

Minneapolis Police Department Incentive Plans 2004 through 2006

20.470. Minneapolis Police Department Incentive Plans 2004 through 2006. (a) Definitions

City's 2004 monthly contribution rate. For an employee with single health care coverage, the City's 2004 monthly contribution rate is \$188.50. For an employee with family health care coverage, the City's 2004 monthly contribution rate is \$657.00.

Dependent. Dependent has the meaning given in Minnesota Statutes, section 62L.02, subdivision 11.

Eligible employee. For the purposes of this section, an eligible employee means an employee of the Minneapolis Police Department who has accumulated twenty (20) years of full-time service with the City of Minneapolis.

Employee's health care savings account. The employee's account in the City's Health Care Savings Plan established through Minneapolis City Ordinance, 20.340.

Full-time service. For the purposes of this section, full-time service means service with the City of Minneapolis in a position which requires the service of an incumbent one hundred percent of the normal work week on a year-round basis. Service on an intermittent, seasonal, or part-time basis shall also be counted towards full-time service in direct proportion to the time actually employed. Time off pursuant to the Family Medical Leave Act, paid or unpaid, shall count toward full-time service.

Health care coverage. Health care coverage means the group coverage insurance premium for health care plans offered to City of Minneapolis employees. Health coverage does not include the City Dental Plan, Employee Assistance Program (EAP), the City of Minneapolis Voluntary Employees' Beneficiary Association Health Benefit Plan (VEBA), ChiroServe, Health Care Flexible Spending Accounts, Dependent Care Accounts, group life insurance, group long term disability insurance, or any other City of Minneapolis employee benefit.

(b) *Plan through December 31, 2004.* Any eligible employee who has submitted a signed and completed participation form to the human resources department to the attention of the employee relations director prior to or on December 10, 2004 and who separates from service no earlier than sixteen (16) days after submission of the completed participation form but prior to or on December 31, 2004, will receive:

- (1) A lump-sum payment of fifteen thousand dollars (\$15,000.00) deposited to the employee's health care saving account.
- (2) Continuation of the City's contributions to employee's City sponsored health care coverage plan insurance premium as follows:
 - (i) City contributions will be calculated based upon the employee's City sponsored health insurance coverage in effect on the employee's last day of employment.

Minneapolis Police Department Incentive Plans 2004 through 2006

- (ii) Coverage for dependents is limited to those dependents covered on the employee's last day of employment. Coverage for dependents will not be continued after the person is no longer a dependent.
- (iii) City contributions will cease sixty (60) months from the employee's last day of employment or upon the death of the employee, whichever occurs earlier.
- (iv) During calendar year 2005 the monthly City contribution is limited to the lesser of the actual cost of the City's 2005 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 18% of the City's 2004 monthly contribution rate.
- (v) During calendar year 2006 the monthly City contribution is limited to the lesser of the actual cost of the City's 2006 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 39% of the City's 2004 monthly contribution rate.
- (vi) During calendar year 2007 the monthly City contribution is limited to the lesser of the actual cost of the City's 2007 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 67% of the City's 2004 monthly contribution rate.
- (vii) During calendar year 2008 the monthly City contribution is limited to the lesser of the actual cost of the City's 2008 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 100% of the City's 2004 monthly contribution rate.
- (viii) During calendar year 2009 the monthly City contribution is limited to the lesser of the actual cost of the City's 2009 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 141% of the City's 2004 monthly contribution rate.

(c) *2005 plan.* Any eligible employee who has submitted a signed and completed participation form to the human resources department to the attention of the employee relations director on or after January 1, 2005 and prior to or on November 15, 2005 and who separates from service no earlier than sixteen (16) days after submission of the completed participation form but prior to or on December 31, 2005, will receive:

- (1) Fifteen thousand dollars (\$15,000.00) deposited to the employee's health care saving account.
- (2) Continuation of City's contributions to employee's City sponsored health care coverage plan insurance premium as follows:
 - (i) City contributions will be for the employee's City sponsored health insurance coverage in effect on the employee's last day of employment.
 - (ii) Coverage for dependents is limited to those dependents covered on the employee's last day of employment. Coverage for dependents will not be continued after the person is no longer a dependent.
 - (iii) City contributions will cease twenty-four (24) consecutive months from the employee's last day of employment or upon the death of the employee, whichever occurs earlier.

Minneapolis Police Department Incentive Plans 2004 through 2006

(iv) During calendar year 2005 the monthly City contribution is limited to the lesser of the actual cost of the City's 2005 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 18% of the City's 2004 monthly contribution rate.

(v) During calendar year 2006 the monthly City contribution is limited to the lesser of the actual cost of the City's 2006 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 39% of the City's 2004 monthly contribution rate.

(vi) During calendar year 2007 the monthly City contribution is limited to the lesser of the actual cost of the City's 2007 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 67% of the City's 2004 monthly contribution rate.

(d) *2006 plan.* Any eligible employee who has submitted a signed and completed participation form to the human resources department to the attention of the employee relations director on or after January 1, 2006 and prior to or on November 15, 2006 and who separates from service no earlier than sixteen (16) days after submission of the completed participation form but prior to or on December 31, 2006, will receive:

(1) Fifteen thousand dollars (\$15,000.00) deposited to the employee's health care saving account.

(2) Continuation of City's contributions to employee's City sponsored health care coverage plan insurance premium as follows:

(i) City contributions will be for the employee's City sponsored health insurance coverage in effect on the employee's last day of employment.

(ii) Coverage for dependents is limited to those dependents covered on the employee's last day of employment. Coverage for dependents will not be continued after the person is no longer a dependent.

(iii) City contributions will cease twelve (12) consecutive months from employee's last day of employment or upon the death of the employee, whichever occurs earlier.

(iv) During calendar year 2006 the monthly City contribution is limited to the lesser of the actual cost of the City's 2006 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 39% of the City's 2004 monthly contribution rate.

(v) During calendar year 2007 the monthly City contribution is limited to the lesser of the actual cost of the City's 2007 monthly contribution to the City sponsored health coverage plan, or the City's 2004 monthly contribution rate plus 67% of the City's 2004 monthly contribution rate.

(e) *Rescission period.* An employee may rescind the decision to participate pursuant to federal law, state law, civil service rules or collective bargaining agreement.

(f) *Payment.* Payment to the employee's health care saving account under this section will be made within thirty (30) days after the expiration of all applicable notice, waiver and rescission time periods.

Minneapolis Police Department Incentive Plans 2004 through 2006

(g) *Pension benefit impact.* To the extent permitted by law, the contribution will have no financial impact on the eligible employee's current or future pension benefits.

(h) *Employment ineligibility.* Employees who separate employment under the terms of this section, is ineligible for future employment with a city department under council jurisdiction.