

City of Ramsey
Agenda
Personnel Committee
Tuesday December 13, 2011
5:15 pm
Trott Brook Room, 7550 Sunwood Drive NW

- 1. Call to Order**
- 2. Citizen Input**
- 3. Approve Agenda**
- 4. Committee Business**
 1. Consider a Resolution to Accept the Resignation of the Building Official and Address the 2012 Building Official Needs
 2. Consider a Resolution to Approve a 1-year Contract with AFSCME for 2012.
 3. Consider a Resolution to Approve 2012 Health Insurance Contributions for LELS-Patrol and LELS-Sergeants
 4. Consider a Resolution to Approve 2012 Non-Union Health Insurance Contributions and 2012 Non-Union Cost of Living Adjustments (COLA)
- 5. Adjournment**

Personnel Committee

4. 1.

Meeting Date: 12/13/2011

By: Colleen Lasher, Administrative Services

Information

Title:

Consider a Resolution to Accept the Resignation of the Building Official and Address the 2012 Building Official Needs

Background:

Mr. Mick Kaehler, the City's Building Official, submitted a letter of resignation effective December 30, 2011. Currently, the Building Division work is accomplished through the Building Official, contracted building inspections through Inspectron Inc., the Permit Technician, and is led by Heidi Nelson, Deputy City Administrator/Director of Community Development. With this change, per Minnesota Statute 326B.133, the Building Division is in need of a Building Official beginning January 1, 2012.

Notification:

Minnesota State Statute: 326B.133 BUILDING OFFICIALS. Subdivision 1. Designation. Each municipality shall designate a building official to administer the code. A municipality may designate no more than one building official responsible for code administration defined by each certification category created by statute or rule. See attached for complete statute.

Recommendation:

Staff recommends accepting Mr. Kaehler's resignation and contracting the Building Official responsibilities out to Inspectron, Inc. effective January 1, 2012 for a period of six months to allow for review of long term Building Official needs.

Funding Source:

The funding for Mr. Kaehler's position is covered by the General Fund and is set at \$101,972 (salary & benefits) for 2012. Contracted Building Official expenses would be covered by from that amount.

Council Action:

Motion to approve resolution 11-12-XXX confirming the recommendation of the Personnel Committee to do the following:

- 1) Accept the resignation of Mick Kaehler, the City's Building Official effective December 30, 2011, and
- 2) Direct staff to contract with Inspectron, Inc., effective January 1, 2012, for the Building Official responsibilities for a period of six month to allow for review of long term Building Official needs.

Attachments

Statute

Resolution

Form Review

Inbox	Reviewed By	Date
Heidi Nelson	Heidi Nelson	12/08/2011 01:47 PM
Kurt Ulrich	Kurt Ulrich	12/08/2011 03:27 PM

Form Started By: Colleen Lasher

Started On: 12/07/2011 09:58 AM

Final Approval Date: 12/08/2011

326B.133 BUILDING OFFICIALS.

Subdivision 1. **Designation.** Each municipality shall designate a building official to administer the code. A municipality may designate no more than one building official responsible for code administration defined by each certification category created by statute or rule. Two or more municipalities may combine in the designation of a building official for the purpose of administering the provisions of the code within their communities. In those municipalities for which no building officials have been designated, the state building official may use whichever state employees are necessary to perform the duties of the building official until the municipality makes a temporary or permanent designation. All costs incurred by virtue of these services rendered by state employees must be borne by the involved municipality and receipts arising from these services must be paid to the commissioner.

[See Note.]

Subd. 2. **Qualifications.** A building official, to be eligible for designation, must be certified and have the experience in design, construction, and supervision which the commissioner deems necessary and must be generally informed on the quality and strength of building materials, accepted building construction requirements, and the nature of equipment and needs conducive to the safety, comfort, and convenience of building occupants. No person may be designated as a building official for a municipality unless the commissioner determines that the official is qualified as provided in subdivision 3.

Subd. 2a. **Application; renewal; fees; expiration.** (a) An applicant for certification shall submit a completed application on a form approved by the commissioner to the department. The commissioner shall review applications for compliance with the requirements established by rule.

(b) Application for initial certification or renewal certification as a building official, building official-limited, or accessibility specialist shall be according to this section and sections 326B.092 to 326B.095.

(c) Fees shall be paid to the department according to section 326B.092.

