
MEMORANDUM



TO: Mayor Walker and Councilors
FROM: M McPherson, City Administrator
SUBJECT: **Authorize Execution of Memorandums of Agreement with AFSCME & LELS re: Health Insurance Costs**
DATE: October 26, 2021

Background:

Both union contracts include an opener to discuss health insurance costs. The City received increases in both dental and health insurance premiums, 2.6 and 9.11 percent respectively. There was no increase for life insurance premiums.

Analysis:

Staff met with representatives from both bargaining units to determine how the proposed increases would be shared. After negotiations, the following was agreed to and memorialized in the attached memorandums of agreement:

1. The City will absorb the increase in dental insurance premiums, and
2. The health insurance premium increase will be shared equally between the City and the employee.

Premiums for Department Heads/Managers are addressed similarly.

Recommendation:

Staff recommends that the City Council authorize execution of the Memorandums of Agreement with AFSCME and LELS regarding insurance premium costs.