



REQUEST FOR ACTION CITY COUNCIL

Agenda Date: 10/20/2026
Agenda Section: Consent Agenda

Department Origination: Administration

Agenda Item: Approve Union Memorandum of Agreements Related to the 2027 High-Deductible Health Plan HSA Optional Benefit

Approval Required: Simple Majority Vote

BACKGROUND

Earlier this month, City Council approved the 2027 Health Insurance renewal with the Better Health Collective (Sourcewell). The approval included introducing a high-deductible HSA plan alternative / option for employees to consider. With the City being a party to active collective bargaining agreements with three unions, a memorandum of agreement (MOA) must be executed by both parties in order for a union employee to be eligible to enroll into the plan alternative. MOAs were sent to the three unions. The goal is to attain the MOAs prior to the commencement of open enrollment (November 10). As of 10/16, Administration has received MOAs executed by LELS and AFSCME.

Administration recommends Council approval of the MOAs related to the HSA Plan introduction.

FINANCIAL IMPLICATIONS

The costs affiliated with the offering of the HSA was included in the RCA related to the 2027 Health Insurance renewal included in the October 4 Council meeting packet.

STAFF RECOMMENDATIONS

Staff recommends approval of the MOAs.

COUNCIL ACTION REQUESTED

Council is requested to approve the MOAs.