

MEMORANDUM OF AGREEMENT

Between

THE CITY OF SAINT PAUL

And

SAINT PAUL SUPERVISORS' ORGANIZATION (SPSO)


This Memorandum of Agreement (hereinafter "MOA"), is entered into by the City of Saint Paul (hereinafter "City") and SPSO (hereinafter "Union") for the purposes of establishing new options for pre-65 Retiree Health Insurance (hereinafter "RHI").

The parties agree to the following:

- A. The City's contribution for RHI for eligible employees is capped per Article 13 of the Collective Bargaining Agreement.
- B. A result of the Affordable Care Act, new health insurance options are available to retirees in addition to the health insurance plan offered by the City.
- C. Effective **January 1, 2021**, the following three (3) health insurance options will be available to retirees who are eligible for a City contribution toward retiree insurance under Article 13 of the CBA:
 1. The City-offered retiree health plan (which includes a \$350/\$300 per month contribution by the City toward the premium).
 2. Individual insurance plans (not sponsored by The City)
 - i. The City will contribute \$350/or \$300 per month to a Post Employment Health Plan Account for an eligible retiree. Eligible retirees may request reimbursement from this account after providing proof of having paid for their own individual health insurance coverage from the carrier of their choice.
 - ii. An eligible retiree who selects option "2", and in a subsequent year chooses to switch to option "1", may do so at Open Enrollment for the City-offered plan provided they have maintained continuous participation in a health insurance plan.
 3. Federal/State Market place (pre-65 Eligible retirees)
 - i. Waiver of coverage: An eligible retiree may waive the City's contribution toward retiree insurance to allow that non-Medicare eligible retiree the opportunity to qualify for a Federal premium subsidy based on the ACA regulations.
 - ii. An eligible retiree who selects option "3", will be considered non-participating and never be eligible for any future participation in the City offered health plan or for any City contribution toward retiree insurance.

The terms of this MOA will be effective upon signing and will last the duration of the current collective bargaining agreement. It will subsequently renew annually thereafter unless one party provides notice to end the agreement.

FOR THE CITY:




Jason Schmidt
Labor Relations Manager

Date

03-02-2022

FOR THE UNION:



Glen Kadrlík, President
Saint Paul Supervisors Organization

Date

3-2-2022