(d) Unless revoked or suspended under this chapter, all certifications issued or renewed under this section expire two years from the date of original issuance and every two years thereafter.

[See Note.]

Subd. 3. **Certification criteria.** The commissioner shall by rule establish certification criteria as proof of qualification pursuant to subdivision 2. The commissioner may:

(1) develop and administer written and practical examinations to determine if a person is qualified pursuant to subdivision 2 to be a building official;

(2) accept documentation of successful completion of testing programs developed and administered by nationally recognized testing agencies, as proof of qualification pursuant to subdivision 2; or

(3) determine qualifications by satisfactory completion of clause (2) and a mandatory training program developed or approved by the commissioner.

Upon a determination of qualification under clause (1), (2), or (3), the commissioner shall issue a certificate to the building official stating that the official is certified. The commissioner or

a designee may establish categories of certification that will recognize the varying complexities of code enforcement in the municipalities within the state. The commissioner shall provide educational programs designed to train and assist building officials in carrying out their responsibilities.

[See Note.]

Subd. 3a. **Certification categories.** (a) If a municipality has adopted or adopts the State Building Code, the responsibilities for code administration and enforcement are under the authority of its designated building official or the certified building official-limited.

(b) Certified building official. This certification is identified as "certified building official" on the certificate card. This certification is granted to an individual who has met the certified building official requirements established by rule and passed the written examination prepared by the state. A person with this certification may serve as the designated building official for any municipality. For the purposes of calculating fees under section 326B.092, certification as a building official is a master license.

(c) Certified building official-limited. This certification is identified as "certified building official-limited" on the certification card. This certification is granted to an individual who has met the certified building official-limited requirements established by rule and passed the written examination prepared by the state. An individual with this certification may perform code administration for one- and two-family dwellings, their accessory structures, and "exempt classes of buildings" as provided in Minnesota Rules, part 1800.5000, of the Board of Architecture, Engineering, Land Surveying, Landscape Architecture, Geoscience, and Interior Design, and "facilities for persons with physical disabilities" that are governed by the State Building Code. Subject to the limitations of the building official-limited certification, an individual with this certification may serve as the designated building official for any municipality. Code administration for all other buildings must be performed by a certified building official as defined in paragraph (b). A certified building official-limited may conduct inspections for other structures regulated by the State Building Code under the direction of a designated certified building official or the state building official.

Subject to all other certification requirements, as of January 1, 2012, valid Class I certifications shall be included in the certified building official-limited category upon the next immediate renewal. For the purposes of calculating fees under section 326B.092, certification as a building official-limited is a journeyman license.

(d) Accessibility specialist. This certification is identified as accessibility specialist on the certification card. This certification is granted to an individual who has met the "accessibility specialist" requirements established by rule and passed the written examination prepared by the state. An individual with this classification is limited to the administration of those provisions of the State Building Code that provide access for persons with disabilities. For the purposes of calculating fees under section 326B.092, certification as an accessibility specialist is a journeyman license.

[See Note.]

Subd. 4. **Duties.** Building officials shall, in the municipality for which they are designated, be responsible for all aspects of code administration for which they are certified, including the

issuance of all building permits and the inspection of all manufactured home installations. The commissioner may direct a municipality with a building official to perform services for another municipality, and in that event the municipality being served shall pay the municipality rendering the services the reasonable costs of the services. The costs may be subject to approval by the commissioner.

Subd. 5. **Grounds.** The commissioner may use any enforcement provision in section 326B.082 against an applicant or individual holding a certificate, if the applicant or individual:

(1) violates a provision of sections 326B.101 to 326B.194 or a rule adopted under those sections; or

(2) engages in fraud, deceit, or misrepresentation while performing the duties of a certified building official.

Nothing in this subdivision limits or otherwise affects the authority of a municipality to dismiss or suspend a building official at its discretion, except as otherwise provided for by law.

Subd. 6. **Action against unlicensed persons.** The commissioner may take any administrative action provided under section 326B.082, against an individual required to be certified under subdivision 3, based upon conduct that would provide grounds for action against a certificate holder under this section.

Subd. 7. **Vacancies.** In the event that a designated building official position is vacant within a municipality, that municipality shall designate a certified building official to fill the vacancy as soon as possible. The commissioner must be notified of any vacancy or designation in writing within 15 days. If the municipality fails to designate a certified building official within 15 days of the occurrence of the vacancy, the state building official may provide state employees to serve that function as provided in subdivision 1 until the municipality makes a temporary or permanent designation. Municipalities must not issue permits without a designated certified building official.

