

MEMORANDUM OF UNDERSTANDING 2024 HSA Contribution for CDHP Plan

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and the Vancouver Police Officer 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. Appendix 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 Appendix B as follows:

In 2024, the City will make a contribution to the employee's HSA plan in the amount of \$1,600 for employee-only coverage, or \$3,200 for those with one or more dependents, in a manner compliant with applicable state and federal laws.
3. In the event of any disputes regarding the interpretation and/or application of this memorandum of understanding, the terms of Article 28 Grievance Procedure shall apply.
4. This Memorandum of Understanding will sunset on December 31, 2024.


Dated this 14th day of November, 2023

For the Employer:

DocuSigned by:


 Lee Lofron, Interim HR Director

For the Guild:

DocuSigned by:


 Pat Moore, VPOG President

DocuSigned by:


 Lisa Brandl, Deputy City Manager