

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #21-335

RESOLUTION TO APPROVE A THREE YEAR UNION CONTRACT WITH AFSCME

WHEREAS, the current AFSCME contract expires on December 31, 2021; and

WHEREAS, the City has reached a tentative agreement with AFSCME on all articles within the contract; and

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

WHEREAS, the City will administer the contract as follows:

1) Duration: three years contract, effective January 1, 2022 through December 31, 2024 with AFSCME

2) Wages:

- For years 2022, 2023, and 2024: 3% cost of living increase, effective on January 1st of each year; and
- The following positions will receive a market rate adjustment of 2.5%, effective on January 1, 2023 and January 1, 2024:
 - Building Maintenance Workers
 - Parks, Streets and Utilities Maintenance Workers
 - Lead Parks and Lead Streets Maintenance Workers

3) Health Insurance:

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:

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.

The City's monthly contribution to health insurance premiums in 2022, not including contributions to the H.R.A./V.E.B.A. or H.S.A. are listed below.

Monthly City Contributions to Premiums

- Employee only (single) City contribution, not to exceed \$877.50; and
- Employee and Children City contribution is \$1053.30; and
- Employee and Spouse City contribution is \$1106.10; and
- Family City contribution is \$1369.50; and

In addition to the premium contributions listed above, the city will contribute the following to the H.R.A./V.E.B.A. or H.S.A. shown below, as follows:

- 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.

Or

The Employer will pay \$370 per month in 2022 in lieu of all insurance benefits provided in this Section for employees who waive such coverage. Employees receiving the waiving benefit prior to 2013 will continue to be grandfathered in to the waiving benefit. Other employees to the program are subject to the following terms: Employee must agree to the terms of the waiving benefit as described within the City's policy and signs the acknowledgement form.

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.

The City's monthly contribution to health insurance premiums in 2023 and 2024, not including contributions to the H.R.A./V.E.B.A. or H.S.A. are listed below.

Monthly City Contributions to Premiums

- Employee only (single) City contribution will be paid at the dollar value equal to the \$2500 Deductible Perform Network plan full premium, but not to exceed \$960.86 in 2023 and not to exceed \$1052.14 in 2024; 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, but not to exceed \$1153.36 in 2023 and not to exceed \$1262.93 in 2024; 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, but not to exceed \$1211.18 in 2023 and not to exceed \$1326.24 in 2024; and
- Family City contribution will be paid at the dollar value equal to 60% of the \$2500 Deductible Perform Network plan full premium, but not to exceed \$1499.60 in 2023 and not to exceed \$1642.06 in 2024; and

Total monthly city contributions listed above include the H.R.A./V.E.B.A. or H.S.A. shown below, as follows:

- 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.

Or

The Employer will pay \$370 per month in 2023 and 2024 in lieu of all insurance benefits provided in this Section for employees who waive such coverage. Employees receiving the waiving benefit prior to 2013 will continue to be grandfathered in to the waiving benefit. Other employees to the program are subject to the following terms: Employee must agree “to the terms of the waiving benefit as described within the City’s policy and signs the acknowledgement form.

- 4) Other negotiated contract items 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:

Motion to adopt resolution #21-335, to settle a three-year labor agreement with AFSCME 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 23rd day of November 2021.

Mayor

ATTEST:

City Clerk