Subd. 8. **Continuing education requirements; extension of time.** (a) This subdivision establishes the number of continuing education units required within each two-year certification period.

A certified building official shall accumulate 16 continuing education units in any education program that is approved under Minnesota Rules, part 1301.1000.

A certified building official-limited shall, in each year of the initial two-year certification period, accumulate eight continuing education units in any education program that is approved under Minnesota Rules, part 1301.1000. Continuing education units shall be reported annually during the initial two-year certification period by the method established in rule. A certified building official-limited shall accumulate 16 continuing education units for each two-year certification period thereafter in any education program that is approved under Minnesota Rules, part 1301.1000.

An accessibility specialist must accumulate four continuing education units in any of the programs described in Minnesota Rules, part 1301.1000, subpart 1 or 2. The four units must be for courses relating to building accessibility, plan review, field inspection, or building code administration.

Continuing education programs may be approved as established in rule.

(b) Subject to sections 326B.101 to 326B.194, the commissioner may by rule establish or approve continuing education programs for certified building officials dealing with matters of building code administration, inspection, and enforcement.

Each person certified as a building official for the state must satisfactorily complete applicable educational programs established or approved by the commissioner to renew certification.

(c) The state building official may grant an extension of time to comply with continuing education requirements if the certificate holder requesting the extension of time shows cause for the extension. The request for the extension must be in writing. For purposes of this section, the certificate holder's current certification effective dates shall remain the same. The extension does not relieve the certificate holder from complying with the continuing education requirements for the next two-year period.

[See Note.]

Subd. 9. **Renewal.** (a) Subject to sections 326B.101 to 326B.194, the commissioner of labor and industry may by rule adopt standards dealing with renewal requirements.

(b) If the commissioner has not issued a notice of denial of application for a certificate holder and if the certificate holder has properly and timely filed a fully completed renewal application, then the certificate holder may continue to engage in building official activities whether or not the renewed certificate has been received. Applications must be made on a form approved by the commissioner. Each application for renewal must be fully completed, and be accompanied by proof of the satisfactory completion of minimum continuing education requirements and the certification renewal fee established by the commissioner. Applications are timely if received prior to the expiration of the most recently issued certificate. An application for renewal that does not contain all of the information requested is an incomplete application and will not be accepted.

[See Note.]

Subd. 10. **Expiration.** All certificates expire at 11:59:59 p.m. central time on the date of expiration if not properly renewed in accordance with subdivision 9, paragraph (b).

[See Note.]

Subd. 11. **Failure to renew.** An individual who has failed to make a timely application for renewal of a certificate is not certified and must not serve as the designated building official for any municipality, or a certified building official, a certified building official-limited, or an accessibility specialist until a renewed certificate has been issued by the commissioner.

[See Note.]

History: 1984 c 544 s 70; 1984 c 578 s 1; 1984 c 655 art 2 s 13 subd 1; 1Sp1985 c 17 s 6; 1986 c 444; 1988 c 613 s 16; 1995 c 254 art 2 s 8-11; 1998 c 359 s 11,12; 1Sp2001 c 10 art 2 s 30; 2002 c 220 art 10 s 30,31; 2007 c 135 art 2 s 3; 2007 c 140 art 4 s 12,61; art 13 s 4; 2008 c 337 s 63; 2010 c 280 s 15; 2010 c 347 art 3 s 12-17

NOTE: The amendments to subdivisions 1, 3, 8, and 11, by Laws 2010, chapter 347, article 3, sections 12, 14, 16, and 17, and subdivisions 2a and 3a, as added by Laws 2010, chapter 347, article 3, sections 13 and 15, are effective January 1, 2012. Laws 2010, chapter 347, article 3, section 76, as amended by Laws 2010, chapter 385, section 6.

NOTE: Subdivisions 9 and 10 are repealed by Laws 2010, chapter 347, article 3, section 75, effective January 1, 2012. Laws 2010, chapter 347, article 3, section 75, the effective date.

