

427

12/28/92  
Ronald M. Dowell

STATE OF MICHIGAN  
COMPULSORY ARBITRATION

Pursuant to Act 312, Public Acts of 1969, as amended.

IN THE MATTER OF:

CITY OF LANSING,

Employer,

-and-

MERC Case No. L91 F-0789

CAPITOL CITY LODGE NO. 141  
FRATERNAL ORDER OF POLICE  
LANSING POLICE SUPERVISORY DIVISION,

Labor Organization.

RECEIVED  
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STATE OF MICHIGAN  
BUREAU OF EMPLOYMENT RELATIONS  
DETROIT OFFICE

Lansing City of

STIPULATED AWARD

The parties to the above entitled matter met for a Pre-Hearing Conference on August 13, 1992 during which all of the ground rules for the hearings were decided. The hearings began on September 24, 1992 and ended on October 21, 1992 at which time the parties stipulated on the record that they had reached an agreement on all of the issues brought before the panel. The parties requested a stipulated award and the members of the panel indicated on the record that they affirmed all of the agreements contained therein.

The Chairman read into the record all of the relevant documents pertaining to this case each being assigned an exhibit number for future reference.

The stipulated award is as follows:

DENTAL INSURANCE

Effective July 1, 1988, active employees and their covered dependents will also be provided orthodontic coverage for 50% of treatment costs, with a \$1,000.00 lifetime maximum per person.

## DENTAL INSURANCE - RETIREES

### 1. Retirees Prior to February 1, 1986

a. The City will provide to the members of the bargaining unit who retired on or before January 31, 1986 the dental insurance plan under which they were covered at the time of their retirement. The City shall be entitled to select a different insurance company or different carrier or to make any other appropriate changes, provided that in so doing the City still obtains for the covered employees equivalent insurance benefits and coverage.

b. For purposes of the above paragraph, a member shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as incorporated and amended in this Agreement.

### 2. Retirees After January 31, 1986

a. The City will provide to members of the bargaining unit who retire on or after February 1, 1986 the dental insurance plan under which they were covered at the time of their retirement. The City shall be entitled to select a different insurance company or different carrier or to make any other appropriate changes, provided that in so doing the City still obtains for the covered employees equivalent insurance benefits and coverage.

b. For purposes of the above paragraph, a member who on February 1, 1986 had ten (10) or more years of credited service with the Department shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as amended and incorporated in this Agreement. For purposes of the above paragraph a member who on February 1, 1986 had less than ten (10) years of credited service with the Department shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as amended and incorporated in this Agreement, provided that such members who elect or accept non-duty disability retirement or who receive a deferred retirement allowance pursuant to the referenced provisions shall receive the same insurance benefits provided to active bargaining unit members and only if, at the time they leave active service to the City, they have twenty (20) years or more of credited service with the Department.

## **ARTICLE 6 - SENIORITY**

**SECTION 1. Definitions.** Seniority shall be defined in this agreement, as follows: (a) "Seniority" shall mean the status attained by the length of continuous service in a particular rank; (b) "City Seniority" shall be used to determine accruals of certain economic benefits, including longevity and vacation, and shall include all city employment service as a regular, full-time employee.

**SECTION 2. Seniority Lists.** Management shall maintain a roster of employees, arranged according to seniority showing name, position, class and seniority date, and shall furnish a copy to this Lodge in March of each year.

## **ARTICLE 11 - HOURS AND RATES OF PAY**

**SECTION 12. Shift Premium.** Effective January 15, 1992, the hourly rate of any employee regularly scheduled for the afternoon, night or special shift shall be paid a premium of \$0.75 (seventy-five cents) per hour for each hour worked during the regularly assigned shift. Shift premiums shall not be pyramided with any other applicable wage improvement.

For purposes of this Section, the term "afternoon shift" shall include any shift which begins between 12:00 p.m. and 5:59 p.m. with shift premium paid for hours worked beginning at 1:00 p.m. The term "night shift" shall include any shift which begins between 10:00 p.m. and 2:59 a.m. The term "special shift" shall include any shift which begins between 6:00 p.m. and 9:59 p.m.

