

City of Ramsey
Agenda
Personnel Committee
Tuesday November 23, 2010
5:00 pm
Lake Itasca Room, 7550 Sunwood Drive NW

1. **Call to Order**
2. **Citizen Input**
3. **Approve Agenda**
4. **Committee Business**
 1. CONSIDER A RESOLUTION ACCEPTING THE RESIGNATION OF A PLANNING COMMISSION/ BOARD OF ADJUSTMENT MEMBER
 2. CONSIDER APPROVING THE 2011 CITY HEALTH INSURANCE CONTRIBUTIONS FOR NON-UNION EMPLOYEES
5. **Adjournment**

Personnel Committee

Item #: 4. 1.

Date: 11/23/2010

By: Colleen Lasher
Administrative Services

Information

Title:

CONSIDER A RESOLUTION ACCEPTING THE RESIGNATION OF A PLANNING COMMISSION/ BOARD OF ADJUSTMENT MEMBER

Background:

In an email dated November 3, 2010, Ms. Terri Cleveland indicated the she will be resigning from the Planning Commission/Board of Adjustment effective immediately. Ms. Cleveland's current term would have expired on March 31, 2014.

Recommendation:

Staff recommends accepting Ms. Cleveland's resignation and filling the vacancy as part of the next annual boards and commissions recruitment which is already underway.

Council Action:

Personnel Committee Action: Make a motion that the City Council consider accepting the resignation of Ms. Cleveland and direct staff to fill the vacancy as part of the next annual boards and commissions recruitment which is already underway.

Attachments

Resolution

Form Review

Inbox	Reviewed By	Date
Colleen Lasher (Originator)	Colleen Lasher	11/16/2010 04:25 PM
Heidi Nelson	Heidi Nelson	11/17/2010 12:34 PM
Kurt Ulrich	Kurt Ulrich	11/18/2010 03:36 PM
Form Started By: Colleen Lasher		Started On: 11/16/2010 09:43 AM
Final Approval Date: 11/18/2010		

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #

**A RESOLUTION ACCEPTING THE
RESIGNATION OF A PLANNING
COMMISSION/ BOARD OF ADJUSTMENT MEMBER**

WHEREAS, the City has received a letter of resignation from Ms. Cleveland; and

WHEREAS, staff recommends that the City Council accept Ms. Cleveland's resignation;
and

WHEREAS, staff recommends filling the vacancy as part of the next annual boards and
commissions recruitment which is already underway.

**NOW, THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE
CITY OF RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA,**

Confirms the recommendation of the Personnel Committee to do the following:

Make a motion that the City Council considers accepting the resignations of Ms.
Cleveland and directs staff to fill the vacancy as part of the next annual boards
and commissions recruitment which is already underway.

The motion for the adoption of the foregoing resolution was duly seconded by Council
Member, , and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City
Council this the 14th day of December 2010.

Date: 11/23/2010

By: Colleen Lasher
Administrative Services

Information

Title:

CONSIDER APPROVING THE 2011 CITY HEALTH INSURANCE CONTRIBUTIONS FOR NON-UNION EMPLOYEES

Background:

In a continued effort to manage health care costs over the long term, encourage consumerism, and provide adequate health insurance coverage to employees, staff is proposing that the city offerer the following HealthPartners' health plans for 2011:

- \$2000/\$4000 deductible plan (Three for Free)
- \$1500/\$3000 deductible plan
- \$25/100% copay plan

Giving employees a larger role in healthcare decision-making through the use of deductible plans, wellness education, and encouraging the use of convenience care clinics are beginning to have a positive effect on the city's claims experience. This positive effect on claims experience should ultimately lower the city's healthcare costs.

Per state statute, the city must negotiate its contribution to health insurance with union employees; therefore, when the city reaches tentative agreement with the AFSCME group, LELS Sergeants and LELS Patrol, that information will be presented to the City Council for consideration.

Notification:

No notification required for this action.

Observations:

Below are premiums for the 2011 health plans as well as employee deductible and maximum out-of-pocket costs. Staff is proposing the 2011 health insurance contribution levels in the table below for non-union employees.