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #

CONSIDER A RESOLUTION TO ACCEPT THE RESIGNATION OF THE BUILDING OFFICIAL AND TO ADDRESS THE 2012 BUILDING OFFICIAL NEEDS

WHEREAS, Mr. Mick Kaehler, the City's Building Official, submitted a letter of resignation effective December 30, 2011; and

WHEREAS, currently, the Building Division work is accomplished through the Building Official, contracted building inspections through Inspectron, Inc., the Permit Technician, and is led by Heidi Nelson, Deputy City Administrator/Director of Community Development; and

WHEREAS; per Minnesota Statute 326B.133, the Building Division is in need of a Building Official beginning January 1, 2012.

WHEREAS; the funding for contracted Building Official expenses would be covered by the savings from Mr. Kaehler's position.

WHEREAS, staff recommends accepting Mr. Kaehler's resignation and contracting the Building Official responsibilities out to Inspectron, Inc. effective January 1, 2012.

NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA, as follows:

Motion to approve resolution 11-12-XXX confirming the recommendation of the Personnel Committee to do the following:

- 1) Accept the resignation of Mick Kaehler, the City's Building Official effective December 30, 2011, and
- 2) Direct staff to contract with Inspectron, Inc., effective January 1, 2012, for the Building Official responsibilities.

The motion for the adoption of the foregoing resolution was duly seconded by Councilmember, 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.

Personnel Committee

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
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.

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

Attachments

Resolution

Funeral Leave Policy

Form Review

Inbox	Reviewed By	Date
Kurt Ulrich	Kurt Ulrich	12/08/2011 02:52 PM
Form Started By: Colleen Lasher		Started On: 12/05/2011 08:09 AM
	Final Approval Date: 12/08/2011	

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
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 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 13th day of December, 2011.

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.

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.

Attachments

Resolution

Form Review

Inbox
Kurt Ulrich

Reviewed By
Kurt Ulrich

Date
12/08/2011 03:32 PM
Started On: 12/08/2011 09:19 AM

Form Started By: Colleen Lasher

Final Approval Date: 12/08/2011

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
\$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 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.

Personnel Committee

Meeting Date: 12/13/2011

By: Colleen Lasher, Administrative Services

Information

Title:

Consider a Resolution to Approve 2012 Non-Union Health Insurance Contributions and 2012 Non-Union Cost of Living Adjustments (COLA)

Background:

Health Insurance for 2012:

On October 11, 2011, the City Council approved the City to change health insurance carriers from HealthPartners to Blue Cross and Blue Shield as part of the LOGIS Consortium. The City benefits joining the LOGIS group and BCBS, as follows: opportunity to join a larger group, tiered plan options which includes single, single plus child(ren), single plus spouse, and family; which will better meet employees' actual coverage needs (as compared to only single and family plan options under HealthPartners), options for higher deductible plans; \$4000 Single & \$8000 Family (as compared to the current maximum deductible of \$2000 Single & \$4000 Family under HealthPartners), four years of rate caps as follows: 9% in 2013, 10% in 2014, 11% in 2015, and 12% in 2016--which are not contingent upon a service contract, two networks for employees to choose from based on their healthcare needs (as compared to one under HealthPartners), 100% coverage (in most plans) after the deductible is satisfied (as compared to 80% under HealthPartners), less expensive basic life insurance, approximately \$500.00 contribution per year toward the OPEP GASB Statement No. 45 valuation fee, and more plan options.

The City health insurance contributions listed below are the same contributions that have been negotiated with all other employee groups (AFSCME, LELS-Patrol and LELS-Sergeants). 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).

Cost of Living Adjustment (COLA) for 2012:

Wages for all City staff have been frozen for two years with the last increase authorized as of January 1, 2009 (no increases were given for 2010 or 2011). The City Council authorized a two percent (2%) increase as part both the LELS Patrol and LELS Sergeants 2011 - 2012 contracts effective January 1, 2012. Earlier this evening, the Personnel Committee considered a case to settle the AFSCME contract, which also included a 2% increase to wages. The non-union wage scale, at this time, reflects 2009 wages. Staff has surveyed other comparable cities in the area and a 2% increase is within the trend for 2012.

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 and to increase the non-union wage scale by two percent (2%).

Funding Source:

Funding for both city contributions to health insurance and cost of living adjustment are 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 and to increase the non-union wage scale by two percent (2%).

Attachments

Resolution

Form Review

Inbox	Reviewed By	Date
Kurt Ulrich	Kurt Ulrich	12/08/2011 02:54 PM
Form Started By: Colleen Lasher		Started On: 12/05/2011 08:14 AM
	Final Approval Date: 12/08/2011	

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
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*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.