

**CITY OF MINNEAPOLIS  
and  
MINNEAPOLIS CITY SUPERVISORS ASSOCIATION**

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**LETTER OF AGREEMENT  
RETIREMENT INCENTIVE DEPOSIT**

**RECITALS**

**WHEREAS**, the City of Minneapolis (hereinafter "Employer") and the Minneapolis City Supervisors Association (hereinafter "Association") are parties to a collective bargaining agreement that is currently in force; and

**WHEREAS**, the collective bargaining agreement allows for the Parties to mutually agree to change contract terms during the life of the agreement; and

**WHEREAS**, the collective bargaining agreement contains two provisions regarding retirement incentives; and

**WHEREAS**, the Parties desire to change the current language to provide for the retirement incentive to be deposited in the Health Care Savings Account (MSRS) in the same way the Separation Severance provision requires; and

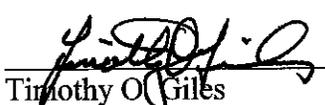
**WHEREAS**, the Parties agree to discontinue depositing Retirement Incentive in the Health Reimbursement Account of the employees (VEBA);

**NOW, THEREFORE, IT IS HEREBY AGREED:**

Effective January 1, 2014, Supervisors in the bargaining unit who retire under the terms of Article 15.03 of the current collective bargaining agreement will have such deposits placed in a Health Care Savings Account administered by the Minnesota State Retirement System (MSRS).

**THE PARTIES** have caused this Letter of Agreement to be executed by their duly authorized representative whose signatures appear below.

**FOR THE CITY OF MINNEAPOLIS:      FOR THE ASSOCIATION:**

	11/18/13		11.18.13
Timothy O. Giles	Date	Laura L. Spartz	Date
Director, Employee Services		MCSA Labor Counsel	