
CITY OF MINNEAPOLIS

And

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
DISTRICT COUNCIL NO. 5, LOCAL
UNION NO. 9, AFL-CIO
(General Office Clerical and Technical Unit)**

**LETTER OF AGREEMENT
2024 Health Plan**

WHEREAS, the City of Minneapolis (hereinafter “City”) and the AFSCME General Office Clerical and Technical Unit (hereinafter “Union”) are parties to a Collective Bargaining Agreement that is currently in force; and

WHEREAS, the Parties desire to provide quality health care at an affordable cost for the protection of employees, which requires a modification to the current CBA as it relates to the funding of the Health Plan beginning January 1, 2024;

NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows for the period January 1, 2024 through December 31, 2024:

1. The City will offer a medical plan with six (6) provider options. Medica Elect is a managed care model, Medica Choice Passport is an open access model, and Vantage Plus with Medica, Park Nicollet and HealthPartners First with Medica, Ridgeview Community Network powered by Medica and Clear Value with Medica are accountable care organizations (ACOs). Medica Self-Insured (“Medica”) is providing certain administrative services, including claims processing, for all plan options. Notwithstanding any provision in the CBA to the contrary, coverage for an employee who meets the eligibility requirements set forth in the CBA shall start on the first day of the month following the employee’s date of hire, provided the employee has timely submitted the proper enrollment forms.
2. The City will continue a dual medical premium equivalent system that provides incentives for wellness program completion. The monthly medical premium equivalents for subscribers who earn the required wellness program points by August 31, 2023 (the “wellness premiums equivalents”) will be lower than the premium equivalents for subscribers who do not earn the required wellness program points by August 31, 2023 (the “standard premium equivalents”). Any changes to the wellness program requirements, including those implemented for 2024, will be as agreed upon by the Benefits Subcommittee of the Citywide Labor Management Committee. For 2024, the “wellness premium equivalent” will also apply to all employees who are newly enrolled in the medical plan after June 1, 2023. The wellness program requirements for 2024 (specifically the 3,000-point threshold to earn the incentive and the point structure are set forth on the MyMedica.com member portal) are as agreed upon by the Benefits Sub-committee of the Citywide Labor Management Committee.
3. For the period January 1, 2024 through December 31, 2024, the City will pay \$684.00 per month for employees who elect single coverage under the medical plan. For the period January 1, 2024 through December 31, 2024, the City will pay \$1,846.00 per month for employees who elect family coverage under the medical plan. The total monthly rate and the respective employer and employee monthly contributions for the period January 1, 2024 through December 31, 2024 are as set forth in Appendix A.
4. The City will continue the Health Reimbursement Arrangement (“the HRA”) which was established January 1, 2004 to provide reimbursement of eligible health expenses for participating employees, their spouse and other eligible dependents; and the Voluntary Employees’ Beneficiary Association Trust (the “Trust”) through which the HRA is funded.