## **ARTICLE 13 - LONGEVITY BONUS**

Following completion of five (5) years of continuous, full-time service by October 1 of any year of the term of this Agreement, and continuing in subsequent years of such service, an employee shall receive annual longevity bonus as follows:

<b><u>Service</u></b>	<b><u>Annual Bonus</u></b>
5, or more, and less than 10 years	2% of annual earnings
10, or more, and less than 15 years	4% of annual earnings
15, or more, and less than 20 years	6% of annual earnings
20, or more	8% of annual earnings

An employee who retires on a service or disability retirement basis shall be paid at a pro-rated longevity bonus based on the number of calendar months of full-time service credited to an employee from the preceding October 1st to the date of his/her retirement.

### ARTICLE 13 - LONGEVITY BONUS (Continued)

An employee's longevity bonus shall be computed as a percentage of an employee's regular annual base salary which the employee is being paid in the first regularly scheduled pay period of the City's fiscal year in which a longevity bonus is due, exclusive of overtime pay, or any other premium pay. Effective October 1, 1992, no longevity bonus shall be paid for that portion of an employee's annual earnings which is in excess of \$19,000.00.

Payment of longevity bonus to an employee who becomes eligible by October 1st, of any year shall be due the subsequent December 1st, except that an employee who's service with the City terminates for any reason between October 1st and December 1st of any year, shall be paid longevity bonus upon termination of employment.

### ARTICLE 14 - GROUP HOSPITAL, AND MEDICAL-SURGICAL INSURANCE

#### A. Medical Insurance - Active Employees

Effective February 1, 1993, the City will make available to an employee covered hereby the Blue Cross-Blue Shield DRI 200 plan of hospital, medical and surgical insurance, master medical and optical insurance summarized in Exhibit A-1 (the "DRI 200 Plan"). The DRI 200 Plan is available for each employee's review. In the event of any conflict between the terms of any plan provided by the City and any underlying insurance policy, and any summary -- including, but not limited to, Exhibits A-1, A-2 and/or A-3, or any other employee benefit summary -- the terms of the plan or insurance policy will control.

As long as they are available, the City will provide as an option a Blue Cross-Blue Shield plan, as summarized in Exhibit A-2, one open panel or group practice health maintenance organization and one closed panel or individual practice health maintenance organization. As an open panel or group practice health maintenance organization, the City shall provide as an option, coverage through Health Central. Such Health Central coverage shall include "Plan 7" with an optical rider and a \$3.00 prescription co-pay. As a closed panel or individual practice, the City shall provide as an option, coverage through Physicians Health Plan. A description of Physicians Health Plan is available through the City's Personnel Department.

In the event an employee chooses any coverage other than the DRI 200 Plan, the City shall pay no more than the amount it contributes for the DRI 200 Plan. Any differences in monthly premiums will be paid by the employee through monthly payroll deductions. The City's commitment to pay the premiums for the DRI 200 Plan shall be its sole obligation with regard to the available coverages.

## GROUP HOSPITAL AND MEDICAL-SURGICAL INSURANCE (Continued)

An employee shall become covered through completion of required forms at the time of hire, rehire and during an annual enrollment period and through acceptance by Blue Cross-Blue Shield or a Health Maintenance Organization as a participant. Such required forms and specific information as to eligibility, coverage and benefits shall be available at the City's Personnel Office. The City reserves the right to substitute another carrier for any of the above coverages or both, however, the fundamental provisions of the present coverage will not be changed.

For an employee covered hereby, the City will pay one hundred percent (100%) of the premium for single-person or full-family ward coverage, after the first six (6) months of premium payments by the employee. New employees are required to authorize payroll deductions for the premium cost of the coverage for the first six (6) months of medical insurance coverage. If the premium for Health Maintenance Organization coverage, or any other available coverage selected by the employee, is greater than the premium for DRI 200 Plan, then each employee shall be responsible, through monthly payroll deduction, for the difference.

As an alternative to medical insurance coverage, the City may initiate during the term of this contract, a program which reimburses employees for certain IRS approved services and costs. Both the implementation and continuation of a reimbursement program shall be at the discretion of the City during the term of this Agreement. Upon implementation of such a program, a special conference may be initiated by the City or the Lodge to explore its terms. Upon implementation, each employee may elect whether to participate in the reimbursement alternative.

