



Board of Commissioners

Agenda

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

June 23, 2026 - 9 a.m.

Council Chambers - Courthouse Room 300

ROLL CALL

PLEDGE OF ALLEGIANCE

LAND ACKNOWLEDGEMENT

1. **Agenda of June 23, 2026 is Presented for Approval** [2026-230](#)

Sponsors: County Manager's Office

Approve the agenda of June 23, 2026.

2. **Minutes from June 16, 2026 are Presented for Approval** [2026-231](#)

Sponsors: County Manager's Office

Approve the June 16, 2026 Minutes.

ADMINISTRATIVE ITEMS

3. **Lease Agreement with Meridian Behavioral Health, LLC, dba EOSIS, for Leased Space at 402 University Avenue East, St. Paul, MN** [2026-184](#)

Sponsors: Property Management, Social Services

1. Approve the lease agreement with Meridian Behavioral Health, LLC, dba EOSIS, 550 Main Street, Suite 230, New Brighton, MN 55112, for 17,300 usable square feet of space at 402 University Avenue East, St. Paul, MN 55130, for the period of July 1, 2026 through December 31, 2028.
2. Authorize the Chair and Chief Clerk to execute the lease agreement.
3. Authorize the County Manager to execute future amendments to the lease agreement that do not have a financial impact.

4. **Minnesota Council on Local Results and Innovation's Performance Measurement Program** [2026-226](#)

Sponsors: Policy & Administrative Strategy

1. Approve continuation of Ramsey County's participation in the Minnesota Council on Local Results and Innovation's Performance Measurement Program, as well as public distribution of the performance measures report via the county's website.
2. Ratify the County Manager's submission of Ramsey County's annual report of its adopted performance measures to the Minnesota Office of the State Auditor.

5. Salary Schedule and Grade for New Classified Job Classifications - Occupational Safety and Compliance Administrator and Safety Officer [2026-232](#)

Sponsors: Human Resources

Approve the salary schedule and grade allocation for the new unrepresented job classifications of Occupational Safety and Compliance Administrator and Safety Officer:

<u>Job Classification</u>	<u>Schedule</u>	<u>Grade</u>	<u>Annual Salary Schedule</u>
Occupational Safety and Compliance Administrator	102A	37	\$77,262.62 - \$115,893.94
Safety Officer	102A	35	\$74,290.99 - \$111,436.48

ORDINANCE PROCEDURES

6. Adopt the Proposed Ramsey County Commissioner’s Salary Ordinance for 2027 [2026-212](#)

Sponsors: Human Resources

Adopt the Proposed Ramsey County Commissioner’s Salary Ordinance for 2027.

COUNTY CONNECTIONS

OUTSIDE BOARD AND COMMITTEE REPORTS

BOARD CHAIR UPDATE

ADJOURNMENT

Following County Board Meeting:

Housing and Redevelopment Authority Meeting
Council Chambers – Courthouse Room 300
10:00 a.m. (est.)

Advance Notice:

- June 30, 2026 No county board meeting – Fifth Tuesday
- July 07, 2026 County board meeting – Council Chambers
- July 14, 2026 County board meeting – Council Chambers
- July 21, 2026 No county board meeting – National Association of Counties - Annual Conference



Board of Commissioners

Request for Board Action

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

Item Number: 2026-230

Meeting Date: 6/23/2026

Sponsor: County Manager's Office

Title

Agenda of June 23, 2026 is Presented for Approval

Recommendation

Approve the agenda of June 23, 2026.



Board of Commissioners

Request for Board Action

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

Item Number: 2026-231

Meeting Date: 6/23/2026

Sponsor: County Manager's Office

Title

Minutes from June 16, 2026 are Presented for Approval

Recommendation

Approve the June 16, 2026 Minutes.

Attachments

1. June 16, 2026 Minutes



Board of Commissioners Minutes

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

June 16, 2026 - 9 a.m.

Council Chambers - Courthouse Room 300

The Ramsey County Board of Commissioners met in regular session at 9:03 a.m. with the following members present: Jebens-Singh, McGuire, McMurtrey, Miller, Moran, Xiong and Chair Ortega. Also present were Ling Becker, County Manager, and Jada Lewis, Civil Division Director, Ramsey County Attorney's Office.

ROLL CALL

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

PLEDGE OF ALLEGIANCE

LAND ACKNOWLEDGEMENT

Presented by Commissioner McMurtrey.

1. Agenda of June 16, 2026 is Presented for Approval [2026-214](#)

Sponsors: County Manager's Office

Approve the agenda of June 16, 2026.

Chair Ortega made a motion, seconded by Miller, to amend the agenda to correct the time of the Closed Meeting Re: County Manager Performance Review from 1:30 p.m. to 10:30 a.m. Motion passed.

Motion by Moran, seconded by Jebens-Singh. Motion passed as amended.

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

2. Minutes from June 2, 2026 are Presented for Approval [2026-215](#)

Sponsors: County Manager's Office

Approve the June 2, 2026 Minutes.

Motion by Moran, seconded by Miller. Motion passed.

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

ORDINANCE PROCEDURES

3. Proposed Ramsey County Commissioner's Salary Ordinance for 2027 - Waive the Second Reading and Hold the Public Hearing [2026-173](#)

Sponsors: Human Resources

1. Waive the second reading of the proposed Ramsey County Commissioner's Salary Ordinance for 2027.
2. Hold the Public Hearing for the proposed Ramsey County Commissioner's Salary Ordinance for 2027.

Chair Ortega opened the public hearing at 9:05 a.m. There were two speakers, Rich Neumeister and Greg Copeland who testified in opposition to the proposed salary increase and expense allowance; which can be assessed via the archived video. The chair called three times for additional public comments. Hearing none, the chair closed the public hearing at 9:16 a.m.

The Ramsey County Home Rule Charter section 5.02 states each proposed ordinance shall receive two readings: first, at the time it is presented, and second, at the time of the public hearing as required by law. Both readings may be waived if a copy of the ordinance is supplied to each member of the Ramsey County Board prior to its introduction.

Motion by Moran, seconded by Jebens-Singh. Motion passed.

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

Resolution: [B2026-075](#)

POLICY ITEM

4. Appointment of Members to the Ramsey County Economic Development Authority for 2026 [2026-208](#)

Sponsors: Board of Commissioners

Approve the appointment of members to the Ramsey County Economic Development Authority for the year 2026.

Motion by Miller, seconded by Jebens-Singh. Motion passed.

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

Resolution: [B2026-076](#)

ADMINISTRATIVE ITEMS

6. Fund Transfer from Bond Interest to Park at RiversEdge [2026-211](#)

Sponsors: Community & Economic Development

Authorize the County Manager to transfer up to \$1,200,000 from bond interest and premiums to the Park at RiversEdge project account for project activities.

Motion by McMurtrey, seconded by Xiong. Motion passed.

