

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into by the City of Prior Lake ("City") and AFSCME (Union) Local #3884 for the purpose of establishing a one-time increase in the City's contribution for group dental insurance premiums for 2023.

WHEREAS, the City received group dental insurance rates for 2023 from its insurer, which were significantly higher than expected; and

WHEREAS, the City currently has excess funds in its dental reserves; and

WHEREAS, the City desires to reduce the impact on employees of the dental insurance premium increase by making a one-time increase to the City's dental insurance premium contributions for employees for 2023; and

WHEREAS, the Union agrees to this one-time contribution increase;

NOW THEREFORE, the parties hereto agree as followings:

Article 1. Terms and Conditions of Insurance

For 2023 only, the City will pay a sum not to exceed \$65.00 per month for family coverage and not to exceed \$49.00 per month for individual coverage.

Article 2. Duration and Construction

This MOA will be in effect from January 1, 2023 to December 31, 2023. The parties agree that this one-time increase in the City's contribution is not intended to, nor should it, be construed as establishing a "past practice" of the parties or as creating a precedent for 2024 or for future labor agreements.

Article 3. Entire Agreement

This MOA constitutes the entire agreement between the parties.

IN WITNESS HEREOF, the parties hereto have executed this MOA on the latest date affixed to the signatures hereto.

FOR THE CITY:

Jason Wedel 10-26-22
Jason Wedel, City Manager Date

AFSCME Local 3884:

Phil Ryan 10-25-22
Phil Ryan, Steward Date

[Signature] 10/25/2022
AFSCME Local 3884 Business Agent Date