

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #24-346

RESOLUTION TO AUTHORIZE THE CITY'S 2025 NON-UNION CITY HEALTH AND DENTAL INSURANCE CONTRIBUTIONS AND NON-UNION WAGE ADJUSTMENTS

WHEREAS, the 2025 City budget accounts for the non-union health and dental insurance contributions and wage adjustment; and

WHEREAS, Staff recommends authorizing the non-union health insurance contributions, as follows Employee only (single) City contribution, not to exceed \$1102.50; Employee and Children City contribution is \$1544.20; and Employee and Spouse City contribution is \$1621.20; and Family City contribution is \$2007.60; and

WHEREAS, Staff recommends authorizing the following contributions to the H.R.A./V.E.B.A. or H.S.A., as follows: Single plans with a \$3300 deductible receive \$160.00 per month; other single plans receive \$130.00 per month; all employee + children and employee + spouse plans will receive \$160.00 per month and all family plans will receive \$192.00 per month; and

WHEREAS, or the Employer will pay \$425.00 per month in 2025 in lieu of health insurance benefits for employees who waive such coverage; and

WHEREAS, Staff recommends authorizing the non-union dental contribution of \$37.84 per month; and

WHEREAS, Staff recommends increasing the non-union wage scale based on the findings of the market rate study and includes a three percent (3%) cost-of-living adjustment.

Non-Union	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Market rate	COLA
Position	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly		
City Administrator	78.898	82.843	86.788	90.733	94.678	98.623	8.74%	3.00%
Police Chief	67.328	70.694	74.061	77.427	80.793	84.160	6.89%	3.00%
Finance Director	65.215	68.476	71.736	74.997	78.258	81.518	5.35%	3.00%
Public Works Director/CE	64.814	68.055	71.296	74.537	77.777	81.018	4.91%	3.00%
Fire Chief/EMD	63.657	66.840	70.023	73.206	76.389	79.572	4.85%	3.00%
Comm Dev Director	62.594	65.723	68.853	71.983	75.113	78.242	8.50%	3.00%
Adm Services Director	57.677	60.561	63.445	66.329	69.213	72.097	7.16%	3.00%
IT Manager	52.795	55.435	58.075	60.715	63.354	65.994	6.85%	3.00%
Asst Public Works Director	50.309	52.825	55.340	57.856	60.371	62.886	0.00%	3.00%
Asst Finance Officer	49.783	52.272	54.761	57.250	59.739	62.228	8.45%	3.00%
Asst City Engineer	49.532	52.009	54.486	56.962	59.439	61.915	1.08%	3.00%
Econ Dev Manager	49.522	51.998	54.474	56.950	59.426	61.902	3.19%	3.00%
Building Official	48.081	50.485	52.889	55.294	57.698	60.102	3.61%	3.00%
Planning Manager	48.081	50.485	52.889	55.294	57.698	60.102	3.61%	3.00%
Asst Fire Chief	46.812	49.152	51.493	53.833	56.174	58.515	1.94%	3.00%
Senior Planner	43.998	46.198	48.398	50.597	52.797	54.997	1.57%	3.00%
Fire Captain of Admin	43.244	45.406	47.568	49.730	51.893	54.055	13.87%	3.00%
Fire Marshall	43.244	45.406	47.568	49.730	51.893	54.055	13.87%	3.00%
City Clerk	42.879	45.023	47.167	49.311	51.455	53.599	3.21%	3.00%
Civil Engr IV	42.654	44.787	46.919	49.052	51.185	53.317	0.00%	3.00%
Network Specialist	42.205	44.315	46.426	48.536	50.646	52.756	13.66%	3.00%
Parks/Streets/Util. Sup.	40.494	42.518	44.543	46.568	48.592	50.617	3.03%	3.00%
City Planner	40.414	42.434	44.455	46.476	48.496	50.517	0.00%	3.00%
Office Supervisor	40.126	42.132	44.138	46.145	48.151	50.157	8.06%	3.00%
Sr Engr Tech	37.777	39.666	41.554	43.443	45.332	47.221	2.65%	3.00%
Building Maint Supervisor	36.811	38.651	40.492	42.332	44.173	46.013	8.28%	3.00%
HR Generalist	36.197	38.007	39.817	41.627	43.437	45.247	9.23%	3.00%
HR Specialist	33.387	35.057	36.726	38.396	40.065	41.734	15.32%	3.00%
Rec Coordinator	31.948	33.545	35.143	36.740	38.338	39.935	2.33%	3.00%

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

- 1) Motion to adopt resolution #24-346, subject to passing this evening's 2025 final budget and levy including the following actions:
 - a. Authorize the following 2025 non-union monthly City health insurance contributions, effective January 1, 2025: Employee only (single) City contribution, not to exceed \$1102.50; Employee and Children City contribution is \$1544.20; Employee and Spouse City contribution is \$1621.20; and Family City contribution is \$2007.60; and the following H.R.A./V.E.B.A. or H.S.A. contributions: Single plans with a \$3300 deductible receive \$160.00, other single plans receive \$130.00 per month; all employee + children and employee + spouse plans will receive \$160.00 per month and all family plans will receive \$192.00 per month; or the Employer will pay \$425.00 per month in 2025 in lieu of health insurance benefits for employees who waive such coverage; and

- b. Authorize the 2025 non-union dental contribution, effective January 1, 2025, of \$37.84 per month; and
- c. Authorize revising the non-union wage scale as shown, which includes a three percent (3.00%), cost-of-living adjustment, effective January 1, 2025.

Non-Union	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Market rate	COLA
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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 26 day of November, 2024.

Mayor

ATTEST:

City Clerk