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

Resolution: [B2026-077](#)

5. Grant Agreement with the Minnesota Department of Health for Pediatric Mental Health Training [2026-204](#)

Sponsors: Social Services

1. Ratify the submittal of the grant application to the Minnesota Department of Health for Pediatric Mental Health Training for Social Services and Public Health staff.
2. Accept a grant award and approve a grant agreement with the Minnesota Department of Health for Pediatric Mental Health Training for the period upon execution, through May 31, 2028, in the amount of \$265,000.
3. Authorize the Chair and Chief Clerk to execute the grant agreement.
4. Authorize the County Manager to enter into agreements and execute amendments to agreements in accordance with the county's procurement policies and procedures, provided the amounts are within the limits of the grant funding.

Presented by Kenya Walker, Human Services Manager, Social Services. Discussion can be found on archived video.

Motion by Jebens-Singh, seconded by Miller. Motion passed.

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

Resolution: B2026-078

COUNTY CONNECTIONS

Presented by County Manager, Ling Becker. Discussion can be found on archived video.

OUTSIDE BOARD AND COMMITTEE REPORTS

Discussion can be found on archived video.

BOARD CHAIR UPDATE

Presented by Chair Ortega. Discussion can be found on archived video.

ADJOURNMENT

Chair Ortega declared the meeting adjourned at 10:19 a.m.

CLOSED MEETING

Pursuant to Minnesota Statutes § 13D.05, subd. 3(a), the Ramsey County Board met in a closed meeting to discuss the County Manager Performance Appraisal, which was not open to the public.

Re: County Manager Performance Appraisal

The Closed Meeting was called to order at 10:45 a.m.

Present: Commissioners Jebens-Singh, McGuire, Moran, McMurtrey, Miller, Xiong, and Chair Ortega.

Also present: Ling Becker, County Manager; and Jada Lewis, Civil Division Director, Ramsey County Attorney's Office

No action taken.

The closed meeting was adjourned at 12:14 p.m.

Board of Commissioners

Request for Board Action

Item Number: 2026-184

Meeting Date: 6/23/2026

Sponsor: Property Management & Social Services

Title

Lease Agreement with Meridian Behavioral Health, LLC, dba EOSIS, for Leased Space at 402 University Avenue East, St. Paul, MN

Recommendation

1. Approve the lease agreement with Meridian Behavioral Health, LLC, dba EOSIS, 550 Main Street, Suite 230, New Brighton, MN 55112, for 17,300 usable square feet of space at 402 University Avenue East, St. Paul, MN 55130, for the period of July 1, 2026 through December 31, 2028.
2. Authorize the Chair and Chief Clerk to execute the lease agreement.
3. Authorize the County Manager to execute future amendments to the lease agreement that do not have a financial impact.

Background and Rationale

Ramsey County has aligned with best practices to meet evolving community needs through a change in the way detox/withdrawal management services are offered. At the beginning of 2026, these services, which were previously provided by the county, transitioned to community-based providers who have the infrastructure and expertise to deliver high-quality, medically appropriate care.

As part of the planned closure of the county operated detox/withdrawal management facility, a request for proposals was released by the Social Services Department to solicit community providers to receive a capacity building one-time grant for start-up costs and for the use of the county owned detox/withdrawal management space at 402 University Avenue East without rental costs. The goal of the solicitation and resulting lease is to ensure detox and withdrawal management services remain accessible within Ramsey County and to strengthen the local provider network. This approach not only expands community-based service availability but also leverages specialized expertise, leading to improved patient and community outcomes.

The solicitation resulted in EOSIS being awarded the grant and use of the detox/withdrawal management space. In accordance with the grant agreement, the lease agreement provides EOSIS with free rent at the 402 University Avenue East building for the term of the lease. Any extension of the lease would be at negotiated lease rates.

Property Management and Social Services recommend approval of the lease agreement with EOSIS for space at 402 University Avenue East for the term of July 1, 2026 through December 31, 2028.

County Goals (Check those advanced by Action)

Well-being Prosperity Opportunity Accountability

Racial Equity Impact

The county is committed to advancing racial equity for its residents. The commitment is captured in the county's Advancing Racial Equity Policy which states that "Racial equity is achieved when race can no longer

be used to predict life outcomes, and outcomes for all are improved."

Consistent with the Advancing Racial Equity Policy, EOSIS will take all reasonable measures to advance racial equity during the capacity building grant and the resulting lease. EOSIS recognizes and acknowledges this requires deconstructing barriers and changing systems, structures, policies, and procedures. EOSIS will be equitable, inclusive, transparent, respectful, and impactful in serving and engaging residents. EOSIS will have meaningful and authentic engagement of community and employees to strengthen the administration, development, and implementation of policies and procedures to advance racial equity and ensure that all residents in need have awareness of and access to services.

As part of EOSIS' capacity building grant proposal, award and resulting lease, they have several aims to address racial equity, including the following:

1. EOSIS has a Cultural Competency Diversity and Inclusion Plan. This plan outlines EOSIS's commitment and plan to support Cultural Competency, Diversity and Inclusion. It includes the following competencies: Non-Discrimination, Diversity and Accessibility to Services, Training, Culturally Competent Services, Community Outreach and Evaluation.
2. Screening and Access Policy: Person served will be considered for admission regardless of referral source, socio-economic status, age, disability, sex, sexual orientation, religion, national origin, color, medical condition, race, or ethnic background.
3. EOSIS requires that staff are trained on Diversity and Cultural Competency annually. EOSIS also engages a translation service to ensure that translation services are provided to patients who are seeking programming upon request.

Community Participation Level and Impact

Through the partnership with Property Management and Social Services, during the grant making process community was engaged in the request for proposals selection process and was regularly informed once the information was made public through existing partnership meetings.

- Inform Consult Involve Collaborate Empower

Fiscal Impact

An extensive analysis was performed by Social Services leading to the department's recommendation to close the Detox Center as part of the 2026-2027 budget. Transitioning to a community-based model aligns with best practices of other counties and is anticipated to reduce county costs by at least \$2 million annually.

There is no new revenue associated with this lease agreement, nor in the grant agreement with Social Services. Per the terms of the grant agreement, Ramsey County will provide the space for EOSIS to use with no rental cost. Social Services remains responsible for the rent costs at the internal rental rate for the duration of the grant agreement. The rental expenditure is included in Social Services operating budget for 2026-2027, and the associated rental revenue is included in the Property Management operating budget for 2026-2027.

Last Previous Action

On May 19, 2026, Social Services provided a presentation to the Ramsey County Board of Commissioners on the Detox and Withdrawal Management Facility Update.

Attachments

1. Lease Agreement with EOSIS

LEASE

This Lease is made as of the Effective Date set forth below, by Ramsey County, a political subdivision under the laws of Minnesota (“Ramsey County” and “Landlord”), and Meridian Behavioral Health, LLC, dba EOSIS, 550 Main Street, Suite #230, New Brighton, MN 55112 (“Tenant”).

