

MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul

And

AFSCME Council 5 (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 2021-2022

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 2021 and 2022. The parties agree to accept the Medica Health Insurance bid which includes rate increases of 3.5% in each year. Based on this agreement, the parties agree to the following:

- 1) The City agrees to continue to pay the administrative costs for FSA and the HRA and the premium for the preventive dental portion of the dental options. The employee will continue to pay the buy-up premiums for any additional dental insurance coverage the employee elects to receive. **Note:** the cost of the preventive dental was removed from the calculation in 2019 since the City is now responsible for the full cost of preventive dental.
- 2) The rates listed in Appendix A shall be incorporated into each individual union's 2021-2022 collective bargaining agreement.
- 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.

FOR THE CITY:


Jason Schmidt,
Labor Relations Manager

8/26/20
Date

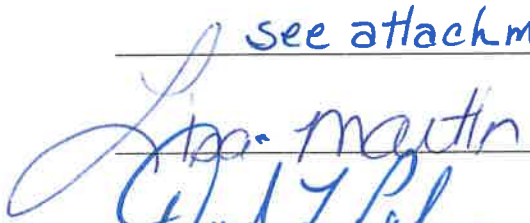
UNION:

NAME:

AFSCME Clerical, Local 2508

see attachment

AFSCME Technical, Local 1842


L. Martin
8/5/2020

AFSCME Legal, Local 3757

Classified Confidential Employees Assn (CCEA)

see attachment

Fire Fighters, Local 21

mt 52

Fire Supervisory Association, Local 3939

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Memorandum of Agreement

Health Insurance Contribution Rates and VEBA Contribution Rates for 2021 and 2022

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Machinists, District Lodge No. 77

John J. Stuyaf

Manual & Maintenance Supervisors Assn

Chub O'Connell

Operating Engineers, Local 70

Christy M. Stoltz

Saint Paul Police Federation

see attachment

Professional Employees Association (PEA)

Regin E. Free

Saint Paul Supervisor's Organization (SPSO)

Steve R. Kaskel

Tri-Council LIUNA Laborers Local 363

Thomas P. Fox

Tri-Council General Drivers Local 120

see attachment

Tri-Council Operating Engineers Local 49

see attachment

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FOR THE CITY:

Jason Schmidt,
Labor Relations Manager

Date

UNION:

NAME:

AFSCME Clerical, Local 2508



AFSCME Technical, Local 1842

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FOR THE CITY:

Jason Schmidt, Date
Labor Relations Manager

UNION:

NAME:

AFSCME Clerical, Local 2508

AFSCME Technical, Local 1842

AFSCME Legal, Local 3757

Classified Confidential Employees Assn (CCEA)

Jane Wuthand

08/05/2020

Fire Fighters, Local 21

Fire Supervisory Association, Local 3939


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Manual & Maintenance Supervisors Assn

Operating Engineers, Local 70

Saint Paul Police Federation

 8-6-20

Professional Employees Association (PEA)

Saint Paul Supervisor's Organization (SPSO)

Tri-Council LIUNA Laborers Local 363

Tri-Council General Drivers Local 120

Tri-Council Operating Engineers Local 49

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APPENDIX A

(2021-2022 Premiums)

Effective **January 2021**, 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:

Choice Passport Plan:

2020 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2021, after any plan design changes; employees shall be responsible for the 2020 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2021, after any plan design changes.

Based on a 3.5% premium increase, this results in the following Employer contributions:

Single: \$671.62, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$16.88/month.

Family: \$1,580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$216.72/month.

Elect Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2021; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$640.84, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$0.00/month.

Family: \$1,580.76 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$92.92/month.

ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2021; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$620.54, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$0.00/month.

Family: \$1,580.76, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2020 Wellness Program).
Employee share: \$39.88/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$481.08/month)
Family: \$748.22 (Employee share: \$1,560.02/month)

Effective January 2022, 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:

Choice Passport Plan:

2021 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2022, after any plan design changes; employees shall be responsible for the 2021 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2022, after any plan design changes.

Based on a 3.5% premium increase, this results in the following Employer contributions:

- Single: \$691.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: \$21.08/month.
- Family: \$1,632.66, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: \$227.72/month.

Elect Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2022; or the actual cost of the Elect Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

- Single: \$663.26, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: \$0.00/month.
- Family: \$1,632.66 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: \$99.58/month.

ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2022; or the actual cost of the ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 3.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

- Single: \$642.26, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: \$0.00/month.
- Family: \$1,632.66, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2021 Wellness Program).
Employee share: \$44.70/month.

Passport Copay Plan:

- Single: \$398.88 (Employee share: \$511.88/month)
Family: \$748.22 (Employee share: \$1,640.80/month)



City of Saint Paul

Signature Copy

Resolution: RES 20-1105

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

File Number: RES 20-1105

Approving the Memorandum of Agreement for the establishment of the 2021 - 2022 health insurance contribution rates and VEBA contribution rates. (To be laid over one week for adoption)

WHEREAS, the Memorandum of Agreement for the 2020 health insurance contribution rates and VEBA contribution rates for 2020 was adopted by Saint Paul City Council in Resolution 19-1814 on October 23, 2019; and

WHEREAS, the parties listed below entered into a Memorandum of Agreement establishing health insurance contribution rates and VEBA contribution rates for 2021 and 2022; now, therefore be it

RESOLVED, pursuant to City of Saint Paul Charter Section 6.03.03 (5), that the Saint Paul City Council hereby approves and ratifies the attached Memorandum of Agreement for the establishment of the 2021 - 2022 health insurance contribution rates and the VEBA contribution rates 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; Saint Paul Police Federation; Saint Paul Supervisors Association; and Tri-Council, General Drivers Local 120, LIUNA Laborers Local 363, and Operating Engineers Local 49.

At a meeting of the City Council on 9/9/2020, this Resolution was Passed.

Yea: 7 Councilmember Brendmoen, Councilmember Thao, Councilmember Tolbert, Councilmember Noecker, Councilmember Prince, Councilmember Jalali, and Councilmember Yang

Nay: 0

Vote Attested by
Council Secretary Trudy Moloney

Date 9/9/2020

Approved by the Mayor

Melvin Carter III

Date 9/11/2020