

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

RESOLUTION #

RESOLUTION TO APPROVE NON-UNION HEALTH INSURANCE CONTRIBUTIONS AND COST OF LIVING ADJUSTMENTS (COLA)

WHEREAS, benefit eligible City employees may participate in the health plan; and

WHEREAS, the City wishes to provide contributions toward this benefit which are consistent with the market, within the City’s financial means, and of value to employees, and

WHEREAS, the chart below lists the premiums, employee costs, and total City costs, effective January 1, 2012, and

WHEREAS, consistent with past practice, the City will continue to provide benefit eligible employees with a basic life insurance policy of \$20,000; and

WHEREAS, wages were not increased in 2010 or 2011, and

WHEREAS, effective January 1, 2012, a two percent (2%) cost of living adjustment (COLA) shall be added to the non-union wage scale.

	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.

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 health insurance contributions and a two percent (2%) cost of living adjustment (COLA) for non-union employees effective January 1, 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.