### B. Medical Insurance - Retirees

#### 1. Retirees Prior to February 1, 1986

a. The City will provide to the members of the bargaining unit who retired on or before January 31, 1986, the Blue Cross/Blue Shield insurance or HMO Plan under which they were covered at the time of their retirement. If such insurance or HMO Plan is or becomes no longer available, the City may substitute equivalent coverage of its choosing.

b. For purposes of the above paragraph, a member shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 charter of the City of Lansing, as incorporated and amended in this Agreement.

## GROUP HOSPITAL AND MEDICAL-SURGICAL INSURANCE (Continued)

### 2. Retirees After January 31, 1986

a. The City will provide to members of the bargaining unit who retire on or after February 1, 1986 the Blue Cross-Blue Shield insurance or HMO Plan under which they were covered at the time of their retirement. If such insurance or HMO Plan is or becomes no longer available, the City may substitute equivalent insurance coverage of its choosing.

b. For purposes of the above paragraph, a member who on February 1, 1986 had ten (10) or more years of credited service with the Department shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as amended and incorporated in this Agreement. For purposes of the above paragraph, a member who on February 1, 1986 had less than ten (10) years of credited service with the Department shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as amended and incorporated in this Agreement, provided that such members who elect to, accept non-duty disability retirement or who receive a deferred retirement allowance pursuant to the referenced provisions shall receive the same insurance benefits provided to active bargaining unit members and only if, at the time they leave active service to the City, they have twenty (20) years or more credited service with the Department.

### 3. Retirees After February 1, 1993

a. The City will provide to the members of the bargaining unit who retire on or after February 1, 1993 the DRI 200 Plan under which they were covered at the time of their retirement. The City will continue to make available alternative coverages, if available, including but not limited to a Health Maintenance Organization. If the premium for Health Maintenance Organization coverage, or any other available coverage selected by the retiree, is greater than the premium for DRI 200 Plan, then each employee shall be responsible for the difference.

At age 65, the City will provide Medigap coverage, as summarized in Exhibit A-3. Retirees eligible for Medicare must, at age 65 or whatever age the retiree is eligible for Medicare, apply for Medicare coverage and commence coverage under the Medigap coverage. The City will continue to assume the cost of the Medicare supplement. The plan or policy summarized in Exhibit A-3 is available for each employee's review. In the event of any conflict between the terms of the plan and

## GROUP HOSPITAL AND MEDICAL-SURGICAL INSURANCE (Continued)

any underlying insurance policy, in any summary -- including, but not limited to, Exhibits A-1, A-2, and/or A-3, or any other employee benefit summary -- the terms of the plan or insurance policy will control.

If any insurance plan is or becomes no longer available, the City may substitute an equivalent insurance coverage of its choosing.

b. For purposes of the above paragraph, a member who on February 1, 1986 had ten (10) or more years of credited service with the Department shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as amended and incorporated in this Agreement. For purposes of the above paragraph, a member who on February 1, 1986 had less than ten (10) years of credited service with the Department shall be deemed "retired" as of the date he or she receives retirement benefits or a deferred retirement allowance under Article 19, Section 14 of this Agreement and Chapter 16 of the 1955 Charter of the City of Lansing, as amended and incorporated in this Agreement, provided that such members who elect or accept non-duty disability retirement or who receive a deferred retirement allowance pursuant to the referenced provisions shall receive the same insurance benefits provided to active bargaining unit members and only if, at the time they leave active service to the City, they have twenty (20) years or more credited service with the Department.

## ARTICLE 19 - MISCELLANEOUS

Section 9. Clothing. Eligible personnel will receive a clothing allowance folded into their bi-weekly paychecks equal to 2% of base wage effective January 15, 1992. Sums paid officers after January 15, 1992, pursuant to Article 19, Section 9 of the 1989-1992 Collective Bargaining Agreement, shall be deducted from any retroactive sums to be paid by the City.

### Section 24. Retirement Allowance Election.

A. A member within thirty (30) days prior to retirement may select one of the following three survivor election options by making election on a form agreed upon by the Union and the City:

1. Option 1: Under this option, the member at retirement receives the full retirement allowance, and upon the member's death, the member's spouse shall receive 50% of the members full retirement allowance until the member's spouse's death.



