

Councilmember introduced the following resolution and moved for its adoption:

**RESOLUTION #13-03-065**

**RESOLUTION TO APPROVE A 2-YEAR LABOR AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES**

**WHEREAS**, the current AFSCME contract expired on December 31, 2012; and

**WHEREAS**, city staff and AFSCME have reached a tentative agreement on a two-year labor agreement; and

**WHEREAS**, the City and AFSCME have tentatively agreed to all articles within the contracts, as well as the Memorandum of Understandings for health insurance and the \$295 credit in lieu of coverage; and;

**WHEREAS**, the City will administer the 2013-2014 labor agreement as follows:

Duration:

2-years / 2013-2014

Wages:

2013: 1% Increase to the 2012 wage scale, effective on 01-01-13, for a Cost of Living Adjustment.

2014: 2% increase to the 2013 wage schedule, effective on 01-01-14 for Cost of Living Adjustment and 1% increase effective on 07-01-14, for a Market Rate Adjustment.

Insurance:

Note: The following 2013 health insurance contributions are the same as the contributions previously approved for non-union employees.

2013: Memorandum of Understanding -- January 1, 2013 to December 31, 2013 as described below.

2014: Memorandum of Understanding -- January 1, 2014 to December 31, 2014 as described below.

The employer will make the following contributions toward group health insurance coverage for employees enrolled in the City's plan during 2013 and 2014. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular employees.

1) Increase city contributions for 2013 health insurance, as follows:

From \$1200 to \$1293 Family  
From \$1050 to \$1095 Employee/Children  
From \$950 to \$1017 Employee/Spouse  
From \$700 to \$730-746.50 Single

Or

Provide cash in lieu of City's insurance contribution of \$295 per month; employees receiving the waiving benefit prior to 2013 will continue to be grandfathered in and will receive an increase from \$290 to \$295 per month; employees new to the program are subject to the following:

- Employee shows proof of other coverage, and
- Employee agrees to the terms of the waiving benefit as described within the City's policy and signs the acknowledgement form, and
- Employee experiences a qualifying family status change (for mid-year changes)

2) \*Increase city contributions for 2014 health insurance, as follows:

From \$1293 to \$1358 Family  
From \$1095 to \$1150 Employee/Children  
From \$1017 to \$1068 Employee/Spouse  
From \$730-746.50 to \$767-784 Single

Or

Provide cash in lieu of City's insurance contribution of \$295 per month; employees receiving the waiving benefit prior to 2013 will continue to be grandfathered in and will receive an increase from \$290 to \$295 per month; employees new to the program are subject to the following:

- Employee shows proof of other coverage, and
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- Employee experiences a qualifying family status change (for mid-year changes)

\*In the event that the 2014 health insurance renewal comes in at a rate increase of greater than 10%; as may be the case due the Health Care Reform Act, at the request of the bargaining unit, there will be a re-opener to negotiate the City's contributions. In any case, the City will contribute no less than the 2014 amounts listed above.

Uniforms:

The employer agrees to reimburse eligible employees up to the following amounts:

- A) Work boots up to \$150 annually (includes 1 or more boots)
- B) Work clothes up to \$350 annually
- C) Embroidery up to \$25.00 annually

Compensatory Time Off

The employer agrees to raise the maximum compensatory time off accrual from 80 hours to 120 hours. The employer reserves the right to payout any compensatory time off hours in excess of 80 hours, as deemed necessary by the employer.

The employer agrees to allow employees to cash out up to a maximum 40 hours of compensatory time off annually; to be paid out up to twice annually, January 1 through January 15, and November 1 through November 15 of each year, to total a maximum payout of 40 hours of compensatory time off. Note: upon terminating employment with the City, all compensatory time off will be paid out at 100% of the accrued balance.

Overtime:

For the purposes of calculating overtime, an employee using paid holidays, vacation leave, sick leave, or compensatory time off is considered to be working.

On-Call Pay:

The employer agrees to raise holiday pay only from 2 hours to 3 hours; no change to regular Saturday and Sunday pay.

The employer agrees that on Saturdays, Sundays and approved holidays, on-call employees will not be are required to perform lift station and well checks; unless on-call employees receive an alert/alarm/page indicating that a response is required or the Public Works Superintendent or his/her designee directs a lift station and well check is necessary

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

Motion to adopt resolution#13-03-065, confirming the direction given to settle a two-year lobar Labor Agreement between the City of Ramsey and AFSCME as follows:

Duration:

2-years / 2013-2014

Wages:

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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 26<sup>th</sup> day of March 2013.