

MEMORANDUM OF UNDERSTANDING 2024 HSA Contribution and for CDHP plan

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the Vancouver Command Guild (“Guild”).

Background:

For 2024, the IRS raised the minimum deductible for high deductible health plans to \$1600 for an individual and \$3200 for a family. Article 16.2(B) currently incents employees to use our Consumer Driven Health Plan by making a contribution to employee’s Health Savings Account (HSA) in the amount to equal to the current deductible of \$1500 for an individual and \$3000 for a family.

THEREFORE, the City and the Guild met to discuss and have come to a conclusion that is agreeable and satisfactory to all parties.

WHEREBY the parties agree as follows:

Agreement:

1. This agreement is non-precedent setting and evidence of this agreement cannot be used in any current or future disputes between the parties, including, but not limited to, contract negotiations.
2. The City agrees to change the language in Article 16.2(B) as follows:
 - B. Consumer Driven Health Plans (CDHP)
 - a. CDHP’s will include a Health Savings Account (HSA).
 - i. The City will make a contribution to the Employee’s HSA in the following amounts:
 1. Employee-only coverage – Sixteen hundred dollars \$1,600
 2. Employee plus one or more dependents – Three thousand two hundred dollars \$3,200
 - b. Employees may also contribute pre-tax dollars to their HSA up to the limits allowed by law.
3. In the event of any disputes regarding the interpretation and/or application of this memorandum of understanding, the terms of Article 23.2 Grievance Procedure shall apply.
4. This Memorandum of Understanding will sunset on December 31, 2024.

Dated this 15th day of November, 2023

For the Employer:

For the Guild:

DocuSigned by:


 Lee Fotheringham, Interim HR Director

DocuSigned by:


 Blaise Geddry, VCG President

DocuSigned by:


 Lisa Brandl, Deputy City Manager