## SECTION 24. RETIREMENT ALLOWANCE ELECTION (Continued)

2. Option 2: Under this option, the member at retirement receives 93% of the full retirement allowance, and upon the members death, the member's spouse shall receive 75% of the member's full retirement allowance until the member's spouse's death.
3. Option 3: Under this option, the member at retirement receives 86% of the full retirement allowance and upon the member's death, the member's spouse shall receive 86% of the member's full retirement allowance until the member's spouse's death.

B. "Full Retirement Allowance", as used herein, shall mean the full regular payment to which a member is entitled under Section 19, of Chapter 16 of the 1955 Charter of the City of Lansing, except as otherwise amended or superseded by agreement of the Union and the City of Lansing.

## ARTICLE 20 - PROMOTIONS

Section 3. Promotional Procedures. All promotions for the members of this bargaining unit to the rank of First Lieutenant (V) and Second Lieutenant (IV) shall be based on the following:

A. The City will make promotions to the ranks of First Lieutenant (V) and Second Lieutenant (IV) from interested candidates holding the next lowest rank. Candidates for the rank of First Lieutenant (V) or Second Lieutenant (IV) will be split into three (3) categories -- Band 1, Band 2 and Band 3. If the candidates for the rank of First Lieutenant (V) are from the Second Lieutenant (IV) rank, the selection of candidates shall be at the sole discretion of the Chief of Police.

After consulting with the Union, the City will establish a system for the placing of candidates from the Sergeant's ranks into each Band. Band 1 shall consist of 34% of the candidates. Bands 2 and 3 will each consist of 33% of the candidates. The Chief of Police will select candidates from the Sergeant's rank from Band 1 for promotions to First or Second Lieutenant. The Chief of Police will promote all candidates from the Sergeant's rank in Band 1 before a promotion may be made of a candidate in Band 2, unless a demonstrable reason exists. Any candidate from the Sergeant's rank in Band 1 passed over for a candidate in Band 2 will be advised of the reasons for being passed over and will be counseled, if appropriate, as to the actions he/she may take prior to the next promotional selection to overcome or alter the stated problem(s). Additional training opportunities, if appropriate, shall be made available to assist in remedying identified shortcomings.



## ARTICLE 20 - PROMOTIONS (Continued)

B. This promotional system will be effective on April 1, 1994. Any promotions finalized before that date shall be on the basis of the promotion procedures set forth in the previous collective bargaining agreement.

## ARTICLE 23 - SELECTION AND TRANSFERS

### GUIDELINES FOR SERGEANT III ASSIGNMENTS

#### Section 4. Assignments. Duration

B. Specific Time Limits. Assignments to the Detention Unit shall not exceed two (2) years. Assignment to the Internal Affairs, Polygraph and Training Units shall be for whatever duration deemed appropriate by the Chief of Police.

## APPENDIX A - WAGES

Listed below are the classifications in the Police Department which are covered by this Agreement with the corresponding annual salaries and the merit increases for each step increase agreed to by the parties of this Agreement.

### Wages Effective 1/15/92

	<u>Effective</u> <u>Award Date</u>				
<u>Rank</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Sergeant III	\$38,385	\$40,016	\$41,430	\$42,679	\$43,959
Second Lieutenant IV	41,647	42,735	43,821	45,026	n/a
Lieutenant V	44,039	45,126	46,214	47,503	48,355
Captain VI	48,388	50,019	51,107	51,779	53,191

All persons receive step increase every twelve (12) months thereafter until they reach Step 5 of the Sergeant, First Lieutenant or Captain's rank or Step 4 for Second Lieutenant's rank. Consistent with a previous arbitration award (FMCS #90-14488), new promotions will be made to the wage level which provides a full step increase from the previous pay level. Persons who have in excess of one (1) year at Step 4 of the Sergeant, Lieutenant V and Captain's rank, as of the date of the arbiter's award, will be immediately elevated to Step 5. Any change in annual salary is effective as of the date of the individual elevation to Step 5, and is not retroactive. All other Sergeants, Lieutenant (V) and Captains at Step 4 on the date of the arbiter's award will be elevated to Step 5 on the one (1) year anniversary date of their elevation to Step 4. All new promotions to proceed to next highest step six (6) months after promotion, and then receive an additional step increase every twelve (12) months thereafter until they reach Step 5.

