
Sponsor: Human Resources

Meeting Date: 12/17/2024

Title: Salary and Benefit Changes for Non-Represented Classified and Unclassified Employees for 2025, 2026 and 2027

File Number: 2024-696

Background and Rationale:

In accordance with the Personnel Act, Minnesota Statute 383A.282, the Ramsey County Board of Commissioners is responsible for determining the compensation of all employees in the Ramsey County personnel system.

In 2019, efforts to modernize Ramsey County job classifications and compensation structure began. Unfortunately, the interruptions caused by COVID-19 and subsequent changes experience in the labor market created challenges and breaks in the process.

In 2024, those efforts were renewed, resulting in a modernization of the county's classification and compensation structure. Changes include a simplified classification structure with more opportunities for career advancement, market alignment of the compensation structure, and opportunity for employees to move through the salary ranges in less time.

The Ramsey County Board of Commissioners has historically maintained comparable pay and benefit policies between represented and non-represented employees. Tentative agreements with eight AFSCME bargaining units, representing approximately 48% of the county workforce, is scheduled to be ratified on December 12 and 13, 2024, and are also being presented to the Ramsey County Board of Commissioners for approval. These agreements include changes in classification and compensation structure, as well an increase from 3-weeks to 8-weeks of paid parental leave.

It is recommended that pay and benefit changes for non-represented employees be consistent with the proposed tentative AFSCME local bargaining unit contracts for 2025, 2026 and 2027. There are approximately 1,040 non-represented employees, comprising approximately 25% of the county workforce.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

Approve salary and benefit changes for non-represented employees in the classified and unclassified service of the Ramsey County Personnel System for 2025, 2026 and 2027.

A motion to approve was made by Commissioner Ortega, seconded by Commissioner Xiong.
Motion passed.

Aye: - 6: Frethem, McGuire, Moran, Ortega, Reinhardt, and Xiong

By: Jason Yang
Jason Yang, Interim Chief Clerk - County Board