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CITY OF MINNEAPOLIS

and

POLICE OFFICERS FEDERATION OF MINNEAPOLIS

LETTER OF AGREEMENT
Employee Contributions to Post Employment Health Savings Account

WHEREAS, the City of Minneapolis ("Employer") and the Police Officers Federation of Minneapolis ("Federation") (collectively "the Parties") are parties to a Collective Bargaining Agreement ("Labor Agreement") that is currently in force; and

WHEREAS, Section 13.03 provides for a bi-weekly employee contribution to the Post Employment Health Care Savings Plan, as established in Minn. Stat. §352.98, as administered by the Minnesota State Retirement System (the "Plan"); and

WHEREAS, the members of the Federation have voted to increase the amount contributed to the Plan on a bi-weekly basis;

NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows:

1. The language of Section 13.03 of the Labor Agreement is hereby amended as follows:

> Effective April 6, 2003 the Parties adopted the Post Employment Health Care Savings Plan ("HCSP"), as established in Minn. Stat. §352.98, as administered by the Minnesota State Retirement System ("MSRS"). Subject to the terms and conditions established by MSRS, said program will provide a totally tax-free reimbursement for eligible medical expenses to those former employees who have an account balance consisting of the contributions from the Employer, mandatory employee contributions, and investment returns.
>
> The Parties have negotiated that employees in this bargaining unit will make mandatory employee contributions in lieu of cash payment for the following items:

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- $100.00 bi-weekly per employee
- 100% of Sick Leave Severance due at retirement (see Section 28.02);
- 100% of any unused vacation pay at the time of voluntary separation from service (see Section 22.06)

If an employee dies while contributions are pending, any contributions owed but not yet paid to the HCSP will be paid in cash to the employee's spouse, or if none, to their estate.

2. This amendment shall be effective as soon as possible after execution of this Letter of Agreement by both parties and approval by MSRS. Once approved, implementation shall be effective on the first day of the applicable pay period.

3. The amendment to the Labor Agreement specified above shall automatically be incorporated into the successor to the Labor Agreement without further negotiation.

4. The parties agree that this Letter of Agreement constitutes the entire agreement between the parties on the matters addressed herein and it fully supersedes any and all prior agreements or understandings between them relating to the subject matter contained herein. All other terms and conditions of the Labor Agreement will remain in force.

THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

FOR THE CITY OF MINNEAPOLIS:

DocuSigned by:
Rasheda Deloney 11/05/2025
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Rasheda Deloney Date
Director, Labor Relations

FOR THE FEDERATION:

DocuSigned by:
11/05/2025
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Sherral Schmidt Date
President