$33.07	\$103.85	\$37.40	36.0%

- 2022 Dental Benefits: The Agency and SEIU agree to proportionally share any cost changes in dental premium rates for 2022, keeping the Employer and Employee proportions of premiums the same for 2022. If the premium increase is greater than 10%, negotiations on dental benefits will re-open.

Vision

- 2021 Vision Benefits: No change in plan or premiums.
- 2022 Vision Benefits: The Agency agrees to absorb any changes to premiums for 2022.

Life Insurance

- 2021 Life Insurance Benefits: No change in plan or premiums.
- 2022 Life Insurance Benefits: The Agency agrees to absorb any changes to premiums for 2022.

Article 16 – Reopener Provisions

Changes to MOU language will remain in effect for a period of three years. The Agency and SEIU agree to proportionally share any future cost increase in medical and dental rates for 2022, unless the increase is greater than 10%. If the increase is greater than 10%, negotiations will reopen. The Agency and SEIU agree to re-open any MOU item should federal, state or local guidelines require a change, or the Agency and SEIU agree that such a change is warranted.

<p align="center">Fresno Housing Authority Emily De La Guerra, Director of Finance and Administrative Services - Fresno Housing Authority Spokesperson</p>	<p align="center">SEIU Local 521 Kevin Smith, Internal Worksite Organizer - SEIU Local 521 Spokesperson</p>
<p>Date Tentative Agreement Signed:</p>	