City of Ramsey
Agenda
Personnel Committee
Tuesday January 11, 2011
5:30 pm
Lake Itasca Room, 7550 Sunwood Drive NW

1. **Call to Order**

2. **Citizen Input**

3. **Approve Agenda**

4. **Committee Business**

   1. Selection of a Chairperson and Alternate Chairperson for the Personnel Committee

   2. Paid on Call Fire Officer Selections for year 2011/2012

   3. Consider a Resolution Approving the 2011 Health Insurance Contributions and Wages with AFSCME as it Relates to the 2010 / 2011 Labor Agreement

   4. Consider a Resolution Approving the 2011 City Health Insurance Contribution for Non-union Employees - a Revised Case

5. **Adjournment**

Personnel Committee **Item #: 4. 1.**

Date: 01/11/2011

By: Colleen Lasher
Administrative Services

Information

Title:

Selection of a Chairperson and Alternate Chairperson for the Personnel Committee

Background:

As this is the first Personnel Committee meeting of 2011 the committee shall appoint a Chairperson and alternate Chairperson to serve on the Personnel Committee.

Recommendation:

Staff recommends that the Personnel Committee select a Chairperson and alternate Chairperson to serve the on Personnel Committee.

Funding Source:

No additional funding is required for this action.

Council Action:

Motion to confirm the recommendation of the Personnel Committee to select a Chairperson and alternate Chairperson to serve on the Personnel Committee.

Form Review

Inbox	Reviewed By	Date
Kurt Ulrich	Kurt Ulrich	01/10/2011 03:24 PM
Form Started By: Colleen Lasher		Started On: 01/10/2011 01:40 PM
Final Approval Date: 01/10/2011		

Personnel Committee **Item #: 4. 2.**

Date: 01/11/2011

By: Dean Kapler
Fire Department

Information

Title:

Paid on Call Fire Officer Selections for year 2011/2012

Background:

The Fire Department Paid on Call Officers group is made up of the following positions:
Assistant Fire Chief (2)
Captain (2)
Lieutenant (5)
Training Officer

Each position has its own job description which includes responsibilities on-scene and off. Those assigned to Officer positions must also meet all the requirements of a Ramsey Firefighter.

As in past years the Fire Chief makes a recommendation to the City Administrator, which is then given to City Council for approval.

This case specifically addresses the appointment of the paid on call officer positions for 2011/2012. Each position carries a 2 year term although the Fire Chief may shorten the term if necessary. These terms alternate, making half the positions available for application each year. It should be noted that all firefighters interested must submit a letter of interest, including those who currently hold the position and are applying again. This accomplishes both stability within the dept, while also allowing on-going opportunity for advancement.

For the term 2011/2012 the following positions were open for application:
Assistant Chief #3
Training Officer
Captain #11
Lieutenant 1,3,5

The Fire Chief conducted a one-on-one interview with the Assistant Chief candidate. Other positions were interviewed by a panel made up of the Fire Chief, Assistant Chief's and Fire Chief's from the cities of Andover and Anoka/Champlin. The following is the Fire Chiefs recommendation. The list is the entire officers group with the new recommendations bolded. The Fire Chief has discussed his recommendation with the City Administrator, who has approved.

Position Recommendation

Position	Recommendation
Assistant Fire Chief #2	Tom Hoxter
Assistant Fire Chief #3	**Matt Kohner**
Training Officer	**John Atchison**
Captain #11	**Carey Schiferli**
Captain #12	Paul Minear
Lieutenant #1	**Brad Jorgensen**
Lieutenant #2	Jim Block
Lieutenant #3	**Adam Gordon**
Lieutenant #4	**Dave Weigmann**
Lieutenant #5	**Bart Hayft**

Personnel Committee **Item #: 4. 3.**

Date: 01/11/2011

By: Colleen Lasher
Administrative Services

Information

Title:

Consider a Resolution Approving the 2011 Health Insurance Contributions and Wages with AFSCME as it Relates to the 2010 / 2011 Labor Agreement

Background:

On Wednesday, December 29, 2010, City staff and AFSCME reached a tentative agreement for the city's contribution toward health insurance and wages for 2011.

Observations:

ARTICLE XII INSURANCE

Effective January 1, 2011, the chart below shows the City of Ramsey's EMPLOYEE health insurance premiums. The EMPLOYER will make the following contributions toward group single or family health insurance coverage for EMPLOYEES enrolled in the City's plan. In addition, the City will purchase $20,000 of basic life insurance for full-time regular EMPLOYEES.

	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	$846.94	$192.00	$1038.94	$497.72
$1500 Deductible					
Single ($1500 ded/$3000 OOP)	$554.65	$469.91	$130.00	$599.91	$84.75
Family ($3000 ded/$6000 OOP)	$1389.14	$820.17	$192.00	$1012.17	$568.97
$25 Co-pay/100% Hosp.					
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 free preventive care visit.

**The City's 2011 VEBA contribution includes the $4.30 monthly claims fee.

ARTICLE XX WAGES

Effective January 1, 2011, EMPLOYEES shall be compensated in accordance with the 2010 wage schedule, appendix A2 of the 2010-2011 labor agreement; hence settling on a zero percent wage increase for 2011. Employees eligible for step increases in 2011 shall advance to the next step per the 2010 wage scale.

Recommendation:

Staff recommends that the City Council adopt resolution # 11-01-XXX approving 2011 health insurance contributions and wages for the City's labor agreement with AFSCME.

