

Councilmember _____ introduced the following resolution and moved its adoption:

RESOLUTION # 25-296

RESOLUTION UPDATING THE CITY’S PERSONNEL POLICY

WHEREAS, the City’s Personnel Policy describes the terms, conditions, benefits, rights and responsibilities of employment; and

WHEREAS, the City Council and staff desire to maintain an updated Personnel Policy; and

WHEREAS, the Personnel Policy was last updated in its entirety, effective January 1, 2025 and amended March 22, 2025’ and

WHEREAS, it is necessary to update the Personnel Policy with regard to Minnesota’s Paid Family Medical Leave law, effective January 1, 2026; and

WHEREAS, Minnesota Paid Family Medical Leave updates and other updates are reflected in the redline policy.

WHEREAS, staff and the City Attorney conducted a review of the noted content; and

WHEREAS, in order to maintain a clear and legally compliant policy, revisions are recommended.

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 25-296 to update the City’s Personnel Policy effective January 1, 2026.

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 9th day of December, 2025.

Mayor

ATTEST:

City Clerk