

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #18-248

RESOLUTION TO APPROVE THE CITY'S 2019 - 2020 UNION CONTRACTS

WHEREAS, the current AFSCME, LELS-Patrol, LELS Sergeant and LELS Captain contracts expire on December 31, 2018; and

WHEREAS, the City has reached a tentative agreement with AFSCME, LELS-Patrol, LELS Sergeant and LELS Captain groups on all articles within the contracts; and

WHEREAS Staff recommends approving the two-year contracts with AFSCME, LELS-Patrol, LELS Sergeant and LELS Captain groups, effective January 1, 2019 through December 31, 2020; and

WHEREAS, the City will administer the 2019-2020 contracts as follows:

- 1) Duration: Two year contracts, effective January 1, 2019 through December 31, 2020 for AFSCME, LELS-Patrol, LELS Sergeant, and LELS Captain Unions; and
- 2) Wages: AFSCME, LELS-Patrol, LELS Sergeant, and LELS Captain Union Contracts, as follows:
 - 2019: 2.75% cost of living increase added to the 2018 wage scale, effective 01-01-19 ; and
 - 2020: 3% cost of living increase added to the 2019 wage scale, effective 01-01-20; and
- 3) Health Insurance: AFSCME, LELS-Patrol, LELS Sergeant, and LELS Captain Union Contracts, as follows:
 - A) The City will make the following contributions toward group health insurance coverage for employees working 30 hours per week or more; as well as to purchase \$20,000 of basic life insurance for full-time regular employees working 30 hours per week or more and employees participating in PERA phased retirement; and
 - B) 2019 monthly health insurance contributions, including the health reimbursement or health savings account contributions as follows; Employee Only (Single) \$789.00 to \$858.00, Employee and Children at \$1033.60, Employee and Spouse at \$1077.40, and Family at \$1327.80; and
 - C) 2020 monthly health insurance contributions, including the health reimbursement or health savings account contributions as follows; Employee Only (Single) \$861.49 to \$938.08, Employee and Children at \$1129.70, Employee and Spouse at \$1178.31, and Family at \$1452.74; and/or as per the 2020 memorandum of understandings; and

- D) 2019 and 2020 City payment toward the Waiver/Credit in lieu of Coverage will remain at \$370.00 per month; and
- 4) Other negotiated contract items specific to AFSCME, LELS-Patrol, LELS-Sergeant and LELS Captain unions are shown in the attached red-line contracts and will administered as per the language in each respective labor agreement:

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 #18-248, to settle the two-year labor agreements with AFSCME, LELS-Patrol, LELS-Sergeant and LELS Captain union groups subject to final review and approval of contract language by the City Attorney.

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 November 2018.