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

RESOLUTION #26-264

RESOLUTION TO APPROVE A TWO-YEAR UNION CONTRACT WITH LELS SERGEANTS

WHEREAS, the current Law Enforcement Labor Services (LELS) Sergeant's contract expires on December 31, 2026; and

WHEREAS, the City has reached a tentative agreement with the LELS Sergeant's group on all articles within the contracts; and

WHEREAS Staff recommends approving the two-year contract with the LELS Sergeant's group, effective January 1, 2027 through December 31, 2028; and

WHEREAS, the City will administer the 2027-2028 contract as follows:

1) Duration:
   Two-year contract, effective January 1, 2027 through December 31, 2028 for the LELS Captain's union; and

2) Wages:
   A) Effective January 1, 2027, wages will increase by 8.15% over the 2026 wage scale.
   B) Effective January 1, 2028, wages will increase by 8.15% over the 2027 wage scale; and

3) Insurance:
   The City will make the following contributions toward group health insurance coverage for fulltime benefit eligible employees enrolled in the City's health plan. In addition, the City will purchase $20,000 of basic life insurance for full-time benefit eligible employees; as well as provide single dental insurance.

   2027 Premiums or Waiver
   - Employee only (single) City contribution, up to $1103.50
   - Employee and Children City contribution: $1545.60
   - Employee and Spouse City contribution: $1622.96
   - Family City contribution: $2009.36, or
   - Cash in lieu of City's insurance contribution of $475.74 per month

   2027 Health Reimbursement Account/Health Savings Account
   - Single plans with a $3500 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 waiving health insurance will not receive H.R.A. or H.S.A. contributions

2028 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; 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; and
- Family City contribution will be paid at the dollar value equal to 70% of the $2500 Deductible Perform Network plan full premium; or
- Cash in lieu of City's insurance contribution not to exceed the LOGIS agreement.

2028 Health Reimbursement Account/Health Savings Account

- Single plans with a $3500 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 2027/2028 negotiated contract items specific to the LELS Sergeant's 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 LELS Sergeant's union 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 10th day of November 2026.

_____
Mayor

ATTEST:

_____
City Clerk