

**CITY OF MINNETRISTA**



**CITY COUNCIL AGENDA ITEM**

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**Subject:** Health Insurance Reopener Memos of Understanding for Various Union Groups

**Prepared By:** Jasper Kruggel, City Administrator

**Meeting Date:** January 7, 2026

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**Issue:** Per the union contracts of the union groups employed at the City of Minnetrista, we are required to reopen health insurance negotiations annually in the case we change any of the health benefits for non-union employees. There are no changes from 2025 to 2026 and the attached memos of understanding satisfy this requirement.

**Recommended City Council Action:** Staff recommend City Council approve the four memos of understanding with the various union groups employed by the City of Minnetrista satisfying the health insurance reopener clause in the union contracts.

**Mission Statement:**

The City of Minnetrista will deliver quality services in a cost effective and innovative manner and provide opportunities for a high quality of life while protecting natural resources and maintaining a rural character.

**Memorandum of Understanding Between  
The City of Minnetrista  
-and-  
I.U.O.E. Local No. 49**

This Memorandum of Understanding (MOU) entered into between the City of Minnetrista (“Employer”) and the International Union of Operating Engineers, Local No. 49 (“Union”) sets forth the respective parties’ agreement regarding the “Employer” sponsored health insurance plan included in the Minnetrista Cafeteria Plan.

With the most recent labor agreement spanning 2024-2025-2026; and with the “Employer” required to go out for bid yearly, or after the length of each health insurance contract, both parties agreed to “negotiate an insurance re-opener provision.” The 2025 contract for health insurance is administered by Medica.

Continuing on January 1, 2026, the tiered “Employer” monthly contribution will remain \$900 for those opting for Single health insurance coverage; and \$1,500 monthly contribution for those opting for Family health insurance coverage. These rates will be in effect through December 31, 2026.

This Memorandum of Understanding shall be in effect for all of 2026.

For the City of Minnetrista

For I.U.O.E. Local 49

  
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Jasper Kruggel, City Administrator

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Ron Boesel, ABR

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Carter Ostlie, Union Steward

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Mark Klein, Union Steward

**Memorandum of Understanding Between  
The City of Minnetrista  
-and-  
L.E.L.S. #116, Police Officers Union**

This Memorandum of Understanding (MOU) entered into between the City of Minnetrista (“Employer”) and L.E.L.S., Local No. 116 (“Union”) sets forth the respective parties’ agreement regarding the “Employer” sponsored health insurance plan included in the Minnetrista Cafeteria Plan.

With the most recent labor agreement spanning 2024-2025-2026; and with the “Employer” required to go out for bid yearly, or after the length of each health insurance contract, both parties agreed to “negotiate an insurance re-opener provision.” The 2025 contract for health insurance is administered by Medica.

Continuing on January 1, 2026, the tiered “Employer” monthly contribution will remain \$900 for those opting for Single health insurance coverage; and \$1,500 monthly contribution for those opting for Family health insurance coverage. These rates will be in effect through December 31, 2026.

This Memorandum of Understanding shall be in effect for all of 2026.

For the City of Minnetrista

For L.E.L.S. #116

  
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Jasper Kruggel, City Administrator

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Jake Ayers, Business Agent

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Union Steward

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Union Steward

**Memorandum of Understanding Between  
The City of Minnetrista  
-and-  
L.E.L.S. #343, Police Supervisors Union**

This Memorandum of Understanding (MOU) entered into between the City of Minnetrista (“Employer”) and L.E.L.S., Local No. 343 (“Union”) sets forth the respective parties’ agreement regarding the “Employer” sponsored health insurance plan included in the Minnetrista Cafeteria Plan.


With the most recent labor agreement spanning 2024-2025-2026; and with the “Employer” required to go out for bid yearly, or after the length of each health insurance contract, both parties agreed to “negotiate an insurance re-opener provision.” The 2025 contract for health insurance is administered by Medica.

Continuing on January 1, 2026, the tiered “Employer” monthly contribution will remain \$900 for those opting for Single health insurance coverage; and \$1,500 monthly contribution for those opting for Family health insurance coverage. These rates will be in effect through December 31, 2026.

This Memorandum of Understanding shall be in effect for all of 2026.

For the City of Minnetrista

For L.E.L.S. #343

  
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Jasper Kruggel, City Administrator

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Tim Gannon  
Business Agent, LELS

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Union Steward

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Union Steward

**Memorandum of Understanding Between  
The City of Minnetrista  
-and-  
L.E.L.S. #473, Community Service Officer Union**

This Memorandum of Understanding (MOU) entered into between the City of Minnetrista (“Employer”) and L.E.L.S., Local No. 473 (“Union”) sets forth the respective parties’ agreement regarding the “Employer” sponsored health insurance plan included in the Minnetrista Cafeteria Plan.


With the most recent labor agreement spanning 2024-2025-2026; and with the “Employer” required to go out for bid yearly, or after the length of each health insurance contract, both parties agreed to “negotiate an insurance re-opener provision.” The 2025 contract for health insurance is administered by Medica.

Continuing on January 1, 2026, the tiered “Employer” monthly contribution will remain \$900 for those opting for Single health insurance coverage; and \$1,500 monthly contribution for those opting for Family health insurance coverage. These rates will be in effect through December 31, 2026.

This Memorandum of Understanding shall be in effect for all of 2026.

For the City of Minnetrista

For L.E.L.S. #473

  
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Jasper Kruggel, City Administrator

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Brian Bone, Business Agent

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Union Steward