APPENDIX A - WAGES (Continued)

Wages effective 1/15/93

<u>Rank</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Sergeant III	\$39,153	\$40,816	\$42,259	\$43,533	\$44,838
Second Lieutenant IV	42,480	43,590	44,697	45,927	n/a
Lieutenant V	44,920	46,029	47,138	48,453	49,322
Captain VI	49,356	51,019	52,129	52,815	54,255

Arbitrator's Note

Attached to this Stipulated Award are the following exhibits which are referenced under Article 14 (Group Hospital and Medical-Surgical Insurance). These exhibits are not to be confused with the exhibits presented on the record at the arbitration hearings.

Exhibit A-1    Consisting of 3 pages  
Exhibit A-2    Consisting of 4 pages  
Exhibit A-3    Consisting of 1 page

12-28-92

Date of Award

Ronald M. Dowell

Ronald M. Dowell  
Chairman

Concur:

James Heyden  
James Heyden  
Employer Delegate

Concur:

Michael G. Wahl  
Michael Wahl  
Union Delegate

**CITY OF LANSING**  
**#68056-006**  
**POP SUPERVISORY**

**BENEFITS**

**DEDUCTIBLES, COPAYMENTS  
AND BENEFIT MAXIMUMS**

**PROPOSED**  
**DRI 200**

\*Basic: \$200 (\$400 family) deductible per calendar year;  
\$1 million per covered specified human organ transplant  
Master Medical:  
Deductible: \$150 per person, \$300 family per calendar year  
Copayments: 10% general service (out-of-pocket maximum \$1000 per calendar year); 25% mental health care and private duty nursing  
Maximums: Specified Human Organ Transplant--\$1 million.  
Master Medical: \$1 million including psychiatric limitations of \$15,000 per member, per year, \$30,000 per member lifetime  
Outpatient: \$2,000 per member, per year \$5,000 per member lifetime. Enrollment of dependents: To age 25

**INPATIENT HOSPITAL CARE**

General Conditions (Semi-Private room, meals, special diets, general nursing care, ICU, drugs, equip. and supplies, etc.)

\*365 days; 60-day renewal; additional days under MM; no deductible, copays

Pulmonary TB

\*45 days; 60-day renewal; additional days under MM; 90% after deductible

**OUTPATIENT HOSPITAL CARE**

(Emergency Room)  
Accidental and Medical  
Emergency

\*Covered

Physical Therapy

\*60 consecutive visits per condition; additional MM benefits at 90%

**MENTAL HEALTH CARE**

**Inpatient Psychiatric Care**

\*45 days; 60-day  
renewal; additional MM  
benefits at 75% after  
deductible up to  
psychiatric maximum

**Inpatient and Hospital-Based  
Residential Substance Abuse  
Care/Outpatient and Non-  
Hospital Based Residential  
Substance Abuse Care**

\*Unused days from  
above (no MM  
coverage)/  
Covered up to annual  
maximum set by state

**Outpatient Psychiatric Care**

75% under MM after  
deductible up to  
psychiatric maximum

**SPECIALITY HOSPITAL/FACILITY PROGRAMS**

**Home Health Care**

\* Covered

**Selected Human Organ Transplant**

Covered—approved  
facility

**MEDICAL/SURGICAL CARE**

**Surgery**

\* Covered

**Second Opinion**

\* Covered

**Anesthesia**

\* Covered

**Maternity Care—delivery only**

\* Covered

**Pre- and Post-Natal Care**

\* Covered

**Inpatient Medical Visits**

\* General—unlimited  
Pulmonary TB—45 days  
Nervous/Mental—  
45 days

**Inpatient Consultations**

\* Covered

**Emergency Care (Physician)**

\* Covered

**Laboratory and Pathology  
Outpatient**

\* Covered

**Diagnostic and Therapeutic  
Radiology**

\* Covered

**Diagnostic Services  
(EKGs, EEGs, etc.)**

\* Covered

**Mammography Screening**

Not Covered

**Office Visits**

90% under MM after  
deductible

**Allergy Testing/Therapy**

90% under MM after  
deductible

**Well-Baby Care**

Not Covered

**Immunizations**

Not Covered

Ambulance	90% under MM after deductible
Prosthetic Appliances	90% under MM after deductible
Private Duty Nursing	75% under MM after deductible
Skilled Nursing	*Covered up to 730 days—approved facility
Prescription Drugs	\$10.00 Copay at Blue Preferred Pharmacies
Vision	\$5.00 Copay on exams. \$7.50 on lenses and frames. Benefit once every 24 months.

