

Councilmember .....introduced the following resolution and moved for its adoption:

**RESOLUTION #25-292**

**RESOLUTION TO AUTHORIZE THE CITY'S 2026 NON-UNION CITY HEALTH AND DENTAL INSURANCE CONTRIBUTIONS AND NON-UNION WAGE ADJUSTMENTS**

**WHEREAS**, the 2026 City budget accounts for non-union health and dental insurance contributions and wage adjustment; and

**WHEREAS**, Staff recommends authorizing non-union health insurance contributions, as follows: Employee only (single) City contribution, not to exceed \$1,177.00; Employee and Children City contribution at \$1,648.84; and Employee and Spouse City contribution at \$1,731.10; and Family City contribution at \$2,143.40; 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 \$3,400 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 staff recommends the Employer pay \$510.74 per month in lieu of health insurance benefits for employees who waive such coverage; and

**WHEREAS**, Staff recommends authorizing the non-union dental contribution of \$34.19 per month; and

**WHEREAS**, Staff recommends increasing the non-union wage scale by a three percent (3%) cost-of-living adjustment.

**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 #25-292, contingent upon this evening's 2026 final budget and levy adoption, including the following actions:
  - a. Authorize the following 2026 non-union monthly City health insurance contributions, effective January 1, 2026: Employee only (single) City contribution, not to exceed \$1,177.00; Employee and Children City contribution at \$1,648.84; Employee and Spouse City contribution at \$1,731.10; and Family City contribution at \$2,143.40; and the following H.R.A./V.E.B.A. or H.S.A. contributions: Single plans with a \$3,400 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 \$510.74 per month in 2026 in lieu of health insurance benefits for employees who waive such coverage; and

- b. Authorize the 2026 non-union dental contribution, effective January 1, 2026, of \$34.19 per month; and
- c. Authorize revising the non-union wage scales by a three percent (3.00%), cost-of-living adjustment, 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 9<sup>th</sup> day of December, 2025.

\_\_\_\_\_  
Mayor

**ATTEST:**

\_\_\_\_\_  
City Clerk