

# MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul


And

**AFSCME Council 5 (Locals 1842, 2508, 3757), CCEA, FIRE FIGHTERS Local 21,  
FSA Local 3939, MACHINISTS, MANUAL & MAINTENANCE SUPERVISORS  
ASSOCIATION, OPERATING ENGINEERS Local 70,  
POLICE FEDERATION, PEA, SPSO, & TRI-COUNCIL (Locals 49, 120, 363)  
FOR 2021-2022**

This MOA is entered into by the City of Saint Paul and the above listed Unions for the purpose of establishing Health Insurance contribution rates and VEBA contribution rates for 2021 and 2022. The parties agree to accept the Medica Health Insurance bid which includes rate increases of 3.5% in each year. Based on this agreement, the parties agree to the following:

- 1) The City agrees to continue to pay the administrative costs for FSA and the HRA and the premium for the preventive dental portion of the dental options. The employee will continue to pay the buy-up premiums for any additional dental insurance coverage the employee elects to receive. **Note:** the cost of the preventive dental was removed from the calculation in 2019 since the City is now responsible for the full cost of preventive dental.
- 2) The rates listed in Appendix A shall be incorporated into each individual union's 2021-2022 collective bargaining agreement.
- 3) This language does not alter or change the City's commitment to make pro-rata contributions for part-time employees as stated in applicable contracts.
- 4) The parties agree to accept the wellness program components approved by the LMCHI.

**FOR THE CITY:**

  
Jason Schmidt,  
Labor Relations Manager

8/26/20  
Date

**UNION:**

**NAME:**

AFSCME Clerical, Local 2508

see attachment

AFSCME Technical, Local 1842

  
Charles L. Paul 8/5/2020

AFSCME Legal, Local 3757

Classified Confidential Employees Assn (CCEA)

see attachment

Fire Fighters, Local 21

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Fire Supervisory Association, Local 3939

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Memorandum of Agreement

Health Insurance Contribution Rates and VEBA Contribution Rates for 2021 and 2022

Page Two

Machinists, District Lodge No. 77

John J. Stuyaf

Manual & Maintenance Supervisors Assn

Chad O'Connell

Operating Engineers, Local 70

Christy M. Stoltz

Saint Paul Police Federation

see attachment

Professional Employees Association (PEA)

Regin E. Free

Saint Paul Supervisor's Organization (SPSO)

Shawn Kaskela

Tri-Council LIUNA Laborers Local 363

Thomas P. Fox

Tri-Council General Drivers Local 120

see attachment

Tri-Council Operating Engineers Local 49

see attachment

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## FOR THE CITY:

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Jason Schmidt,  
Labor Relations Manager

\_\_\_\_\_  
Date

## UNION:

NAME:

AFSCME Clerical, Local 2508

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AFSCME Technical, Local 1842

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AFSCME Legal, Local 3757

\_\_\_\_\_

Classified Confidential Employees Assn (CCEA)

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Fire Fighters, Local 21

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Fire Supervisory Association, Local 3939

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## FOR THE CITY:

\_\_\_\_\_  
Jason Schmidt, Date  
Labor Relations Manager

## UNION:

NAME:

AFSCME Clerical, Local 2508

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AFSCME Technical, Local 1842

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AFSCME Legal, Local 3757

\_\_\_\_\_

Classified Confidential Employees Assn (CCEA)

*Jane Watchman*

08/05/2020

Fire Fighters, Local 21

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Fire Supervisory Association, Local 3939

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Memorandum of Agreement  
Health Insurance Contribution Rates and VEBA Contribution Rates for 2021 and 2022  
Page Two

Machinists, District Lodge No. 77

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Manual & Maintenance Supervisors Assn

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Operating Engineers, Local 70

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Saint Paul Police Federation

 8-6-20  
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Professional Employees Association (PEA)

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Saint Paul Supervisor's Organization (SPSO)

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Tri-Council LIUNA Laborers Local 363

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Tri-Council General Drivers Local 120

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Tri-Council Operating Engineers Local 49

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Memorandum of Agreement  
Health Insurance Contribution Rates and VEBA Contribution Rates for 2021 and 2022  
Page Two

Machinists, District Lodge No. 77

Manual &amp; Maintenance Supervisors Assn

Operating Engineers, Local 70

**Saint Paul Police Federation**

Professional Employees Association (PEA)

Saint Paul Supervisor's Organization (SPSO)

Tri-Council LIUNA Laborers Local 363

Tri-Council General Drivers Local 120

Tri-Council Operating Engineers Local 49

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Page Two

Machinists, District Lodge No. 77

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Manual & Maintenance Supervisors Assn

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Operating Engineers, Local 70

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Saint Paul Police Federation

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Professional Employees Association (PEA)

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Saint Paul Supervisor's Organization (SPSO)

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Tri-Council LIUNA Laborers Local 363

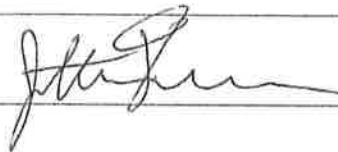
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Tri-Council General Drivers Local 120

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Tri-Council Operating Engineers Local 49

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A handwritten signature in dark ink, appearing to be "John G. Smith", is written over the signature line for Tri-Council Operating Engineers Local 49.

## **APPENDIX A**

(2021-2022 Premiums)

Effective **January 2021**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

### **Choice Passport Plan:**

2020 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2021, after any plan design changes; employees shall be responsible for the 2020 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2021, after any plan design changes.

Based on a 3.5% premium increase, this results in the following Employer contributions:

- Single: \$671.62, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).  
Employee share: \$16.88/month.
- Family: \$1,580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).  
Employee share: \$216.72/month.

### **Elect Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2021; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

- Single: \$640.84, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).  
Employee share: \$0.00/month.
- Family: \$1,580.76 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).  
Employee share: \$92.92/month.

### **ACO Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2021; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

- Single: \$620.54, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).  
Employee share: \$0.00/month.
- Family: \$1,580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).  
Employee share: \$39.88/month.

### **Passport Copay Plan:**

- Single: \$398.88 (Employee share: \$481.08/month)  
Family: \$748.22 (Employee share: \$1,560.02/month)



Effective January 2022, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

**Choice Passport Plan:**

2021 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2022, after any plan design changes; employees shall be responsible for the 2021 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2022, after any plan design changes.

Based on a 3.5% premium increase, this results in the following Employer contributions:

Single: \$691.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).  
Employee share: \$21.08/month.

Family: \$1,632.66, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).  
Employee share: \$227.72/month.

**Elect Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2022; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$663.26, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).  
Employee share: \$0.00/month.

Family: \$1,632.66 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).  
Employee share: \$99.58/month.

**ACO Plan:**

The lesser of the Employer's contribution for the Choice Passport Plan for 2022; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$642.26, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).  
Employee share: \$0.00/month.

Family: \$1,632.66, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).  
Employee share: \$44.70/month.

**Passport Copay Plan:**

Single: \$398.88 (Employee share: \$511.88/month)  
Family: \$748.22 (Employee share: \$1,640.80/month)