

# MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul

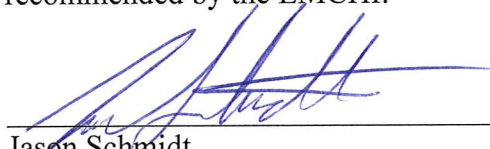
And

AFSCME (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 2016-2017  
AGREED ON AUGUST 25, 2015

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 2016 and 2017. The terms of this MOA shall be included in the succeeding Collective Bargaining Agreements for all of the above Unions and the City.

- 1) City agrees to continue to pay the administrative costs for FSAs and HRA. Employees continue to pay the administrative fee for debit cards.
- 2) The terms to be implemented in each Collective Bargaining Agreement pertaining to City contributions for health insurance premiums and VEBA accounts for eligible employees in 2016 and 2017 are included in the attached Appendix A.
- 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.
- 5) The parties agree to the plan design changes recommended by the LMCHI.

FOR THE CITY:

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

10/19/15  
\_\_\_\_\_  
Date

UNION:

NAME:

AFSCME Clerical, Local 2508

AFSCME Technical, Local 1842

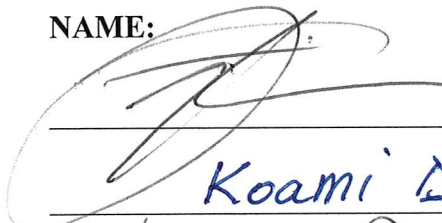
AFSCME Legal, Local 3757

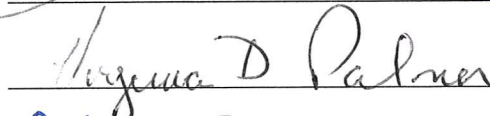
Classified Confidential Employees Assn (CCEA)


Fire Fighters, Local 21

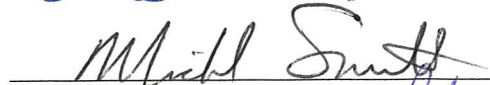
Fire Supervisory Association, Local 3939

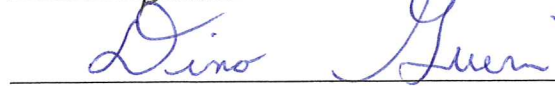
Machinists, District Lodge No. 77


  
\_\_\_\_\_  
Koami DaCruz

  
\_\_\_\_\_  
Arjuna D Palmer

  
\_\_\_\_\_  
Christopher

  
\_\_\_\_\_  
Michael Smith

  
\_\_\_\_\_  
Dino

  
\_\_\_\_\_  
John J Stinson

Memorandum of Agreement  
2016-2017 Health Insurance & VEBA Contribution Rates  
Page Two

Manual & Maintenance Supervisors Assn

Kam Misurugi

Operating Engineers, Local 70

Wyn Massey

Saint Paul Police Federation

DA

Professional Employees Association (PEA)

Karin E. Anderson

Saint Paul Supervisor's Organization (SPSO)

Mark Kadulis

Tri-Council Laborers Local 363

Thomas P. Fox

Tri-Council General Drivers Local 120

TO

Tri-Council Operating Engineers Local 49

Mark J. Becker

## APPENDIX A

Effective **January 2016**, 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:

### **Open Access Choice Deductible Plan:**

2015 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2016, after plan design changes; employees shall be responsible for the 2015 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2016, after plan design changes.

Based on a 4.3% premium increase and VEBA offset for single premiums, this results in the following employer contributions:

Single: \$577.05, plus \$80 per month to be deposited in a VEBA account (plus an additional \$75 per month in a VEBA for completion of 2015 Wellness Program).

Family: \$1,351.86, plus \$45 per month to be deposited in a VEBA account (plus an additional \$75 per month in a VEBA for completion of 2015 Wellness Program).

### **Distinctions:**

Single: \$398.88

Family: \$748.22

Effective **January 2017**, 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:

### **Open Access Choice Deductible Plan:**

2016 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2017, after plan design changes, if any; employees shall be responsible for the 2016 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2017, after plan design changes, if any.

Based on a 6% premium increase and VEBA offset for single premiums, this results in the following employer contributions:

Single: \$611.67, plus \$75 per month to be deposited in a VEBA account (plus an additional \$75 per month in a VEBA for completion of 2016 Wellness Program).

Family: \$1,426.52, plus \$45 per month to be deposited in a VEBA account (plus an additional \$75 per month in a VEBA for completion of 2016 Wellness Program).

### **Distinctions:**

Single: \$398.88

Family: \$748.22