

Councilmemberintroduced the following resolution and moved for its adoption:

RESOLUTION #24-347

RESOLUTION TO APPROVE A TWO-YEAR UNION CONTRACT WITH AFSCME

WHEREAS, the current AFSCME (American Federation of State, County, and Municipal Employees) contract expires on December 31, 2024; and

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

WHEREAS Staff recommends approving the two-year contract with the AFSCME group, effective January 1, 2025 through December 31, 2026; and

WHEREAS, the City will administer the 2025-2026 contract as follows:

1) Duration: Two-year contract, effective January 1, 2025 through December 31, 2026 for the AFSCME union; and

2) Wages:

A) Effective January 1, 2025, wages shall increase specific to the market rate adjustments by position, plus a 3% COLA

B) Effective January 1, 2026 3% cola over 2025 wages; and

3) Insurance: City monthly contributions for 2025 health insurance:

The employer will make the following contributions toward group health insurance coverage for employees enrolled in the City's health plan during 2025. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular employees; as well as provide single dental insurance for full-time regular employees.

Premiums or Waiver

- Employee only (single) City contribution, up to \$1102.50
- Employee and Children City contribution: \$1544.20
- Employee and Spouse City contribution: \$1621.20
- Family City contribution: \$2007.60, or
- Cash in lieu of City's insurance contribution of \$425.00 per month

Health Reimbursement Account/Health Savings Account

- Single plans with a \$3300 deductible receive \$160.00 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

City total monthly contributions for 2026 health insurance:

The employer will make the following contributions toward group health insurance coverage for employees enrolled in the City's health plan during 2026. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular employees, as well as provide single dental insurance for full-time regular employees.

Premiums or Waiver

- Employee only (single) City contribution will be paid up to 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 70% of the \$2500 Deductible Perform Network plan full premium but not to exceed \$1690.90; and
- Employee and Spouse City contribution will be paid at the dollar value equal to 70% of the \$2500 Deductible Perform Network plan full premium but not to exceed \$1775.21; and
- Family City contribution will be paid at the dollar value equal to 70% of the \$2500 Deductible Perform Network plan full premium but not to exceed 2198.32; or
- Cash in lieu of City's insurance contribution of \$425.00 per month, but not to exceed the LOGIS agreement.

Health Reimbursement Account/Health Savings Account

- Single plans with a \$3300 deductible receive \$160.00 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; and

- 4) Other negotiated contract items specific to the AFSCME 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 a two-year labor agreement with the AFSCME 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:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 26h day of November 2024.

Mayor

ATTEST:

City Clerk