

---

**CITY OF MINNEAPOLIS**

**And**

**MINNEAPOLIS PROFESSIONAL  
EMPLOYEES ASSOCIATION**

---

**LETTER OF AGREEMENT  
2025 Health Plan**

**WHEREAS**, the City of Minneapolis (hereinafter “City”) and the Minneapolis Professional Employees Association (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, 2025;

**NOW, THEREFORE BE IT RESOLVED**, that the parties agree as follows for the period January 1, 2025 through December 31, 2025:

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, 2024 (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, 2024 (the “standard premium equivalents”). Any changes to the wellness program requirements, including those implemented for 2025, will be as agreed upon by the Benefits Subcommittee of the Citywide Labor Management Committee. For 2025, the “wellness premium equivalent” will also apply to all employees who are newly enrolled in the medical plan after June 1, 2024. The wellness program requirements for 2025 (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, 2025 through December 31, 2025, the City will pay \$690.00 per month for employees who elect single coverage under the medical plan. For the period January 1, 2025 through December 31, 2025, the City will pay \$1,864.00 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, 2025 through December 31, 2025 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.
5. The Plan shall be administered by the City or, at the City’s sole discretion, a third-party administrator.
6. The City shall designate a Trustee for the Trust. Such Trustee shall be authorized to hold and invest assets of the Trust and to make payments on instructions from the City or, at the City’s discretion, from a third-party administrator in accordance with the conditions contained in the HRA. Representatives of the City and up to three representatives selected by the Minneapolis Board of Business Agents shall constitute the VEBA Investment Committee which shall meet periodically to review the assets and investment options for the Trust.



## City of Minneapolis 2025 Medical Plan

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>							
<b>Medica Elect</b>							
Single	<b>\$758.00</b>	\$690.00	\$345.00	\$68.00	\$34.00	\$100.00	\$1,200.00
Family	<b>\$2,116.00</b>	\$1,864.00	\$932.00	\$252.00	\$126.00	\$200.00	\$2,400.00
<b>Medica Choice Passport</b>							
Single	<b>\$832.00</b>	\$690.00	\$345.00	\$142.00	\$71.00	\$100.00	\$1,200.00
Family	<b>\$2,304.00</b>	\$1,864.00	\$932.00	\$440.00	\$220.00	\$200.00	\$2,400.00
<b>Vantage Plus with Medica (ACO)</b>							
Single	<b>\$718.00</b>	\$690.00	\$345.00	\$28.00	\$14.00	\$100.00	\$1,200.00
Family	<b>\$2,006.00</b>	\$1,864.00	\$932.00	\$142.00	\$71.00	\$200.00	\$2,400.00
<b>Park Nicollet and HealthPartners Medical Group First with Medica (ACO)</b>							
Single	<b>\$696.00</b>	\$690.00	\$345.00	\$6.00	\$3.00	\$100.00	\$1,200.00
Family	<b>\$1,944.00</b>	\$1,864.00	\$932.00	\$80.00	\$40.00	\$200.00	\$2,400.00
<b>Ridgeview Community Network powered by Medica (ACO)</b>							
Single	<b>\$696.00</b>	\$690.00	\$345.00	\$6.00	\$3.00	\$100.00	\$1,200.00
Family	<b>\$1,944.00</b>	\$1,864.00	\$932.00	\$80.00	\$40.00	\$200.00	\$2,400.00
<b>Clear Value with Medica (ACO)</b>							
Single	<b>\$696.00</b>	\$690.00	\$345.00	\$6.00	\$3.00	\$100.00	\$1,200.00
Family	<b>\$1,944.00</b>	\$1,864.00	\$932.00	\$80.00	\$40.00	\$200.00	\$2,400.00
<b>Standard Rates</b>		<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>							
<b>Medica Elect</b>							
Single	<b>\$816.00</b>	\$690.00	\$345.00	\$126.00	\$63.00	\$100.00	\$1,200.00
Family	<b>\$2,276.00</b>	\$1,864.00	\$932.00	\$412.00	\$206.00	\$200.00	\$2,400.00
<b>Medica Choice Passport</b>							
Single	<b>\$890.00</b>	\$690.00	\$345.00	\$200.00	\$100.00	\$100.00	\$1,200.00
Family	<b>\$2,466.00</b>	\$1,864.00	\$932.00	\$602.00	\$301.00	\$200.00	\$2,400.00
<b>Vantage Plus with Medica (ACO)</b>							
Single	<b>\$776.00</b>	\$690.00	\$345.00	\$86.00	\$43.00	\$100.00	\$1,200.00
Family	<b>\$2,158.00</b>	\$1,864.00	\$932.00	\$294.00	\$147.00	\$200.00	\$2,400.00

<b>Park Nicollet and HealthPartners Medical Group First with Medica (ACO)</b>							
Single	<b>\$754.00</b>	\$690.00	\$345.00	\$64.00	\$32.00	\$100.00	\$1,200.00
Family	<b>\$2,096.00</b>	\$1,864.00	\$932.00	\$232.00	\$116.00	\$200.00	\$2,400.00
<b>Ridgeview Community Network powered by Medica (ACO)</b>							
Single	<b>\$754.00</b>	\$690.00	\$345.00	\$64.00	\$32.00	\$100.00	\$1,200.00
Family	<b>\$2,096.00</b>	\$1,864.00	\$932.00	\$232.00	\$116.00	\$200.00	\$2,400.00
<b>Clear Value with Medica (ACO)</b>							
Single	<b>\$754.00</b>	\$690.00	\$345.00	\$64.00	\$32.00	\$100.00	\$1,200.00
Family	<b>\$2,096.00</b>	\$1,864.00	\$932.00	\$232.00	\$116.00	\$200.00	\$2,400.00
<b>Delta Dental Plan</b>		City Contribution		Inactive/Retiree Contribution			
<i>Full-time Employees</i>		<i>Monthly</i>		<i>Monthly</i>			
Active - Single & Family		\$74.00		-			
COBRA - Single		-		\$37.00			
COBRA - Family		-		\$100.00			