

Councilmemberintroduced the following resolution and moved for its adoption:

RESOLUTION #21-284

RESOLUTION TO APPROVE A THREE YEAR UNION CONTRACT WITH LELS SERGEANTS

WHEREAS, the current LELS Sergeants’ contract expires on December 31, 2021; and

WHEREAS, the City has reached a tentative agreement with the LELS Sergeant group on all articles within the contracts; and

WHEREAS Staff recommends approving the three-year contract with LELS Sergeants, effective January 1, 2022 through December 31, 2024; and

WHEREAS, the City will administer the 2022-2024 contract as follows:

- 1) Duration: Three year contract, effective January 1, 2022 through December 31, 2024 for LELS Sergeant Union; and
- 2) Wages:
 - A) 2022: 3% cost of living increase added to the 2021 wage scale, effective 01-01-22; and
 - B) 2023: 3% cost of living increase added to the 2022 wage scale, effective 01-01-23; and
 - C) 2024: 3% cost of living increase added to the 2023 wage scale, effective 01-01-24; and
- 3) Insurance: City monthly contributions for 2022 health insurance:
The employer will make the following contributions toward group health insurance coverage for employees enrolled in the City’s health plan during 2022. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular employees.

Premiums or Waiver

- Employee only (single) City contribution, not to exceed \$877.50
- Employee and Children City contribution: \$1053.30
- Employee and Spouse City contribution: \$1106.10
- Family City contribution: \$1369.50
- Cash in lieu of City’s insurance contribution of \$370 per month

Health Reimbursement Account/Health Savings Account

- Single plans with a \$4000 deductible receive \$194.00 per month toward the H.R.A./V.E.B.A. or H.S.A.

- Other single plans receive \$130.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All employee + children and employee + spouse plans will receive \$160.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All family plans will receive \$192.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- Employees waving health insurance will not receive H.R.A. or H.S.A. contributions

2) City total monthly contributions for 2023 and 2024 health insurance:

The employer will make the following contributions toward group health insurance coverage for employees enrolled in the City's health plan during 2023 and 2024. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular employees.

Premiums or Waiver

- Employee only (single) City contribution will be paid at the dollar value equal to the \$2500 Deductible Perform Network plan full premium; and
- Employee and Children City contributions will be paid at the dollar value equal to 60% of the \$2500 Deductible Perform Network plan full premium; and
- Employee and Spouse City contribution will be paid at the dollar value equal to 60% of the \$2500 Deductible Perform Network plan full premium; and
- Family City contribution will be paid at the dollar value equal to 60% of the \$2500 Deductible Perform Network plan full premium; and
- Cash in lieu of City's insurance contribution of \$370 per month.

Health Reimbursement Account/Health Savings Account

- Single plans with a \$4000 deductible receive \$194.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- Other single plans receive \$130.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All employee + children and employee + spouse plans will receive \$160.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All family plans will receive \$192.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- Employees waving health insurance will not receive HRA or HSA contributions

- 4) Other negotiated contract items specific to the LELS Sergeant union are shown in the attached red-line contracts and will administered as per the language in the labor agreement.

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

- 1) That the Ramsey City Council settle three-year labor agreements with LELS Sergeant union group 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 Councilmember , and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

None

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 28th day of September 2021.

Mayor

ATTEST:

City Clerk