
Sponsor: Board of Commissioners

Meeting Date: 7/8/2025

Title: Summary of the Conclusions from the Performance Evaluation of the County Manager and Amendment to Employment Agreement between Ramsey County and Ling Becker, County Manager

File Number: 2025-252

Background and Rationale:

On August 27, 2024, via Resolution B2024-168, the Ramsey County Board of Commissioner appointed Ling Becker to serve as Ramsey County Manager effective September 1, 2024. An employment agreement was executed between Ramsey County and Ling Becker, County Manager (“Employment Agreement”). The Employment Agreement was effective for a term of one year from September 1, 2024, through August 31, 2025, and allows for renewable one-year terms.

Pursuant to the Employment Agreement, the County Board evaluates the performance of the County Manager every year. In addition, pursuant to the Employment Agreement, the County Board, at its discretion, may increase the salary of the County Manager after an annual review. Modifications and amendments to the Employment Agreement must be done by subsequent written agreement signed by both parties.

The Minnesota Open Meeting Law, Minnesota Statutes 13D.05 Subdivision 3(a), permits a closed meeting for a public body to evaluate the performance of an individual subject to its authority. A closed meeting was held on July 1, 2025 to evaluate the performance of the County Manager for the period of September 1, 2024 through July 1, 2025. The law further requires the public body to summarize its conclusions regarding the evaluation at its next open meeting.

The County Manager has adeptly guided Ramsey County through leadership transitions, leading professionals across the organization in developing, implementing, and delivering services that advance the county’s strategic priorities and uphold its vision, mission, and goals.

The evaluation of the County Manager resulted a rating of “distinguished performance.”

Recommendation:

The Ramsey County Board of Commissioners resolved to:

1. Approve the First Amendment to the Employment Agreement between Ramsey County and Ling Becker, County Manager.
2. Authorize the annual salary of the County Manager to be increased effective August 1, 2025, as a reflection of excellent performance, resulting in a salary of \$267,500.
3. Authorize the Chair and Chief Clerk to execute the First Amendment to the Employment Agreement.

A motion to approve was made by Commissioner Jebens-Singh, seconded by Commissioner Xiong. Motion passed.

Aye: - 7: Jebens-Singh, McGuire, McMurtrey, Miller, Moran, Ortega, and Xiong

By: 

Jason Yang, Interim Chief Clerk - County
Board