RECITALS

- A. Ramsey County, in furtherance of a public purpose, provides, and assists service providers with the provision of, a variety of health and human services to Ramsey County residents at a variety of locations, including detoxification and withdrawal management services.
- B. On December 4, 2025, Ramsey County published a Detox and Withdrawal Management Capacity Building Grant Request for Proposal, seeking to award capacity-building grants to providers to begin, expand, or enhance detoxification and withdrawal management services in Ramsey County (the “Grant RFP”).
- C. Tenant was selected as the awardee of the Grant RFP, and pursuant to that certain Grant Agreement (Ramsey County Contract ID: SSD000001) (the “Grant Agreement”), Landlord is providing to Tenant, as grantee thereunder, a grant to provide financial assistance to Tenant to provide a full continuum of care for Detoxification and Withdrawal Management services, including medical detoxification and withdrawal services to the extent permitted under the Grant Agreement (“Detox Management Services”).
- D. In connection with such grant, Ramsey County and Tenant have agreed that Ramsey County will lease the Premises to Tenant and Tenant will lease the Premises from Ramsey County for the Lease Term, subject and pursuant to the terms and conditions of this Lease.

NOW THEREFORE, in consideration of the foregoing and other good and valuable consideration, the sufficiency and receipt of which is acknowledged, and the covenants and agreements set forth herein, Landlord and Tenant agree as follows:

1. INCORPORATION OF RECITALS. The foregoing Recitals are incorporated into this Lease in their entirety.

2. EFFECTIVE DATE. “Effective Date” means July 1, 2026.
3. LEASE TERM: The term of this Lease (“Lease Term”) will commence on the Effective Date and continue through and including December 31, 2028, unless earlier terminated pursuant to the terms hereof. This Lease is not renewable.
4. TERMINATION FOR FAILURE TO EXECUTE OR TERMINATION OF GRANT AGREEMENT. This Lease will automatically terminate in the event Tenant fails to execute the Grant Agreement, or upon termination of the Grant Agreement for any reason. In the event of such automatic termination of this Lease, Tenant must quit the Premises and remove all of Tenant’s property within thirty (30) days of the effective date of the termination of the Grant Agreement.
5. RENT: Tenant shall not be obligated to pay Base Rent under this Lease.
6. SECURITY DEPOSIT: NONE.
7. BUILDING: “Building” means the building and other improvements located at 402 University Avenue East, Second Floor, St. Paul, Minnesota 55130.
8. PREMISES: “Premises” means the premises outlined on Exhibit A, containing approximately 17,300 square feet of rentable area located on the second floor of the Building.
9. LEASE EXHIBITS: The following Exhibits are attached hereto and made a part of this Lease:
 - a. Exhibit A — Premises
 - b. Exhibit B — Building
 - c. Exhibit C – Parking
 - d. Exhibit D – Rules and Regulations
10. LEASE GRANT AND AGREEMENT. Landlord hereby leases to Tenant and Tenant hereby takes from Landlord, subject to the terms and conditions of this Lease and for the Lease Term set forth above, the Premises identified above, together with the right to use, in common with Landlord and its agents, employees and invitees, walkways and driveways of the Building and other facilities or improvements

located in the Building and designed or intended to access the Premises (the "Common Areas"). Tenant has no right to use the Building other than to access the Premises. The Premises does not include the entryway to the Building or the elevator or stairs between the floors of the Premises, which areas are Common Areas.

11. USE. Tenant shall be permitted to use the Premises solely for the provision of a full continuum of care for Detoxification and Withdrawal Management services, including medical detoxification and withdrawal services to the extent permitted under the Grant Agreement (the "Permitted Use"), and for no other purpose, in compliance with all applicable federal, state and local laws, ordinances, codes, rules, regulations and orders, including but not limited to the Americans with Disabilities Act and all laws, ordinances, and regulations pertaining to the generation, use, storage, removal, and disposal of hazardous substances. Tenant shall not be permitted to start offering services to clients until such time as Tenant has secured all required licensing to operate the Premises for the Permitted Use, and Tenant shall thereafter at all times maintain all such license(s) in good standing and comply with all requirements of such license(s). Landlord does not hereby warrant or represent that the Premises may be used for Detox Management Services purposes under applicable building, zoning or other laws, ordinances and codes. Tenant agrees to comply with the rules and regulations of Landlord which are attached hereto as Exhibit D, as the same may from time to time be supplemented or amended

No part of the Premises shall be used for any purpose which constitutes a nuisance or which is dangerous, illegal or offensive, or which interferes with the general safety, comfort and convenience of Landlord or any other tenant or occupant of the Building. No noise, conduct or process shall be permitted at any time which shall in the reasonable opinion of Landlord, serve to annoy or disturb any other tenants of the Building. Landlord shall designate a location for Tenant to load and unload items for the Premises.

12. ACCEPTANCE OF PREMISES; INITIAL IMPROVEMENTS; PREVAILING WAGE.

- a. Tenant acknowledges that it has inspected the Premises and accepts them in their present condition, "As Is", as suitable for the purposes for which they are leased. Tenant further acknowledges that no representations as to the repair of the Premises, nor promises to alter, remodel or improve the Premises have been made by Landlord. Taking of possession of the Premises by Tenant shall be conclusive evidence that the Premises were at that time in good and satisfactory condition. Notwithstanding the foregoing, if Tenant is unable to secure all applicable licenses for the Permitted Use by December 31, 2026 due to the condition of the Premises, Tenant may terminate this Lease by written notice to Landlord, and this Lease shall terminate effective as of December 31, 2026. In the event of such termination, Tenant must quit the Premises and remove all of Tenant's property by January 31, 2027.

- b. Prevailing Wage. Assuming Tenant has secured written authorization from Landlord regarding changes or improvements, with respect to any alteration to the Premises or any service to maintain the Premises obtained or contracted by Tenant, Tenant and its contractors and subcontractors shall conform to the labor laws of the State of Minnesota, and all other laws, ordinances, and legal requirements affecting the work in Ramsey County and Minnesota. Tenant shall also submit adequate evidence in Landlord's determination that each contract provides that the contractor and each and all subcontractors of the contractor shall conform to the labor laws of the State of Minnesota, Ramsey County Prevailing Wage Ordinance No. 2013-329, and all other laws, ordinances, and legal requirements affecting the work in Ramsey County and Minnesota. The minimum wage rate per hour to be paid for each classification of work shall be the union wage rate in the locality of the project for those classifications over which the unions have jurisdiction and the local prevailing rate for those classifications of work in the localities over which the unions do not have jurisdiction. The terms "prevailing wage", "minimum wage rate per hour", and "prevailing rate" as used in the contract, shall mean "prevailing wage rate" as defined in Minnesota Statutes Section 77.42. Pursuant to Minnesota Statutes Sections 177.41 to 177.44 and corresponding Rules 5200.1000 to 5200, 1120, all construction contracts funded in whole or in part by state funds are subject to the prevailing wages established by the Minnesota Department of Labor and Industry. Specifically, all contractors and subcontractors must pay all laborers and mechanics the established prevailing wages for work performed

under the contract. Failure to comply with the aforementioned may result in civil or criminal penalties, each contract shall contain the following statement:

"Throughout the term of this Agreement, the contractor shall submit Certified Payroll Records within 14 days of the end of a pay period and in accordance with the requirements of Ramsey County Prevailing Wage Ordinance No. 2013-329. Failure of the contractor to submit the Certified Payroll Records in accordance with the Ordinance may result in criminal or civil enforcement by the County, including, but not limited to termination of the agreement for cause, withholding of payments, and assessment of liquidated damages.

