

**Personnel Committee**

4.0.

**Meeting Date:** 12/13/2011

**By:** Colleen Lasher, Administrative Services

**Information**

**Title:**

Consider a Resolution to Approve a 1-year Contract with AFSCME for 2012.

**Background:**

Staff have reached a tentative agreement with AFSCME for a 1-year contract effective January 1, 2012 through December 31, 2012.

**Observations:**

ARTICLE IX SICK LEAVE

Language clarification to the funeral leave policy to have consistency with the other union contracts; no increases to the benefit or funding required. See attached for revisions.

ARTICLE XII INSURANCE

Effective January 1, 2012, the chart below shows the City of Ramsey's EMPLOYEE health insurance premiums. The EMPLOYER will make the following contributions toward group 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.

	Monthly Premium	City Cont. to Prem. Per Month	Employee Cost for Premium per Month	City Cont. to VEBA	Total City Contribution
<b>Family</b>					
100% \$30.00 co-pay	\$2,057.00	\$831.56	\$1,225.44	NA	\$831.56
\$1500/\$3000 Ded. Plan w/VEBA	\$1,745.00	\$1,048.00	\$697.00	\$192.00	\$1,240.00
\$2500/\$5000 Ded. Plan w/VEBA	\$1,608.00	\$1,048.00	\$560.00	\$192.00	\$1,240.00
\$4000/8000 Ded. Plan w/VEBA	\$1,418.00	\$1,048.00	\$370.00	\$192.00	\$1,240.00
<b>Employee Only</b>					
100% \$30.00 co-pay	\$791.00	\$517.14	\$273.86	NA	\$517.14
\$1500/\$3000 Ded. Plan w/VEBA	\$671.00	\$570.00	\$101.00	\$130.00	\$700.00

\$2500/\$5000 Ded. Plan w/VEBA	\$618.50	\$570.00	\$48.50	\$130.00	\$700.00
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\$4000/8000 Ded. Plan w/VEBA	\$545.00	\$545.00	\$0.00	\$155.00	\$700.00
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## Employee Plus Spouse

100% \$30.00 co-pay	\$1,661.00	\$831.56	\$829.44	NA	\$831.56
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\$1500/\$3000 Ded. Plan w/VEBA	\$1,409.50	\$815.00	\$594.50	\$160.00	\$975.00
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\$2500/\$5000 Ded. Plan w/VEBA	\$1,298.50	\$815.00	\$483.50	\$160.00	\$975.00
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\$4000/8000 Ded. Plan w/VEBA	\$1,145.00	\$815.00	\$330.00	\$160.00	\$975.00
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## Employee Plus Child(ren)

100% \$30.00 co-pay	\$1,582.00	\$831.56	\$750.44	NA	\$831.56
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\$1500/\$3000 Ded. Plan w/VEBA	\$1,342.00	\$890.00	\$452.00	\$160.00	\$1,050.00
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\$2500/\$5000 Ded. Plan w/VEBA	\$1,236.50	\$890.00	\$346.50	\$160.00	\$1,050.00
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\$4000/8000 Ded. Plan w/VEBA	\$1,090.50	\$890.00	\$200.50	\$160.00	\$1,050.00
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\*\*The City's 2012 VEBA contribution includes the \$4.30 monthly claims fee.

ARTICLE XX WAGES

Effective January 1, 2012, EMPLOYEES shall receive a two percent (2%) cost of living adjustment (COLA) over 2011 wages in accordance with the 2012 wage schedule, appendix A2 of the 2012 labor agreement.

**Recommendation:**

Make a motion recommending that the City Council approve the above-listed negotiated items for a 1-year contract with AFSCME employees, effective January 1, 2012 through December 31, 2012.

**Funding Source:**

The proposed health insurance contributions and two percent (2%) cost of living adjustment have been included in the 2012 General Fund Budget.

**Council Action:**

Motion to confirm the recommendation of the Personnel Committee to approve a 1-year AFSCME contract for 2012

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**Attachments**

Resolution

Funeral Leave Policy

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**Form Review**

Inbox  
Kurt Ulrich

Reviewed By

Date

Form Started By: Colleen Lasher

Started On: 12/05/2011 08:09 AM

**Current:**

Employees are allowed funeral leave up to three (3) consecutive days per occurrence twice annually (a maximum of six days annually) for a death in the immediate family as defined under ARTICLE 9.3 That time is not chargeable against any accrued vacation, sick or compensatory time. Additional funeral leave may be taken (with prior approval from a supervisor) and is deductible from sick leave (up to three (3) consecutive days), vacation or compensatory time as the EMPLOYEE may choose and have available.

**Proposed:**

Employees are allowed funeral leave up to 24 hours (three 8-hour days or two 12-hour days ) twice annually per occurrence (a maximum of 48 hours annually) for a death in the immediate family as defined under Article 15.2. That time is not chargeable against any accrued vacation, sick or compensatory time. Hours must be taken within five (5) calendar days from start to finish per occurrence. Additional funeral leave may be taken (with prior approval from a supervisor) and is deductible from sick leave (up to three (3) consecutive days), vacation or compensatory time as the EMPLOYEE may choose and have available.

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

**RESOLUTION #**

**RESOLUTION TO APPROVE A 1-YEAR CONTRACT WITH AFSCME**

**WHEREAS**, staff and AFSCME have come to a tentative agreement on a 1-year contract effective January 1, 2012 through December 31, 2012; and

**WHEREAS**, the tentative agreement includes language clarification to the funeral leave policy for consistency with the City's other union contracts; no increases to the benefit or funding is required; and

**WHEREAS**, the tentative agreement includes, effective January 1, 2012, a two percent (2%) cost of living adjustment (COLA) over 2011 wages in accordance with the 2012 wage schedule, appendix A2 of the 2012 labor agreement; and

**WHEREAS**, the tentative agreement includes, effective January 1, 2012, the following contributions to health insurance and employee HRA/VEBA accounts, as well as \$20,000 basic life insurance.

	Monthly Premium	City Cont. to Prem. Per Month	Employee Cost for Premium per Month	City Cont. to VEBA	Total City Contribution
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\$4000/\$8000 Ded. Plan w/VEBA	\$1,090.50	\$890.00	\$200.50	\$160.00	\$1,050.00

\*The City's 2012 VEBA contribution includes the \$4.30 monthly claims fee.

**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 make a motion recommending that the City Council approve the above-listed negotiated items for a 1-year contract with AFSCME employees, effective January 1, 2012 through December 31, 2012

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 13<sup>th</sup> day of December, 2011.