City of Minneapolis 2024 Medical Plan Rates

| Medical Plan | Full Cost | City Contribution | | Employee Contribution | | HRA/VEBA Contribution | |
|---|-------------------|-------------------|---------------------|-----------------------|---------------------|-----------------------|---------------|
| <i>Wellness Rate</i> | | <i>Monthly</i> | <i>Semi-Monthly</i> | <i>Monthly</i> | <i>Semi-Monthly</i> | <i>Monthly</i> | <i>Annual</i> |
| <i>Full-time Employees</i> | | | | | | | |
| Medica Elect | | | | | | | |
| Single | \$752.00 | \$684.00 | \$342.00 | \$68.00 | \$34.00 | \$100.00 | \$1,200.00 |
| Family | \$2098.00 | \$1,846.00 | \$923.00 | \$252.00 | \$126.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Medica Choice Passport | | | | | | | |
| Single | \$822.00 | \$684.00 | \$342.00 | \$138.00 | \$69.00 | \$100.00 | \$1,200.00 |
| Family | \$2,280.00 | \$1,846.00 | \$923.00 | \$434.00 | \$217.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Vantage Plus with Medica (ACO) | | | | | | | |
| Single | \$712.00 | \$684.00 | \$342.00 | \$28.00 | \$14.00 | \$100.00 | \$1,200.00 |
| Family | \$1988.00 | \$1,846.00 | \$923.00 | \$142.00 | \$71.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Park Nicollet and HealthPartners Medical Group First with Medica (ACO) | | | | | | | |
| Single | \$690.00 | \$684.00 | \$342.00 | \$6.00 | \$3.00 | \$100.00 | \$1,200.00 |
| Family | \$1926.00 | \$1,846.00 | \$923.00 | \$80.00 | \$40.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Ridgeview Community Network powered by Medica (ACO) | | | | | | | |
| Single | \$690.00 | \$684.00 | \$342.00 | \$6.00 | \$3.00 | \$100.00 | \$1,200.00 |
| Family | \$1926.00 | \$1,846.00 | \$923.00 | \$80.00 | \$40.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Clear Value with Medica (ACO) | | | | | | | |
| Single | \$690.00 | \$684.00 | \$342.00 | \$6.00 | \$3.00 | \$100.00 | \$1,200.00 |
| Family | \$1926.00 | \$1,846.00 | \$923.00 | \$80.00 | \$40.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Standard Rates | | <i>Monthly</i> | <i>Semi-Monthly</i> | <i>Monthly</i> | <i>Semi-Monthly</i> | <i>Monthly</i> | <i>Annual</i> |
| <i>Full-time Employees</i> | | | | | | | |
| Medica Elect | | | | | | | |
| Single | \$810.00 | \$684.00 | \$342.00 | \$126.00 | \$63.00 | \$100.00 | \$1,200.00 |
| Family | \$2258.00 | \$1,846.00 | \$923.00 | \$412.00 | \$206.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Medica Choice Passport | | | | | | | |
| Single | \$878.00 | \$684.00 | \$342.00 | \$194.00 | \$97.00 | \$100.00 | \$1,200.00 |
| Family | \$2440.00 | \$1,846.00 | \$923.00 | \$594.00 | \$297.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Vantage Plus with Medica (ACO) | | | | | | | |
| Single | \$766.00 | \$684.00 | \$342.00 | \$82.00 | \$41.00 | \$100.00 | \$1,200.00 |
| Family | \$2136.00 | \$1,846.00 | \$923.00 | \$290.00 | \$145.00 | \$200.00 | \$2,400.00 |

| | | | | | | | |
|---|------------------|-------------------|----------|-----------------------|----------|----------|------------|
| | | | | | | | |
| Park Nicollet and HealthPartners Medical Group First with Medica (ACO) | | | | | | | |
| Single | \$744.00 | \$684.00 | \$342.00 | \$60.00 | \$30.00 | \$100.00 | \$1,200.00 |
| Family | \$2076.00 | \$1,846.00 | \$923.00 | \$230.00 | \$115.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Ridgeview Community Network powered by Medica (ACO) | | | | | | | |
| Single | \$744.00 | \$684.00 | \$342.00 | \$60.00 | \$30.00 | \$100.00 | \$1,200.00 |
| Family | \$2076.00 | \$1,846.00 | \$923.00 | \$230.00 | \$115.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Clear Value with Medica (ACO) | | | | | | | |
| Single | \$744.00 | \$684.00 | \$342.00 | \$60.00 | \$30.00 | \$100.00 | \$1,200.00 |
| Family | \$2076.00 | \$1,846.00 | \$923.00 | \$230.00 | \$115.00 | \$200.00 | \$2,400.00 |
| | | | | | | | |
| Delta Dental Plan | | City Contribution | | Employee Contribution | | | |
| <i>Full-time Employees</i> | | <i>Monthly</i> | | <i>Monthly</i> | | | |
| Active - Single & Family | | \$73.00 | | - | | | |
| COBRA - Single | | - | | \$36.00 | | | |
| COBRA - Family | | - | | \$98.00 | | | |