13. POSSESSION. Landlord will deliver possession of the Premises to Tenant on the Effective Date.
14. TAXES. The Building is exempt from property taxes. Tenant represents to Landlord that Tenant is a tax-exempt entity and that Tenant's use of the Premises shall not change the exempt status of the Premises. In the event that Tenant's use and occupancy of the Premises or any of the Premises shall cause the exempt status to change in whole or in part with respect to property taxes (or personal property taxes assessed in lieu thereof or only with respect to the Premises), Tenant shall pay, prior to delinquency, all real and personal property taxes assessed or levied upon its occupancy of the Premises, or upon the trade fixtures, furnishings, equipment and all other personal property of Tenant located in the Premises, if any, and when possible, Tenant shall cause such trade fixtures, furnishing, equipment and other personal property and the Premises to be assessed and billed separately from the property of Landlord ("Tenant's Taxes"), In the event any or all of Tenant's trade fixtures, furnishings, equipment or other personal property, or Tenant's occupancy of the Premises, shall be assessed and taxed with the property of Landlord, Tenant shall, within ten (10) days after delivery to Tenant by Landlord of a statement in writing setting forth the amount of such taxes applicable to Tenant's occupancy of the Premises, trade fixtures, furnishings, equipment or other personal property, pay to Landlord the amount set forth in the notice as Tenant's Taxes. Tenant shall timely pay any and all taxes as may be charged or assessed to Tenant with respect to any activity of Tenant within the Premises.

15. LANDLORD'S FEES AND EXPENSES. Tenant agrees to pay to Landlord, as Additional Rent, attorneys' fees and other fees, and out-of-pocket costs and expenses, if any, incurred by Landlord in connection with handling delinquencies or defaults by Tenant hereunder, for negotiating or preparing any termination, cancellation, and the amount of any gross receipts tax, sales tax or similar tax, (but excluding therefrom any income tax) paid or which will be payable by Landlord by reason of the receipt hereunder of Base Rent or any other amounts, the renting of the Premises to Tenant, or Tenant's occupancy of the Premises, but specifically excluding any such fees, costs and expenses payable by Landlord to others for negotiating or preparing this Lease.

16. UTILITIES. Landlord shall pay for gas, electricity, water, and sewer utilities furnished to the Premises during the Lease Term. Tenant shall pay for telecommunications utilities, janitorial services, and hazardous and medical waste services serving the Premises during the Lease Term.

Tenant shall not overload any utility lines, pipes, equipment, or systems serving the Premises. For purposes of this Lease, "overload" shall mean the use of such utility systems in a manner that exceeds the rated capacity, design specifications, or safe operating limits of the applicable systems, as determined by manufacturer specifications, applicable building codes, or a licensed engineer or utility provider.

In addition, Tenant shall not waste, misuse, or overuse any utilities furnished to the Premises. "Overuse" shall mean consumption of utilities that materially exceeds:

- (i) the normal and customary usage for similarly situated facilities operating in a substantially similar manner; or
- (ii) reasonable and industry standard utility usage levels for Tenant's authorized use of the Premises.

In the event Tenant's use of utilities constitutes overload, overuse, or excessive consumption as defined herein, Tenant shall promptly reimburse Landlord for the actual, incremental costs directly attributable to such overload or overuse, as reasonably documented by utility invoices, metering data, or third party verification. Tenant shall not be responsible for increased utility costs resulting from ordinary, permitted use of the Premises conducted in accordance with this Lease

17. MAINTENANCE OF BUILDING. Landlord shall, at its expense, keep the elevator, HVAC systems, roof, foundations and structural soundness of the exterior walls, floors, and interior support columns of the Building in good order and repair. Any repairs shall occur during normal business hours any time at Landlord's discretion. However, Tenant shall repair and pay for any damage to such items caused by the negligence or intentional misconduct of Tenant or of any employee, agent, or invitee of Tenant, or caused by Tenant's default under this Lease. Landlord agrees to remove snow and ice from sidewalks of the Building, If snow or ice conditions develop during normal business hours, Landlord agrees to keep said areas as clear as weather conditions permit, to allow ingress and egress to minimize hazards.

18. MAINTENANCE OF PREMISES. Tenant shall be responsible for the maintenance and repair of all parts of the Premises (except where Landlord is specifically responsible under Section 17).

19. WAIVER; INDEMNITY.

- a. Notwithstanding anything apparently to the contrary in this Lease, Tenant hereby releases Landlord and its officials, employees and agents and waives all claims from and for all damage, compensation or claims from any cause other than the gross negligence or the intentional misconduct of Landlord, its officials or agents arising from loss or damage to Initial Improvements, personal property or trade fixtures in the Premises. This Section shall apply especially, but not exclusively, to damage caused by sprinkling devices, air conditioning apparatus, water, snow, frost, steam, excessive heat or cold, or any material that is incorporated in the Building or Premises, broken glass, sewage, gas, odors or noise, or the bursting or leaking of pipes or plumbing fixtures, and shall apply equally, whether any such damage results from the act or omission of other users of the Building or Premises or any other persons, and whether such damage be caused by or result from any of the aforesaid, or shall be caused by or result from other circumstances of a similar or dissimilar nature.
- b. Landlord and its officials, agents and employees, shall not be liable to Tenant, or those claiming through or under Tenant, for injury, death, property damage, burglary, theft or disappearance occurring in, on or about the Premises, the Building, and appurtenances thereto, and Tenant shall

indemnify, defend and hold harmless Landlord, its officials, agents, and employees from any claim, damage, cost and expense (including attorneys' fees) or liability (1) arising out of any injury, death, property damage, burglary, theft or disappearance occurring in, on or about the Premises to Landlord, Tenant or any of their agents, employees, or invitees, or (2) arising out of or by reason of any act or omission of the Tenant, its agents, employees or invitees, in the execution, performance, or failure to adequately perform the Tenant's obligations pursuant to this Agreement or to use the Premises under the terms of this Agreement, unless due to Landlord's gross negligence or willful misconduct.

20. INSURANCE. Tenant shall purchase and maintain such insurance as will protect Tenant from claims which may arise out of, or result from, Tenant's operations under this Lease, whether such operations are by Tenant or by any contractor or subcontractor, or by anyone directly employed by them, or by anyone for whose acts or omissions anyone of them may be liable.

