

**CITY OF MINNEAPOLIS
and
MINNEAPOLIS FOREMENS ASSOCIATION**

**LETTER OF AGREEMENT
RETIREMENT INCENTIVES DEPOSITS**

RECITALS

WHEREAS, the City of Minneapolis (hereinafter "Employer") and the Minneapolis Foremens Association (hereinafter "Association") are parties to a collective bargaining agreement that is currently in force; and

WHEREAS, the collective bargaining agreement allows for the Parties to mutually agree to change contract terms during the life of the agreement; and

WHEREAS, the collective bargaining agreement contains two provisions regarding retirement incentives; and

WHEREAS, the Parties desire to change the current language to provide for the retirement incentives to be deposited in the Health Care Savings Account (MSRS) in the same way the Separation Severance provision requires; and


WHEREAS, the Parties agree to discontinue depositing Retirement Incentives in the Health Reimbursement Account of the employees (VEBA);

NOW, THEREFORE, IT IS HEREBY AGREED:

Effective January 1, 2014, Foremen in the bargaining unit who retire under the terms of either Article 7.06 or Article 15.03 of the current collective bargaining agreement will have such deposits placed in a Health Care Savings Account administered by the Minnesota State Retirement System (MSRS).

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

FOR THE CITY OF MINNEAPOLIS: FOR THE ASSOCIATION:

	<u>11/18/13</u>	Date		<u>11.18.13</u>	Date
Timothy O. Giles			Laura L. Spartz		
Director, Employee Services			MFA Labor Counsel		