

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
FIRE FIGHTERS LOCAL 21**

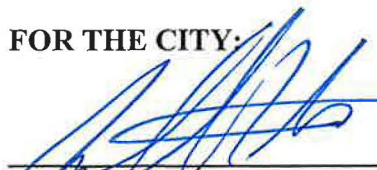
This Memorandum of Agreement (hereinafter "MOA"), is entered into by the City of Saint Paul (hereinafter "City") and Fire Fighters Local 21 (hereinafter "Union") for the purposes of establishing new options for pre-65 Retiree Health Insurance (hereinafter "RHI"). This agreement supersedes previous agreements.

The parties agree to the following:

- A. The City's contribution for RHI for eligible employees is capped per Article 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 **July 1, 2026**, the following three (3) health insurance options will be available to eligible retirees:
 1. The City offered retiree health plan (\$350/\$300 contribution based on eligibility).
 2. ACA compliant insurance plans (not sponsored by The City)
 - i. A \$350 or \$300 (based on eligibility)/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 the 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 through the month in which the eligible retiree turns 65. 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 monthly contribution (Per Article 12 and 14 of the CBAs) to be applied toward the monthly premium for the supplement plan.
 - iii. Eligible retirees who select option "2", and in a subsequent year chooses to return to option "1", may do so at Open Enrollment provided they have 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 will be effective upon signing and will last the duration of the current collective bargaining agreement. It will subsequently renew annually thereafter unless one party provides notice to end the agreement.

FOR THE CITY:


Jason Schmidt

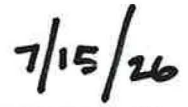

Date

Deputy Director of Human Resources

FOR THE UNION:


Kyle Thornberg, President

Fire Fighters Local 21


Date