Tenant shall secure the following coverages and comply with all provisions noted. Certificates of insurance shall be issued evidencing such coverage to the Landlord throughout the term of this Lease:

a. Fire and All-Risk Property Insurance

- (i) Coverage shall be written on a replacement cost basis for any personal property and/or improvements or betterments of Tenant at the Premises.
- (ii) Tenant hereby waives and releases Landlord, its employees, agents, officials, and officers from all claims, liability and causes of action for loss, damage to or destruction of Tenant's property resulting from fire or other perils covered in the standard property insurance coverage.
- (iii) Tenant agrees that it will look to its own property insurance for reimbursement for any loss and shall have no rights of subrogation against the Landlord.

b. Commercial General Liability Insurance

- (i) Amounts

- \$1,500,000 per occurrence
- \$2,000,000 general aggregate.
- \$2,000,000 products/completed operations total limit.
- \$1,500,000 personal injury and advertising liability \$5,000. per person medical payment.
- \$ 50,000 fire/legal.

(ii) This policy is to be written as acceptable to the Landlord.

(iii) Landlord and Ramsey County, and their officials, employees and agents, shall be added to the policy as additional insureds, using ISO form CG 20 11 or its equivalent.

c. Workers' Compensation and Employer's Liability.

(i) Workers' Compensation as required by Minnesota Statutes.

(ii) Employer's Liability limits: \$500,000/\$500,000/\$500,000

CERTIFICATES OF INSURANCE. All certificates of insurance shall provide that the insurer gives prior written notice of cancellation, non-renewal or any material changes in the policy as required by the policy provisions of Minn. Stat. Ch. 60A, as applicable. The certificate of insurance must indicate that the policies are issued pursuant to these requirements. Tenant shall not occupy the Premises until Tenant has obtained the required insurance and filed an acceptable certificate of insurance with Landlord. Copies of insurance policies shall be submitted to Landlord upon request. Certificates of insurance shall specifically indicate if policy is written with an admitted or non-admitted carrier. Bests' Rating for the insurer shall be noted on the Certificate of insurance, and shall not be less than an A. All policies of insurance shall provide for at least thirty (30) days written notice to Landlord prior to cancellation or reduction in coverage, and evidence of renewal of such insurance shall be delivered to Landlord not less than thirty (30) days prior to the expiration of such coverage

The subsections above establish minimum insurance requirements, and it is the sole responsibility of Tenant to purchase and maintain additional insurance that may be necessary in connection with this Lease. Tenant shall carry and cause to be in full force and effect a property insurance policy on the Tenant's contents owned, leased or otherwise in possession of Tenant.

Nothing in this Lease shall constitute a waiver by the Landlord of any statutory or common law immunities, limits, or exceptions on liability.

PROTECTION OF COVERAGE. Tenant shall not do, or permit to be done, or keep or permit to be kept on the Premises anything that will contravene any insurance against loss by fire or other causes, or which will increase Landlord's premium for any insurance on the Building. If any act of Tenant increases such premium, then in addition to the Base Rent otherwise provided for, Tenant shall be liable for such additional premium, payable upon receipt of invoice as Additional Rent. Under no circumstances shall Tenant keep or permit to be kept or do or permit to be done in or about the Premises anything of a character so hazardous as to render it difficult, impracticable or impossible to secure such insurance in companies acceptable to Landlord, and further, immediately upon notice, Tenant shall remove from the Premises and/or desist from any practice deemed by the insurance companies or the Association of Fire Underwriters as so affecting the insurance risk.

21. **SIGNS.** Tenant may place up to two signs (one on the exterior of the Building and one on the exterior of the Premises) identifying the brand and name of Tenant's business in location(s) and size mutually agreed to with Landlord. The tenant shall not post any other signs to be placed in the Premises that are visible from the exterior of the Building, through the windows or visible from the other areas of the Building, without Landlord's prior written approval. Landlord shall provide identification and directional signs for the Premises as appropriate. Such signage shall be as mutually agreed by the parties.
22. **FIRE AND CASUALTY.** If all or any part of the Premises is damaged by fire, the elements or any other casualty, Landlord shall restore the damage, at its cost, with reasonable dispatch unless Landlord shall, within sixty (60) days of the date of the occurrence of such fire or other casualty, elect not to restore. If Landlord elects not to restore as above set forth, then this Lease shall cease and terminate as of the date of such election, and Tenant shall have no claim against Landlord for the value of any unexpired term of this Lease. If the Premises are so damaged, Landlord shall not be responsible for repairing or restoring leasehold improvements, personal property, machinery or equipment of Tenant.
23. **CONDEMNATION.** If all or a substantial part of the Premises are taken for any public purpose or purchased under threat of such taking and the taking or purchase

prevents or materially interferes with the Permitted Use of the Premises, this Lease shall terminate. If part of the Premises is so taken or purchased and this Lease is not terminated thereby, this Lease shall remain in full force and effect with respect to the portion of the Premises not taken. The entire award for the taking of the fee and leasehold shall belong to Landlord, but Landlord shall not be entitled to any award made to Tenant for Tenant's trade fixtures or for relocation and moving expenses.

24. ASSIGNMENT AND SUBLETTING, Tenant shall not assign, sublease, mortgage, pledge or in any manner transfer the Premises or any part thereof or this Lease. If Tenant is a partnership, corporation or other legal entity, any change in the partnership interest, stock or legal or beneficial ownership of such partnership, corporation or other entity shall be deemed an assignment of this Lease for purposes of this Section.

25. ALTERATIONS BY TENANT. Tenant shall not make any alterations or improvements to the Premises without the prior written approval of the Landlord. Requests shall be submitted via email and Landlord will use reasonable efforts to review and respond to such requests within 14 calendar days. Landlord's approval may be conditioned on the Tenant's compliance with such requirements with respect to such alterations as Landlord may impose, including without limitation the furnishing of a bond or other security satisfactory to Landlord against mechanics' liens and claims therefor. Any such work shall be done in a good, workmanlike manner in conformance with applicable building codes, free and clear of mechanics' liens and claims therefor.

All such approved alterations shall be performed at Tenant's sole cost and expense. Tenant shall obtain all required permits for such alterations and shall comply with all laws, ordinances, codes, rules, regulations and orders applicable to such alterations. Any alterations and improvements shall become the property of Landlord upon being affixed to the Premises and all right, title and interest of the Tenant therein shall immediately cease; but if directed by Landlord, Tenant, at its expense, shall remove any such alterations and improvements from the Premises at the expiration or earlier termination of this Lease, and repair any damage to the Premises or the Building caused by the installation or removal of such alterations and improvements. No additional locks will be placed on any of the doors of the Premises without the prior written approval of the Landlord.

26. MECHANICS' LIENS. Tenant will not permit any mechanics', laborers' materialmen's or other liens to stand against the Premises or the Building for any labor, skill, material or equipment furnished or claimed to be furnished to or on account of Tenant in connection with any work in or about the Premises. Tenant shall give Landlord immediate notice of the filing of any such lien and shall cause the lien to be discharged within 10 days of its filing.

