

Personnel Committee**Meeting Date:** 12/13/2011**By:** Colleen Lasher, Administrative Services**Information****Title:**

Consider a Resolution to Approve 2012 Health Insurance Contributions for LELS-Patrol and LELS-Sergeants

Background:

Staff have reached a tentative agreement with LELS-Patrol and LELS-Sergeants on the City's 2012 health insurance contributions.

Currently, both groups are working under a 2-year labor agreement effective from January 1, 2011 through December 31, 2012. The only open item on the contract is the city's health insurance contributions for 2012.

Both groups have agreed to the City's proposed contributions as shown below. These are the same health insurance contributions that have been negotiated with AFSCME and provided to (pending City Council approval) Non-Union employees. Note: in order to ease administration of the benefits and to maintain consistency (aside from the funding toward the co-pay plan) all contributions are set at an equal amount for each tier level (Family, Employee only, Employee+Spouse, Employee+Children).

Observations:

	Monthly Premium	City Cont. to Prem. Per Month	Employee Cost for Premium per Month	City Cont. to VEBA	Total City Contribution
Family					
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
Employee Only					
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
\$4000/8000 Ded. Plan w/VEBA	\$545.00	\$545.00	\$0.00	\$155.00	\$700.00

Employee Plus Spouse

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

Employee Plus Child(ren)

100% \$30.00 co-pay	\$1,582.00	\$831.56	\$750.44	NA	\$831.56
\$1500/\$3000 Ded. Plan w/VEBA	\$1,342.00	\$890.00	\$452.00	\$160.00	\$1,050.00
\$2500/\$5000 Ded. Plan w/VEBA	\$1,236.50	\$890.00	\$346.50	\$160.00	\$1,050.00
\$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.

Recommendation:

Make a motion to approve the above listed city health insurance contributions.

Funding Source:

Funding for the 2012 city contributions to health insurance is included in the 2012 general fund budget.

Council Action:

Make a motion to confirm the recommendation of the Personnel Committee to approve the above listed city health insurance contributions effective January 1, 2012.

Form Review

Inbox

Reviewed By

Date

Form Started By: Colleen Lasher

Started On: 12/08/2011 09:19 AM

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

RESOLUTION #

RESOLUTION TO APPROVE 2012 CITY HEALTH INSURANCE CONTRIBUTIONS FOR LELS-PATROL AND LELS-SERGERANTS

WHEREAS, both LELS-Patrol and LELS-Sergeants are currently working under a 2-year contract effective January 1, 2011 through December 31, 2012; and

WHEREAS, the only open item for the second year of the contracts is the City's 2012 health insurance contributions; and

WHEREAS, staff and LELS-Patrol and LELS-Sergeants have come to a tentative agreement on the City's 2012 health insurance contributions, which are the same contributions as that offered to all other employee groups; 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
Family					
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
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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 City contributions to health insurance, 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 13th day of December, 2011.