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The term "covered" as applied to benefits described herein, refers only to those services which are medically necessary and are provided. This chart describes briefly the essential features of the Blue Cross and Blue Shield of Michigan program offered to you, in general terms. The complete program is described in the Group Member Certificate and Schedule of Benefits issued to all members. This chart is NOT intended to be a full description of coverage and does not supersede the Certificate of Coverage. Copies of the Certificate of Benefits are available upon request to all interested persons.

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# **CITY OF LANSING**

**#68056-006**

**FOP SUPERVISORY**

## **BENEFITS**

### **DEDUCTIBLES, COPAYMENTS AND BENEFIT MAXIMUMS**

## **EXISTING PLAN**

Basic: No deductible;  
copayments as noted  
\$1 million maximum per  
covered specified  
human organ transplant  
Master Medical:  
Deductible: \$150 per  
person, \$300 family  
per calendar year  
Copayments: 10%  
general services (out-  
of-pocket maximum,  
\$1000 per calendar  
year); 25% mental  
health care and private  
duty nursing.  
Maximums: Specified  
Human Organ Trans-  
plant-\$1 million.  
Master Medical: \$1  
million including  
psychiatric limitations of  
\$15,000 per member  
per year, \$30,000 per  
member lifetime.  
Outpatient: \$2,000 per  
member, per year,  
\$5,000 per member  
lifetime. Enrollment  
of dependents: To  
age 25

### **INPATIENT HOSPITAL CARE**

General Conditions (Semi-Private  
room, meals, special diets, general  
nursing care, ICU, drugs, equip.  
and supplies, etc.)

Pulmonary TB

365 days, 60-day  
renewal; additional  
days under MM; no  
deductible, copays

45 days; 60-day  
renewal; additional  
days under MM; 90%  
after deductible

### **OUTPATIENT HOSPITAL CARE**

(Emergency Room)  
Accidental and Medical  
Emergency

Physical Therapy

Covered

60 consecutive visits  
per condition;  
additional MM benefits  
at 90%

**MENTAL HEALTH CARE**

**Inpatient Psychiatric Care**

45 days; 60-day  
renewal; additional  
MM benefits at 75%  
after deductible up  
to psychiatric  
maximum

**Inpatient and Hospital-Based  
Residential Substance Abuse  
Care/Outpatient and Non-  
Hospital Based Residential  
Substance Abuse Care**

Unused days from  
above (no MM  
coverage)/  
Covered up to annual  
maximum set by state

**Outpatient Psychiatric Care**

Covered up to \$400  
per calendar year per  
member. Additional  
paid at 75% under MM  
after deductible up to  
psychiatric maximum

**SPECIALTY HOSPITAL/FACILITY PROGRAMS**

**Home Health Care**

Covered

**Selected Human Organ Transplant**

Covered—approved  
facility

**MEDICAL/SURGICAL CARE**

**Surgery**

Covered

**Second Opinion**

Covered

**Anesthesia**

Covered

**Maternity Care—delivery only**

Covered

**Pre- and Post-Natal Care**

Covered

**Inpatient Medical Visits**

General—unlimited  
Pulmonary TB—45  
days Nervous/  
Mental—45 days

**Inpatient Consultations**

Covered

**Emergency Care (Physician)**

Covered

**Laboratory and Pathology  
Outpatient**

Covered

**Diagnostic and Therapeutic  
Radiology**

Covered

**Diagnostic Services  
(EKGs, EEGs, etc.)**

Covered

**Mammography Screening**

Not Covered

**Office Visits**

90% under MM  
after deductible

**Allergy Testing/Therapy**

90% under MM  
after deductible

**Well-Baby Care**

Not Covered

**Immunizations**

Not Covered



Ambulance	90% under MM after deductible
Prosthetic Appliances	90% under MM after deductible
Private Duty Nursing	75% under MM after deductible
Skilled Nursing	Covered up to 730 days--approved facility
Prescription Drugs	\$5.00 Copay
Vision	\$5.00 Copay on exams. \$7.50 on lenses and frames. Benefit once every 24 months.