2010 Contribution Levels					
	Total Premium	City Contribution to Premium	City Contribution to VEBA**	Total COR Contribution	EE Contribution to Premium
Three for Free*					
Single (\$2000 ded/\$3000 OOP)	\$536.87	\$536.87	\$130.00	\$666.87	\$0.00
Family (\$4000 ded/\$5000 OOP)	\$1344.66	\$813.75	\$192.00	\$1005.75	\$530.91
\$1500 Deductible					
Single (\$1500 ded/\$3000 OOP)	\$554.65	\$466.94	\$130.00	\$596.94	\$87.71
Family (\$3000 ded/\$6000 OOP)	\$1389.14	\$781.20	\$192.00	\$973.20	\$607.94
\$25/100%					
Single (\$2500 OOP)	\$762.77	\$517.14		\$517.14	\$245.63
Family (\$5000 OOP)	\$1909.59	\$831.56		\$831.56	\$1078.03

*Each plan member receives three free office visits (physician services) annually in addition to the preventive care visit.

**The City's 2010 VEBA contribution includes the \$4.30 monthly claims fee.

Recommendation:

Staff recommends that that Personnel Committee by motion recommend that the City Council approve the above-listed health insurance contributions for non-union employees. If approved, the monthly health insurance contributions will go into effect January 1, 2011.

Council Action:

Personnel Committee Action: Make a motion recommending that the City Council approve the above-listed health insurance contributions for non-union employees. If approved, the monthly health insurance contributions will go into effect January 1, 2011.

Attachments

Resolution

Form Review

Inbox	Reviewed By	Date
Diana Lund	Diana Lund	11/17/2010 11:01 AM
Colleen Lasher (Originator)	Jo Thieling	11/18/2010 03:51 PM
Heidi Nelson	Heidi Nelson	11/18/2010 03:58 PM
Kurt Ulrich	Kurt Ulrich	11/18/2010 04:17 PM
Form Started By: Colleen Lasher		Started On: 11/17/2010 09:56 AM
Final Approval Date: 11/18/2010		

Council Member introduced the following resolution and moved for its adoption:

RESOLUTION #

RESOLUTION APPROVING THE 2011 CITY HEALTH INSURANCE CONTRIBUTIONS FOR NON-UNION EMPLOYEES.

WHEREAS, in a continued effort to manage health care costs over the long term, encourage consumerism, and provide adequate health insurance coverage to employees, the city of Ramsey considered a number of alternate health insurance plans and carriers; and

WHEREAS, in 2011 the city will continue to offer two health plans through HealthPartners: a \$1500/\$3000 deductible plan and a \$2000/\$4000 deductible plan; and

WHEREAS, non-union employees have been advised regarding the contribution level that will be recommended to the City Council for 2011 health insurance plans, and

WHEREAS, the City’s health insurance contributions have been included in the 2011 General Fund Budget.

NOW, THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA,

Confirms the recommendation of the Personnel Committee to authorize the following monthly health insurance contributions for non-union employees.

2010 Contribution Levels					
	Total Premium	City Contribution to Premium	City Contribution to VEBA**	Total COR Contribution	EE Contribution to Premium
Three for Free*					
Single (\$2000 ded/\$3000 OOP)	\$536.87	\$536.87	\$130.00	\$666.87	\$0.00
Family (\$4000 ded/\$5000 OOP)	\$1344.66	\$813.75	\$192.00	\$1005.75	\$530.91
\$1500 Deductible					
Single (\$1500 ded/\$3000 OOP)	\$554.65	\$466.94	\$130.00	\$596.94	\$87.71
Family (\$3000 ded/\$6000 OOP)	\$1389.14	\$781.20	\$192.00	\$973.20	\$607.94
\$25/100%					
Single (\$2500 OOP)	\$762.77	\$517.14		\$517.14	\$245.63
Family (\$5000 OOP)	\$1909.59	\$831.56		\$831.56	\$1078.03

*Each plan member receives three free office visits (physician services) annually in addition to the preventive care visit.

**The City’s 2010 VEBA contribution includes the \$4.30 monthly claims fee.

The motion for the adoption of the foregoing resolution was duly seconded by Council Member, , and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 14th day of December, 2010.