

MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul

And

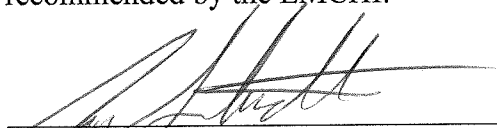
AFSCME (Locals 1842, 2508, 3757), CCEA, FIRE FIGHTERS Local 21,
FSA Local 3939, MACHINISTS, MANUAL & MAINTENANCE SUPERVISORS
ASSOCIATION, OPERATING ENGINEERS Local 70,
POLICE FEDERATION, PEA, SPSO, & TRI-COUNCIL (Locals 49, 120, 363)
FOR 2016-2017

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

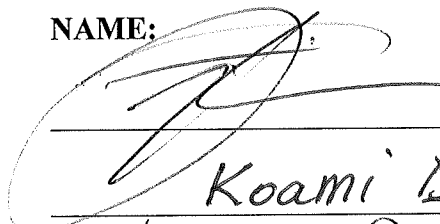
AFSCME Legal, Local 3757

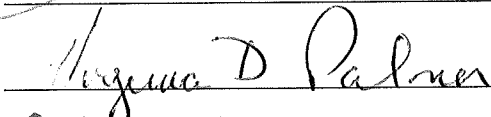
Classified Confidential Employees Assn (CCEA)


Fire Fighters, Local 21

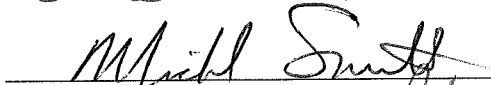
Fire Supervisory Association, Local 3939

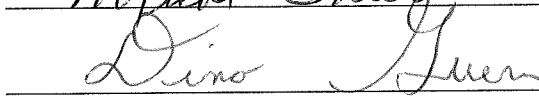
Machinists, District Lodge No. 77



Koami DaCruz


Argeno D Palmer


Christa


Michael Smith


Dino


John J. Stangor

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

Manual & Maintenance Supervisors Assn

Kam Misouzi

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 Kadulich

Tri-Council Laborers Local 363

Thomas P. Fox

Tri-Council General Drivers Local 120

JD

Tri-Council Operating Engineers Local 49

Mark J. Potter

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



City of Saint Paul

City Hall and Court
House
15 West Kellogg
Boulevard
Phone: 651-266-8560

Signature Copy


Resolution: RES 15-1851

File Number: RES 15-1851


Approving the Memorandum of Agreement for the 2016 - 2017 Health Insurance contributions. (Laid over from October 28.)

RESOLVED, that the Council of the City of Saint Paul hereby approves and ratifies the attached Memorandum of Agreement for the 2016 - 2017 health insurance contributions between the City of Saint Paul and AFSCME - Clerical, Local 2508; AFSCME - Legal, Local 3757; AFSCME - Technical, Local 1842; Classified Confidential Employees Association; Fire Fighters Local 21, Fire Supervisory Association; Machinists District Lodge No. 77; Manual and Maintenance Supervisors Association; Operating Engineers Local 70; Professional Employees Association, Inc.; Saint Paul Police Federation; Saint Paul Supervisors Organization; and Tri-Council, General Drivers, Local 120, Laborers Local 132, and Operating Engineers Local 49.

At a meeting of the City Council on 11/4/2015, this Resolution was Passed.

Vote Attested by 
Council Secretary Trudy Moloney

Date 11/4/2015

Approved by the Mayor 
Chris Coleman

Date 11/5/2015