27. SURRENDER. Upon expiration or earlier termination of this Lease, Tenant shall peaceably surrender the Premises broom-clean, in good condition and repair, fire and other casualty, reasonable wear and tear (which term shall not include wear and tear resulting from installations made by Tenant) excepted. Tenant shall, at its expense, leave the Premises as required in Section 18 hereof and shall remove all of its trade fixtures, personal property, equipment and signs from the Premises. Any property not removed on or before the expiration or termination of this Lease shall be deemed to have been abandoned. Any damage to the Premises caused in the removal of such items shall be repaired by and/or at the expense of Tenant.

28. TENANT DEFAULT.

- a. Events of Tenant's Default and Remedies. Except as expressly set forth in subsection b, below, Tenant shall not be deemed to be in default under this Lease until Landlord has given Tenant written notice specifying the nature of the default and Tenant does not cure such default within thirty (30) days after receipt of such notice, or within such reasonable time thereafter as may be necessary to cure such default where such default is of such character as to reasonably require more than thirty (30) days to cure. If Tenant fails to pay any monies when due hereunder or to perform within thirty (30) days after notice from Landlord any other of the terms, covenants, conditions or obligations of this Lease to be performed by Tenant, or if Tenant abandons or vacates the Premises, or if any proceeding is commenced by or against Tenant for the purpose of subjecting the assets of Tenant to any law relating to bankruptcy or insolvency or for an appointment of a receiver of Tenant or any of Tenant's assets, or if Tenant makes a general assignment of Tenant's assets for the benefit of creditors, then in any such event, Tenant shall be in default hereunder and Landlord may at its option, in addition to any other rights and remedies it may have hereunder or at law or in equity or by statute or otherwise, terminate this Lease as to all future rights of Tenant, and/or

regain, repossess and enjoy the Premises. If Landlord at any time terminates this Lease or regains and repossesses the Premises for any such default, in addition to any other remedies Landlord may have, Landlord may recover from Tenant, and Tenant shall indemnify Landlord against, loss of Rent and other damages Landlord may incur by reason of such default, including the cost of recovering and reletting the Premises, and reasonable attorneys' fees.

- b. Notwithstanding anything to the contrary contained herein, Tenant shall be deemed to be in default under this Lease if Tenant is in breach of or in default under the Grant Agreement and has not cured such breach or default within the applicable cure period (if any) therefor that is set forth in the Grant Agreement.
- c. Right of Landlord to Cure Default of Tenant. In the event Tenant is in default or deemed to be in default hereunder, Landlord may, at its option, instead of exercising any other rights or remedies available to it under this Lease or otherwise, enter into the Premises and perform such acts or spend such sums of money as is reasonably necessary to cure any default of Tenant herein, and the amount spent and cost incurred, including reasonable attorneys' fees, in curing such default shall be paid by Tenant as Additional Rent upon demand provided that Landlord provides Tenant written notice at least 3 days prior to entering the Premises and Tenant does not cure the default within 3 days.
- d. Legal and Other Expenses, If suit is brought for recovery of possession of the Premises, for the recovery of rent due under this Lease, or because of the breach of any other covenant herein contained the breaching party shall pay all expenses incurred by the breaching party therefor, including reasonable attorneys' fees.
- e. Cumulative Remedies. No remedy herein or elsewhere in this Lease or otherwise by law, statute or equity conferred upon or reserved to Landlord shall be exclusive of any other remedy, but shall be cumulative, and may be exercised from time to time and as often as the occasion may arise.
- f. Overdue Payments. All amounts due under this Lease from Tenant to Landlord shall be due on demand, unless otherwise specified, and if not paid

within ten (10) days after the date when due, shall bear interest from the date when due at the rate of 8% per annum, or the highest rate permitted by law, whichever is less, until paid in full.

29. **LANDLORD DEFAULT.** Landlord shall not be deemed to be in default under this Lease until Tenant has given Landlord written notice specifying the nature of the default and Landlord does not cure such default within thirty (30) days after receipt of such notice, or within such reasonable time thereafter as may be necessary to cure such default where such default is of such character as to reasonably require more than thirty (30) days to cure.
30. **SUBORDINATION.** This Lease is subordinate to any and all mortgages, ground leases, or other security covering the Premises, including any renewals, modifications, consolidations, replacements and extensions thereof, now or hereafter recorded against the Premises, the Building or the land upon which the Building sits; provided that, if the holder of any such mortgage, ground lease, or other security elects to have Tenant's interest in this Lease superior to its security or superior to any mortgage, ground lease or other security which is junior to its security, then by notice to Tenant from such holder this Lease shall be deemed superior to such security, whether executed before or after such security. Tenant agrees to execute any instruments which may be deemed by the Landlord or such holder or holders as necessary or desirable to further, effect the priority or subordination of this Lease to any such security, The holder of any such mortgage or security shall covenant that Tenant's leasehold interest hereunder shall not be foreclosed in any action brought under such mortgage if at the time of the bringing of an action to foreclose Tenant is not in default in the payment of Rent or in the performance of other obligations under this Lease, with due allowance to be given for the payment of any past due Rent or for the correction of any other default by Tenant within the period of any notice given or required to be given by the terms hereof.
31. **ACKNOWLEDGMENT.** Tenant shall, within ten (10) days after receipt of any request from Landlord therefor, execute and deliver to Landlord, or to any holder or proposed holder of a security interest in the Premises or to any proposed purchaser of the Premises, a certificate in recordable form, certifying that this Lease is in full force and effect, and that there are no offsets against Rent nor defenses to performance of Tenant under this Lease, or setting forth any such offsets or

defenses claimed by Tenant, as the case may be, and as to such other matters as is reasonably requested, Tenant shall make no charge for executing and delivering such certificate.

32. **HOLDING OVER.** If Tenant remains in possession of the Premises after the expiration or termination of this Lease, it shall be deemed to be occupying the Premises as a tenant at sufferance, subject to all the conditions, provisions and obligations of this Lease insofar as the same can be applicable; provided, however, that the Base Rent required to be paid by Tenant during any holdover period shall be 110% of the amount of the Base Rent set forth above. No unauthorized holding over shall operate to renew or extend this Lease and Tenant shall indemnify Landlord against all claims for damages of any kind resulting from the holdover.
33. **NOTICES.** Any notice required or permitted under this Lease shall be deemed sufficiently given or served if sent by registered or certified mail, return receipt requested, postage prepaid, to Tenant at its address set forth above and to Landlord at Ramsey County Government Center, ATTN: Property Management, 121 7th Place East, Suite #2200, St. Paul, MN 55101 with a copy to the Ramsey County Attorney's Office, 360 North Wabasha Street, Suite #100, St. Paul, MN 55102, and either party may by written notice at any time designate a different address to which notices shall subsequently be sent. Such notices shall be deemed received by the party to whom they are sent on the second day following the date of delivery to the United States Post Office Department
34. **ENTRY BY LANDLORD.** Landlord and any authorized representatives of Landlord may enter the Premises at any time during usual business hours or any other time in case of emergency to inspect the same, or to make any repairs or perform any work deemed necessary or desirable by Landlord. Landlord's property management staff may also enter the Premises in order to access the stairwells of the Building connected to the Premises to work on the building and to use the stairwell and elevator for access from the Building to and through the Premises. With exception to emergency situations, the landlord shall provide at least 24 hours' notice and coordinate with the tenant to minimize disruption to patient care. Landlord may install, use, maintain, repair and replace above the finished ceiling surface, below the finished floor surface, and, in the walls and mechanical shafts within the Premises, any pipes, ducts, conduits, wires, and other equipment for service to other parts of the Building. Landlord may make changes in or additions to any part