Funding Source:

The proposed health insurance contributions and zero percent wage increase have been included in the 2011 General Fund Budget.

Council Action:

Motion to confirm the recommendation of the Personnel Committee to approve 2011 health insurance contributions and wages for the City's labor agreement with AFSCME.

Attachments

Resolution

Form Review

Inbox	Reviewed By	Date
Heidi Nelson	Heidi Nelson	01/06/2011 08:56 AM
Kurt Ulrich	Kurt Ulrich	01/06/2011 09:23 AM
Form Started By: Colleen Lasher		Started On: 01/05/2011 10:30 AM
Final Approval Date: 01/06/2011		

RESOLUTION # 11-01-XXX

2011 HEALTH INSURANCE CONTRIBUTIONS AND WAGES WITH AFSCME AS IT RELATES TO THE 2010 / 2011 LABOR AGREEMENT

WHEREAS, the City and AFSCME have been negotiating the terms of the second year of the 2010/2011 labor agreement as it relates to the city's health insurance contributions and wages for 2011; and

WHEREAS, the City and AFSCME have reached tentative agreement; and

WHEREAS, the proposed health insurance contributions and a zero percent wage increase 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 approve resolution 11-01-XXX 2011 health insurance contributions and wages for the City's 2010 / 2011 labor agreement with AFSCME.

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 25th day of January 2011

ADDENDUM A TO RESOLUTION # , A RESOLUTION APPROVING 2011 HEALTH INSURANCE CONTRIBUTIONS AND WAGES WITH AFSCME AS IT RELATES TO THE 2010 / 2011 LABOR AGREEMENT

ARTICLE XII INSURANCE

Effective January 1, 2011, the chart below shows the City of Ramsey's EMPLOYEE health insurance premiums. The EMPLOYER will make the following contributions toward group single or family health insurance coverage for EMPLOYEES enrolled in the City's plan. In addition, the City will purchase $20,000 of basic life insurance for full-time regular EMPLOYEES.

	Total Premium	City Contribution to Premium	City Contribution to VEBA**	Total COR Contribution	EE Contribution to Premium
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*Each plan member receives three free office visits (physician services) annually in addition to the free preventive care visit.

**The City's 2011 VEBA contribution includes the $4.30 monthly claims fee.

ARTICLE XX WAGES

Effective January 1, 2011, EMPLOYEES shall be compensated in accordance with the 2010 wage schedule, appendix A2 of the 2010-2011 labor agreement; hence settling on a zero percent wage increase for 2011. Employees eligible for step increases in 2011 shall advance to the next step per the 2010 wage scale.

Personnel Committee **Item #: 4. 4.**

Date: 01/11/2011

By: Colleen Lasher
Administrative Services

Information

Title:

Consider a Resolution Approving the 2011 City Health Insurance Contribution for Non-union Employees - a Revised Case

Background:

This case was authorized by the City Council on December 14, 2010 while the city was in the process of negotiations with the unions. The AFSCME group, pending City Council approval, has tentatively agreed to the contribution amounts listed in the chart below. To provide for a consistent contribution to health insurance amongst all employees groups, it is recommended that the same contribution be established for non-union employees to maintain that consistency.

Observations:

	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	$846.94	$192.00	$1038.94	$497.72
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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 free preventive care visit.

**The City's 2011 VEBA contribution includes the $4.30 monthly claims fee.

Recommendation:

Staff recommends that the City Council adopt resolution 11-01-XXX approving the revised health insurance contributions listed above for non-union employees. If approved, the monthly health insurance contributions will be effective retroactively to January 1, 2011.

Funding Source:

The proposed health insurance contributions have been included in the 2011 General Fund Budget.

Council Action:

Motion to confirm the recommendation of the Personnel Committee to approve the revised health insurance contributions listed above for non-union employees. If approved, the monthly health insurance contributions will be effective retroactively to January 1, 2011.

Attachments

Resolution

Recommendation:

Staff recommends to Personnel Committee to motion to accept the Fire Chief's recommendation of Fire Department Officers for 2011/2012.

Funding Source:

As in past years funding for the positions comes from the Part-Time Regular line item of the Fire Department Budget or line item #6104. It should be noted that funding for the Lieutenant #5 position ($2520 annually) is reimbursed by the City of Nowthen per the Joint Powers Agreement.

Council Action:

Accept recommendation of Personnel Committee to accept Fire Chief's recommendation of Paid on Call Fire Officers for 2011/2012.

Form Review

Inbox	Reviewed By	Date
Kurt Ulrich	Kurt Ulrich	01/06/2011 09:17 AM
Colleen Lasher	Colleen Lasher	01/06/2011 09:33 AM
Dean Kapler (Originator)	Jo Thieling	01/06/2011 02:48 PM
Kurt Ulrich	Jo Thieling	01/06/2011 02:49 PM
Form Started By: Dean Kapler		Started On: 01/05/2011 10:07 AM
Final Approval Date: 01/06/2011		

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

RESOLUTION # 11-01-XXX

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

WHEREAS, a resolution regarding non-union contributions was approved on December 14, 2010; and

WHEREAS, at that time the city was in the process of strategic negotiations with the unions; and

WHEREAS, in an effort to be consistent among all employee groups, non-union employees have historically received the same contributions as unionized employees; and

WHEREAS; the figures below maintain that consistency; 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 revised monthly health insurance contributions for non-union employees.

	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	$846.94	$192.00	$1038.94	$497.72
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**The City's 2011 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:

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Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 25th day of January, 2011.