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1. Effective 12-16-19, across the Board percentage increase for all employees: 3.1%
2. Additional market adjustments as follows:
  - a. LPC/LMFT 2.25%
  - b. LPC/LMFT Homebased/Crisis 2.25%
  - c. Case Manager I 1%
  - d. Mental Health Therapist I 1%
  - e. Residential Counselor II 1%
  - f. Housing Resources Specialist 2%
3. Eliminate the Cell Allowance Policy (and cell allowances) – CBA Article 20.2. As a transition, we would retire the Cell Phone Allowance Policy Dec. 15, 2019, and for any employee with the cell allowance on Dec. 15, 2019:
  - a. Once the above pay increase percentage is calculated, add \$600 on to the new annual salary.
4. FMLA Return Leave and Central Sick Leave Bank – Effective Jan. 1, 2020
  - a. Employees returning from FMLA, such as following a life-threatening illness or maternity leave are stressed upon return from FMLA when all leave has been exhausted. Upon return, they may have need for a few doctors visit for self or baby checkups, but have no PTO or SIB accrued, so the employee may have to take the time off without pay.

“FMLA Return Leave” – Grant 12 hours PTO (1.5 days) upon return from an FMLA lasting longer than 2 months (solid 8+ weeks, not intermittent), in which an employee exhausts all paid leave (uses all SIB and PTO). Must have one year of service upon commencement of leave. Add to Article 12.2 (12.2.6)
  - b. Increase Central Sick Leave from 400 to 500 hours annual.
5. Effective for employees hired after Jan. 1, 2020, during an employee’s probationary/evaluation period, an employee is allocated 4 PTO days as Evaluation Period Leave. Then, upon completion of the probationary period, 5 PTO days are released = 9 PTO, then 9 more accrue through next 6 months = 18 PTO. We have heard many complaints from new employees that 3 days is too little time for a 6 month period of employment.
6. Regarding pay increases upon licensure, new degree:

***18.7 LPC/LCSW/LMFT, Licensed Psychologist Licensure or Higher Degree/Certification. MHCD Direct Service Provider staff who become licensed (or receive a higher degree) shall be eligible to receive a pay increase effective the beginning of the first pay period after completion of both the date of licensing (or degree/certification conferred) and written notification to Human Resources. In order to be eligible for an increase, the employee must be working in a Masters-level clinician position.***
7. BENEFITS/EAP:
  - a. MHCD will offer 4 dates of chair massage in 2020 – assign this to Health & Wellness Initiatives Committee (has BU employee representation)

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- b. Management and Union agree to meet prior to May 1, 2020 to talk about Ideas and Issues, including, but not limited to: offering multiple health insurance plan options, convenience care options, alternative care, VSP for vision, and an outcome-based wellness program
- c. Effective Jan 1, 2020, EAP program will move to a 6 sessions per Issue model
- d. MHCD will distribute information about gym usage for all employees, the upcoming massage days, and information about discounts via the health insurance plan such as gym membership, acupuncture, massage.

8. HEALTH INSURANCE

- a. No change to employee-paid premiums for 2020
- b. Increase limited Plan Year Deductible from \$1,000/\$3,000 to \$1,250/\$3,750 (in network)
- c. Prescription Drug 90 day supply: limiting the pharmacies where 90 day supply is available: Members can use mail order, MHCD pharmacy or 90 now pharmacies (e.g. King Soopers, Walmart, CVS)
- d. Increase OOP Max from \$3,250/\$6,500 to \$4,200/\$8,400 (in network)
- e. Vision: increase coverage to include an eye exam annually (previously eye exams were covered every other year).

Temporary Agreement:

On behalf of Mental Health Center of Denver

E. Wondry 10-9-19

On behalf of SEIU Local 105

[Signature] 10-9-19