of the Building outside the Premises and may alter or relocate the Common Areas. In performing any such work, Landlord shall not interfere with Tenant's Use in the Premises any more than is reasonably necessary under the circumstances and shall repair any damage to the Premises caused thereby. During the progress of any such work, Landlord may keep and store upon the Premises all necessary materials, tools and equipment. Landlord and any authorized representative of Landlord may also enter the Premises at any time during usual business hours during the last 6 months of the Lease Term to show the Premises to prospective tenants, or during usual business hours at any time during the Lease Term to show the Premises to prospective purchasers or mortgagees, and may erect on the Premises suitable signs indicating the Premises are available for lease or sale. Landlord shall not in any event be liable for inconvenience, annoyance, disturbance, loss of business or other damage to Tenant.

35. **SUCCESSORS AND ASSIGNS.** The terms, covenants and conditions hereof are binding upon and inure to the benefit of Landlord and its successors and assigns and are binding upon and inure to the benefit of Tenant and any of its successors and assigns as may be approved by Landlord or otherwise permitted under this Lease.
36. **INFECTIOUS WASTE.** During the Lease Term, Tenant shall not dispose of Infectious Waste (as defined in Minn. Stat. § 116.76, Subd. 12) in the trash receptacles provided by Landlord at the Property. Tenant shall at all times comply with, and cause Tenant's contractors to comply with, the requirements of the Minnesota Infectious Waste Control Act (Minn. Stat. §§ 116.76 – 116.82) and all regulations, policies and guidances thereunder, and all other federal, state, and local laws and regulations governing Infectious Waste (collectively, "Infectious Waste Laws"). Without limiting the foregoing, Tenant shall obtain and maintain in good standing (or require its Infectious Waste disposal contractor to obtain and maintain in good standing) all licenses and permits required by any applicable Infectious Waste Law for the removal, transport, and/or disposal of Infectious Waste, including all permits and approvals that may be required by Saint Paul – Ramsey County Public Health and/or the Minnesota Pollution Control Agency. Tenant shall (or shall cause its contractor to) remove, transport and dispose of all Infectious Waste in in compliance with all applicable Infectious Waste Laws. Subject to the foregoing requirements, Tenant shall have the right to retain the services of a licensed independent contractor to dispose of the Infectious Waste at or in the Premises.

37. ENVIRONMENTAL. Tenant shall not install, use, generate, store or dispose of in or about the Premises any hazardous substance, toxic chemical, pollutant or containment or other material regulated by the Comprehensive Environmental Response, Compensation and Liability Act or any similar law or regulation, including without limitation any material containing asbestos, PCB, CFC, I-ICFC, or petroleum products (collectively "Hazardous Materials") without Landlord's prior written approval except the use by Tenant of reasonable quantities of Hazardous Materials customarily used in the operation of Tenant's Use so long as Tenant uses such Hazardous Materials in accordance with all applicable laws and required permits. Tenant shall indemnify, defend and hold Landlord harmless from and against any claim, damage or expense arising out of Tenant's installation, use, generation, storage, or disposal of any Hazardous Materials, regardless of whether Landlord has approved the activity. Landlord represents and warrants to Tenant that to the Landlord's actual knowledge, after due inquiry and investigation, no Hazardous Materials have been released on or from the Premises in violation of applicable laws. Landlord agrees to indemnify, defend and to hold Tenant harmless from any and all claims, causes of action, damages, penalties, and costs (including attorneys' fees, consultant fees, and related expenses) which may be asserted against or incurred by Tenant resulting from the spill, disposal or other release or threatened release of any Hazardous Materials on the Property occurring prior to the commencement of the Lease Term, or resulting from or due to any violation or alleged violation of any environmental statute, ordinance, regulation or other requirement caused by Landlord, unless caused by Tenant or by Tenant's employees, agents, contractors, licensees, or invitees.

38. DATA AND AUDIT

- a. Data Practices. All data collected, created, received, maintained or disseminated for any purpose in the course of Tenant's performance of this Lease is governed by the Minnesota Government Data Practices Act, Minn. Stat, Ch. 13 (the "Act"), and any other applicable state statutes, any state rules adopted to implement the Act and statutes, as well as federal statutes and regulations on data privacy.
- b. Audit. Until the expiration of six (6) years after the termination of this Lease, Tenant, upon written request, shall make available to Landlord, the State Auditor or Landlord's ultimate funding sources, a copy of this Lease and the

books, documents, records and accounting procedures and practices of Tenant relating to this Lease.

39. NONDISCRIMINATION. Tenant agrees to comply with all federal, state and local laws, resolutions, ordinances, rules, regulations and executive orders pertaining to unlawful discrimination on account of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, sexual orientation, disability, or age. When required by law Tenant shall furnish a written affirmative action plan.

40. RESPECTFUL WORKPLACE AND VIOLENCE PREVENTION. Tenant shall make all reasonable efforts to ensure that the Tenant's employees, agents, invitees, contractors, and subcontractors do not engage in violence while performing under this Lease. Violence, as defined in the Ramsey County Respectful Workplace and Violence Prevention Policy, means words and actions that hurt or attempt to threaten or hurt people; it is any action involving the use of physical force, harassment, intimidation, disrespect, or misuse of power and authority where the impact is to cause pain, fear or injury.

41. GENERAL.

- a. No waiver of any default hereunder shall be implied from any failure by the non-defaulting party to take action on account of such default if such default persists or is repeated, and no express waiver shall affect any default other than the default specified in the express waiver and that only for the time and to the extent therein stated. One or more waivers by Landlord or Tenant shall not be construed as a waiver of a subsequent breach of the same covenant, term or condition.
- b. This Lease and signed Exhibits identified above, attached to and forming a part of this Lease, set forth all the covenants, promises, agreements, conditions and understandings between Landlord and Tenant affecting the Premises and there are no covenants, promises, agreements, conditions or understandings, either oral or written, between them other than are herein set forth.

- c. The singular of all terms used herein shall include the plural, the plural shall include the singular, and the use of any gender herein shall include all other genders, where the context so requires.
- d. Tenant agrees to indemnify and hold harmless Landlord from all claims by any broker or agent of Tenant for compensation, commissions or charges arising out of this Lease or the negotiation of it.
- e. Landlord and Tenant disclaim any intention to create a joint venture, partnership, or agency relationship.
- f. Tenant agrees to look solely to the estate and property of Landlord in the Building for the collection of any judgment, and no other property or asset shall be subject to levy, execution or other procedure for satisfaction of Tenant's remedies.
- g. This Lease is a Minnesota contract and all of its terms shall be construed according to the laws of Minnesota. Time is of the essence of each obligation of this Lease in which time is a factor. All litigation regarding this Lease shall be venued in the appropriate state or federal district court in Ramsey County, Minnesota.
- h. This Lease shall not be altered or amended except by a written agreement signed by both parties.

