

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
AFSCME DISTRICT COUNCIL 5  
TECHNICAL – LOCAL 1842**

This Memorandum of Agreement (hereinafter “MOA”) is entered into by the City of Saint Paul (City), AFSCME District Council 5, Technical - Local 1842 for the purpose of establishing rules for health insurance eligibility for part-time employees. These changes to the contract are a direct result of the Affordable Care Act and its implementation at the City.

Effective January 1, 2015, the City will not offer health insurance contributions for employees at the three-quarter time (defined as appearing on the payroll an average of at least fifty-two (52) hours, but less than sixty-four (64) hours, per biweekly pay period) or half-time (defined as appearing on the payroll an average of at least forty (40) hours, but less than fifty-two (52) hours, per biweekly pay period) employment levels.

Effective January 1, 2015, the City will offer full health insurance contributions to eligible employees who work at least thirty hours (30) per week.

However, employees as of August 1, 2014 who are currently receiving three-quarter or half-time employment level health insurance contributions will continue to be eligible to receive such contributions. A list of eligible employees is attached to this MOA.

This MOA sets no precedent and shall not affect any other conditions or terms of employment.

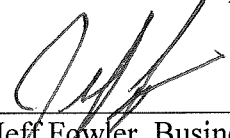
This MOA will remain in effect until December 31, 2017.

**CITY OF SAINT PAUL**


  
\_\_\_\_\_  
Jason Schmidt  
Labor Relations Manager

11/26/14  
Date

**AFSCME DISTRICT COUNCIL 5  
Technical - Local, 1842**

  
\_\_\_\_\_  
Jeff Fowler, Business Representative  
AFSCME District Council 5  
Technical – Local 1842

12/25/14  
Date

  
\_\_\_\_\_  
Tom Ferrara, President  
AFSCME Technical - Local 1842.

10/1/14  
Date