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The term "covered" as applied to benefits described herein, refers only to those services which are medically necessary and are provided. This chart describes briefly the essential features of the Blue Cross and Blue Shield of Michigan program offered to you, in general terms. The complete program is described in the Group Member Certificate and Schedule of Benefits issued to all members. This chart is NOT intended to be a full description of coverage and does not supercede the Certificate of Coverage. Copies of the Certificate of Benefits are available upon request to all interested persons.

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For members who have Medicare

# Complementary Coverage

## How to receive benefits

Present your Medicare and BCBS ID cards when you need care.

Your **Complementary Coverage** benefits will be processed automatically when you, your doctor or the hospital files a claim with Medicare and shows your BCBS ID number on the claim.

## Where to get help

If you have questions about Medicare and **Complementary Coverage**, please call your local BCBS service center.

## Exclusions

Neither Medicare nor **Complementary Coverage** pays for:

- Routine physical examinations
- The first three pints of blood
- Eyeglasses and routine eye exams
- Hearing aids and exams
- Dentures or the care and treatment of teeth
- Orthopedic shoes
- Immunizations
- Cosmetic surgery
- Custodial care
- Private hospitals and private duty nursing except under special circumstances
- Items and services not necessary for the treatment of illness and disease

## IMPORTANT

If the government changes your Medicare deductibles and copayments, your **Complementary** benefits will be adjusted accordingly.

**Complementary Coverage** is not available to individuals subject to the Federal Tax Equity and Fiscal Responsibility Act (TEFRA) that affects some active workers age 65 and older. Your employer has details.

THIS IS NOT A CONTRACT. IN MATTERS OF BENEFIT INTERPRETATION, YOUR CERTIFICATES AND RIDERS PREVAIL. MEDICARE BENEFITS ARE SUBJECT TO FINAL INTERPRETATION BY THE DEPARTMENT OF HEALTH AND HUMAN SERVICES.

## BLUE CROSS AND BLUE SHIELD

### Complementary Coverage Begins Where Medicare Ends

Through Blue Cross and Blue Shield (BCBS), your employer offers you a complete "Medigap" program. BCBS Complementary Coverage works with your Medicare coverage to reduce your out-of-pocket costs. The summary chart below shows how Complementary Coverage helps pay your health care bills.

SERVICE	WITH MEDICARE ONLY You Would Pay:	BUT SINCE YOU HAVE COMPLEMENTARY You Only Pay:
■ Hospitalization		
1st - 60th day	\$628 inpatient deductible	\$0
61st - 90th day	\$157 daily coinsurance	\$0
Plus 60 lifetime reserve days	\$314 daily coinsurance	\$0
■ Skilled nursing facility		
1st - 20th day	\$0	\$0
21st - 100th day	\$78.50 daily coinsurance	\$0
■ Home health care (includes nursing care, physical and speech therapy)	\$0	\$0
■ Doctor's care	\$100 annual deductible	\$0 deductible
— in the hospital, home or office: includes x-rays, anesthesia, oxygen tents, wheelchairs and artificial limbs	AFTER YOU MEET THE DEDUCTIBLE 20% coinsurance	\$0 (Except for home and office visits, which are not covered)
— outpatient surgery, radiology, pathology	AFTER YOU MEET THE \$100 ANNUAL DEDUCTIBLE \$0	\$0
— outpatient mental care	AFTER YOU MEET THE \$100 ANNUAL DEDUCTIBLE 20% medical coinsurance and the 37.5% psychiatric coinsurance	\$0
■ Out of the country	WITH MEDICARE ONLY You would pay all costs outside U.S. and possessions.	WITH COMPLEMENTARY We pay covered hospital services for 30 days and covered physician services according to the payment schedule.

**NOTE:** Your doctor may accept the amount paid by Medicare and Complementary Coverage as payment in full. If not, he or she may bill you for the difference.