

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE LAW ENFORCEMENT LABOR SERVICES, INC. (LOCAL #207)
AND THE CITY OF COON RAPIDS**

A. Purpose of Memorandum

This Memorandum of Understanding establishes a Health Care Savings Plan (HCSP) in the State of Minnesota, Minnesota State Retirement System (MSRS) for employees covered by the Law Enforcement Labor Services, Inc. (Local #207) and the City of Coon Rapids 2015 and 2016 Agreement.

B. Duration

This Memorandum shall become effective October 1, 2015 and shall terminate effective December 31, 2016; unless specifically renewed by both parties for a definitive period of time prior to December 31, 2016.

C. Administration

The City of Coon Rapids will handle the administrative responsibilities of remitting and accounting for the LELS (Local #207) Union employee contributions to the Minnesota State Retirement System (MSRS) as required by MSRS. No contributions or severance payments will be made to the account of a deceased employee.

D. Employee Contributions HCSP

Under this Memorandum, contributions to the HCSP will be established for the LELS (Local #207) Union employees by the LELS (Local #207) Union. Individual members may neither increase nor decrease their individual contributions from the amount established by the LELS (Local #207) Union. All employees in the bargaining unit will contribute at the following levels:

Effective the first pay period in October, 2015:

At separation, the cash equivalent of all accrued vacation time as described in Article 22 of the Labor Agreement between LELS (Local #207) and the City of Coon Rapids.

At separation, the cash equivalent of all accrued sick leave time as described in Article 23.2 of the Labor Agreement between LELS (Local #207) and the City of Coon Rapids.

Effective the first pay period in January, 2016:

2% of the employee's gross pay.

City of Coon Rapids

City Manager

Finance Director

Law Enforcement Labor Services, Inc.
(Local #207)

Business Agent

Union Steward

Union Steward

[Signature] 8-25-15

[Signature] 8/31/15

[Signature] 8-31-15

[Signature] 8-31-15