

MEMORANDUM OF AGREEMENT

Between

THE CITY OF SAINT PAUL

and

FIRE FIGHTERS LOCAL 21 and FIRE SUPERVISORY ASSOCIATION Local 3939

This Memorandum of Agreement (hereinafter "MOA"), is entered into by the City of Saint Paul (hereinafter "City") and the Fire Fighters Local 21 and Fire Supervisory Association Local 3939 (hereinafter "Union") for the purposes of establishing new options for pre-65 Retiree Health Insurance (hereinafter "RHI"). This agreement supersedes previous agreements.

The parties agree to the following:

- A. The City's contribution for RHI for eligible employees is capped per Article 12 (FSA) and 14 (Fire Fighters Local 21) of the CBA.
- 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 April 1, 2020, the following three (3) health insurance options will be available to eligible retirees:
 - 1. The City offered retiree health plan.
 - 2. ACA compliant insurance plans (not sponsored by The City)
 - i. A \$350/\$300 per month contribution (Per Article 12 and 14 of the CBAs) will be deposited to a Post-Employment Health Plan Account (PEHPA) for an eligible retiree who provides proof of coverage under an Affordable Care Act (ACA) compliant health plan from a carrier of their choice. An eligible retiree may request reimbursement from their PEHPA account for "qualified medical expenses" as defined by the Tax Code and applicable Regulations.
 - ii. The \$350/\$300 per month contribution to the PEHPA will be deposited to the month in which the retiree reaches age 65 eligibility. Thereafter, no further contributions will be made to the PEHPA. During the 90-day period prior to the eligible retiree's 65th birthday, the retiree may enroll in a Medicare supplement plan sponsored by the City. Upon making a timely enrollment in a City-sponsored Medicare supplement plan, the retiree will be eligible for a \$350/\$300 per month contribution (Per Article 12 and 14 of the CBAs) to be applied toward the monthly premium for the supplement plan.
 - iii. An eligible retiree who selects option "2", and in a subsequent year chooses to return to option "1", may do so during the City's Open Enrollment period provided the retiree is under age 65 and has maintained continuous participation in an ACA compliant health insurance plan. However, such election to return to option 1 after participating in option 2 may only be made once per lifetime.
 - 3. Federal/State Market place (pre-65 Eligible retirees)
 - i. Waiver of coverage: An eligible retiree may waive the City's contribution to allow that non-Medicare eligible retiree the opportunity to qualify for a Federal premium subsidy based on the ACA regulations.
 - ii. Eligible retirees who select option "3", will be considered non-participating and never be eligible for any future participation or for any City contribution.

The terms of this MOA shall run concurrent with the current collective bargaining agreement between the parties.

FOR THE CITY:

Jason Schmidt
Labor Relations Manager

Date

FOR THE UNION:

Mike Smith, President
Fire Fighters Local 21

Date

3/23/20