

Retiree Medical Matrix

Group	Retiree Health Coverage	Dependent Health Coverage	SEIU		Management		Fire (IAFF)		Fire Chiefs (FCA)		Police (PAPOA)		Police Mgmt (PMA)		Utilities Mgmt (UMPAPA)	
			Hired	Retired	Hired	Retired	Hired	Retired	Hired	Retired	Hired	Retired	Hired	Retired	Hired	Retired
1	100%	100%	before 01/01/05	before 01/01/07	before 01/01/04	before 01/01/07	before 01/01/04	before 01/01/07	before 01/01/04	before 01/01/07	before 01/01/06	before 03/01/09	<i>(refer to MGMT unit)</i>		<i>(refer to MGMT unit)</i>	
2	100% up to the 2nd most expensive plan offered to active employees	100%	before 01/01/05	before 05/01/11	before 01/01/04	before 05/01/11	before 01/01/04	before 12/01/11	before 01/01/04	on or after 01/01/07	before 01/01/06	on or after 03/01/09	<i>(refer to MGMT unit)</i>		<i>(refer to MGMT unit)</i>	
3	SEIU, MGMT: Flat Rate Medical, same as offered to active employees.	100%	before 01/01/05	on or after 05/01/11	before 01/01/04	on or after 05/01/11	before 01/01/04	on or after 12/01/11	N/A	N/A	N/A	N/A	before 01/01/04	on or after 05/01/11	before 01/01/04	on or after 05/01/11
	IAFF, FCA, PAPOA, PMA, UMPAPA: 90% up to the 2nd most expensive plan, same as offered to active employees.															
4	50% of the specified employer health premium contribution w/ 10 yrs service credit & 5 yrs in CPA 5% increase for each additional year (100% @20 yrs)	90%	on or after 01/01/05		on or after 01/01/04		on or after 01/01/04		on or after 01/01/04		on or after 01/01/06		on or after 01/01/04		on or after 01/01/04	