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, 132)
FOR 2013 – 2015
AGREED ON AUGUST 14, 2012

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 2013, 2014 and 2015. The terms of this MOA shall be included in the succeeding Collective Bargaining Agreements for all of the above Unions and the City.

1) The parties agreed to the plan design changes recommended by the LMCHI.

2) City agrees to continue to pay the administrative costs for FSAs and HRA. Employees continue to pay the administrative fee for debit cards.

3) **Health Insurance 2013**:
   a. Open Access Choice Deductible – City agrees to provide the full cost of Single coverage and maintain the same employee contributions as 2012.
      - Single: $535.37/mo (employees pays $0)
      - Family: $1,274.56/mo (employee pays $125.01)
   b. Distinctions Choice II – City agrees to provide the following contribution rates:
      - Single: $367.83/mo (employee pays $251.63)
      - Family: $689.92/mo (employee pays $929.79)

4) **Health Insurance 2014**:
   a. Open Access Choice Deductible – City agrees to provide the full cost of Single coverage. For Family, City agrees to provide the 2013 contribution amount plus one-half the increased premium cost of Family coverage in 2014.
      - Single: $541.80/mo (employees pays $0)
      - Family: $1,282.98/mo (employee pays $133.42)
   b. Distinctions Choice II – City agrees to provide the following contribution rates:
      - Single: $380.49/mo (employee pays $260.28)
      - Family: $713.69/mo (employee pays $961.82)

5) **Health Insurance 2015**:
   a. Open Access Choice Deductible – City agrees to provide the full cost of Single coverage. For Family, City agrees to provide the 2014 contribution amount plus one-half the increased premium cost of Family coverage in 2015.
      - Single: $551.32/mo (employees pays $0)
      - Family: $1,295.44/mo (employee pays $145.87)
   b. Distinctions Choice II – City agrees to provide the following contribution rates:
      - Single: $398.88/mo (employee pays $272.86)
      - Family: $748.22/mo (employee pays $1,008.37)

6) **VEBA 2013 for Open Access Choice Deductible**:
   - Single: $75.00/mo
   - Family: $25.00/mo

7) **VEBA 2014 for Open Access Choice Deductible**:
   - Single: $75.00/mo plus an additional $40.00/mo based on 2013 Wellness Completion
   - Family: $35.00/mo plus an additional $40.00/mo based on 2013 Wellness Completion

8) **VEBA 2015 for Open Access Choice Deductible**:
   - Single: $85.00/mo plus an additional $75.00/mo based on 2014 Wellness Completion
   - Family: $45.00/mo plus an additional $75.00/mo based on 2014 Wellness Completion

9) The parties agree to accept the Journeywell plan components that the LMCHI has approved by consensus.

FOR THE CITY: _____ 10/11/12
Jason Schmidt, Labor Relations Manager — Date

UNION:	**NAME:**
AFSCME Clerical, Local 2508	Jacquelyn H Carey
AFSCME Technical, Local 1842	John P. Ross
AFSCME Legal, Local 3757	Virginia D Palmer
Classified Confidential Employees Assn (CCEA)	Chris Littlefield
Fire Fighters, Local 21	Mike Smith
Fire Supervisory Association, Local 3939	[illegible]
Machinists, District Lodge No. 77	Brian Karlovitz
Manual & Maintenance Supervisors Assn	Gregory T. Galloway
Operating Engineers, Local 70	Wyn Massey
Saint Paul Police Federation	[illegible]
Professional Employees Association (PEA)	Karen E. Anderson authorized interim president
Saint Paul Supervisor's Organization (SPSO)	Glen R Kadelak
Tri-Council Laborers Local 132	Thomas P. Fox B.A.
Tri-Council General Drivers Local 120	[illegible] BA 120
Tri-Council Operating Engineers Local 49	Mark J Rothan