

MEMORANDUM OF AGREEMENT

2021 INSURANCE CONTRIBUTIONS

This Memorandum is entered between the County of Ramsey (hereafter "County") and _____ Local # _____ (hereafter "Union"). The parties are subject to a Collective Bargaining Agreement (CBA) dated 2018-2020.

WHEREAS, The Collective Bargaining Agreement between the County and the Union will expire December 31, 2020; and

WHEREAS, there are increased costs to medical and dental insurance premiums affecting both the County and employees, effective January 1, 2021; and

WHEREAS, there is a need to ensure the timely and accurate data entry for updated deductions for insurance premiums effective January 1, 2021; and

WHEREAS, there is a desire to prevent the administrative burden of retroactive calculations and deductions and to ensure employees can avoid unnecessary temporary increase of insurance premiums.

The parties agree as follows:

1. The County will provide the following insurance contributions effective January 1, 2021, for provisional, probationary, and permanent employees and retirees who have elected insurance coverage. All contributions as stated herein are based on full-time employment.
 - a. Medical Insurance:
 - i. Family coverage: the County and the employee shall split the premium increase 75% County/25% Employee.
 - ii. Single Coverage: the employee shall pay \$75
 - b. Dental Insurance: The County and the employee shall split the increase in premium, 50% County/50% Employee.
 - c. Regular Retiree:
 - i. Single- No less than: \$65/month
 - ii. Family- No less than: \$140/month
 - d. Early Retiree:
 - i. Same contribution as active employees for 2021
2. Contributions will be prorated for both full time and part time employees pursuant to the applicable collective bargaining agreement.
3. The insurance article of the applicable labor agreement shall be updated to reflect the above insurance premium changes for the year 2021 and the previous 2018-2020 language shall be stricken.
4. All other provisions of the contract shall remain unless modified herein.
5. Modifications. No modification of any provision of this Agreement shall be valid unless in writing signed by the parties.
6. Non-Precedent Setting. Nothing herein shall be deemed precedent setting for either party.
7. Duration. This Agreement shall be in place from January 1, 2021 until 12/31/2021.

8. Entire Agreement. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.

Alison Kelly, Labor Relations Manager

_____, Business Representative

Date

Date