

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

RESOLUTION #

**RESOLUTION APPROVING
NON-UNION SICK LEAVE FOR WELLNESS POLICY**

WHEREAS, non-union employees have requested a Sick Leave for Wellness Policy; and

WHEREAS, this policy would mirror the approved AFSCME Sick Leave for Wellness Policy; and

WHEREAS, employee wellness supports the achievement of City goals.

**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 a Non-Union Sick Leave for Wellness Policy as an addition to the City's current Personnel Policy.

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 27th day of September, 2011.

**ADDENDUM A TO RESOLUTION # , A RESOLUTION APPROVING
THE 2010-2011 LABOR AGREEMENT WITH AFSCME**

- Section 8.5 As an alternative to compensation at premium rates for time worked in excess of forty (40) hours within the work week, the Employee may request compensatory time off in lieu of over-time pay to be taken at a later date, which shall be computed at one and one-half (1 ½) the time worked in excess of forty (40) hours within a work week.
- Section 8.11 On-Call Policy– Add language from the Memorandum of Agreement dated May 15, 2008. (see attached)
- Article 21 Uniforms: Public Works Maintenance Workers and Engineering Technicians may combine the current uniform allowance (\$250.00) and the current boot allowance (\$100.00) to be reimbursed up to \$350.00 annually for any combination of City-approved work pants and shirts, and work boots.
- New Article Add the language from the Memorandum of Agreement regarding Health Care Savings Plan. (see attached)
- Section 9.2 Sick Leave Conversion
- Unused sick leave in excess of 120 days (960 hours) at the end of a calendar year (January 1st) may be converted to vacation at a rate of one hour vacation for each two hours of sick leave in excess of 120 days or deposited into the health care savings plan at a rate of one hour of pay for each two hours of sick leave.
- New Section Section 9.2.1 Wellness
- On an annual basis, employees with a minimum of 300 hours of accrued and unused sick leave and five years of service may use up to 24 hours of sick leave for the following:
1. to pay for employee's health or dental expenses. (taxable income)

2. to pay for fitness equipment or an approved wellness-related program. (taxable income)
3. to make a contribution to a deferred compensation program.

Accrued sick leave used for these purposes will be reimbursed at the employee's sick leave severance rate based on years of service (e.g., 33%, 35%, 37% or 40%). Documentation of expenses paid must be submitted to Human Resources. Reimbursed funds will be processed twice annually.

Appendix A1 Compensation Plans

2010—0% COLA with step increases
2011—Reopener

Article 10 Holidays: the Municipal Center will be closed on the following days: Christmas Eve, Thursday, December 23, 2010
Christmas, Friday, December 24, 2010

Article 25 Duration: 2010--2011

Health The employer contribution for 2010 is indicated in the table below and the contract will be reopened to discuss the City's 2011 health insurance contribution.

2010 Health Insurance Plans / Premiums

	Total Premium	City Contribution to Premium	City Contribution to VEBA	Total COR Contribution	EE Contribution to Premium
3 for Free* CG205					
Single	\$460.36	\$460.36	\$130.00	\$590.36	\$0.00
Family	\$1150.78	\$750.00	\$192.00	\$942.00	\$400.78
\$1500 Ded. CG203					
Single	\$475.56	\$430.36	\$130.00	\$560.36	\$45.20
Family	\$1188.80	\$720.00	\$192.00	\$912.00	\$468.80
\$25/100% HA201					
Single	\$653.44	\$517.14		\$517.14	\$136.30
Family	\$1633.63	\$831.56		\$831.56	\$802.07

*The City's 2010 HDHP contribution includes the \$4.30 monthly claim fee. Also, the annual deductibles for the Three for Free single and family plans are \$2,000 and \$4,000, respectively. The annual deductibles for the \$1500 plan single and family plans are \$1500 and \$3000, respectively.