[SIGNATURE PAGE FOLLOWS]

SIGNATURE PAGE TO LEASE

IN WITNESS WHEREOF, Landlord and Tenant have duly executed this Lease to be effective as of the Effective Date.


LANDLORD:

TENANT:

RAMSEY COUNTY

**MERIDIAN BEHAVIORAL HEALTH, LLC,
dba EOSIS**

By: _____
Rafael Ortega
Chair, Ramsey County Board of
Commissioners

By: Signature: 
Name: Name: Stacy Rivers
Title: Title: Chief Clinical Officer
Date: 6/12/2026

Date: _____

By: _____
Jason Yang
Chief Clerk

Date: _____

Recommended for approval:

By: Jean Krueger
Jean Krueger
Director of Property Management

Approved as to form:
By: Kathleen Ritter
Assistant Ramsey County Attorney

EXHIBIT A

Depiction of the Premises

402 University Avenue
2ND FLOOR



EXHIBIT B

Depiction of the Building

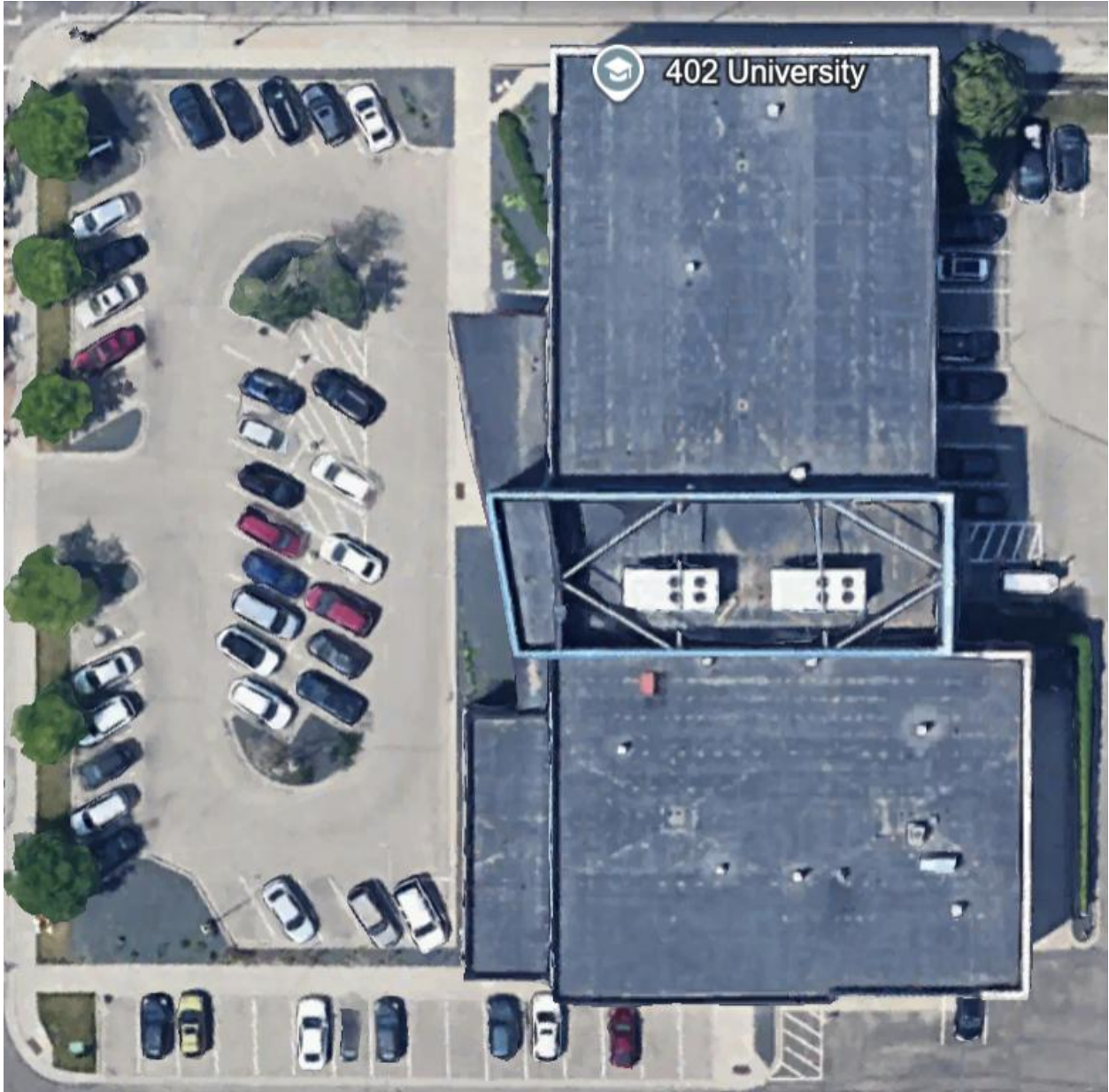


EXHIBIT C

Depiction of the Reserved Parking #13 – 16



EXHIBIT D

Building Rules and Regulations

The Tenant shall comply with the following Rules and Regulations as prescribed by the Landlord. The Landlord shall not be responsible to the Tenant for the nonperformance of any of the Rules and Regulations by the Tenant, or any visitor, licensee, agent, person, or entity. Updated January 2026.

1. Maximum Premises area occupancy is 100.
2. Building (including Premises) is smoke and vape free. No person is authorized to smoke, vape, or use commercial tobacco products in or on any Ramsey County property. Ramsey County does not have an external smoking area at the Premises or Building.
3. Tenant promises to comply with building code of conduct; details provided at the entrances of the building.
4. The Landlord reserves the right to refuse access to any persons to be a threat to the safety, reputation, or property of the building and its occupants.
5. The Tenant is responsible for any damage to the Premises by any of its visitors, agents, staff, clients, guests of clients, or other entities.
6. The Tenant or Tenant's staff, contractors, vendors, etc. are not allowed to park in the parking lot. The parking lot is for Tenant's client use only. The Tenant has 4 reserved spaces, #13 – 16, for tenant's staff, contractors, vendors, etc. There is no overflow parking.
7. The Landlord is responsible for controlled electric door and key access. The Tenant shall pay and obtain written approval from the Landlord for any additional requests for install, change, or replacement of access related equipment, including key replacement.
8. The Tenant assumes all risks from theft or vandalism to the Licensed Space and agrees to keep the Licensed Space locked as needed.
9. The Tenant agrees to allow deliveries through the loading dock area only; no deliveries are allowed through the front door entrance.
10. The Tenant is response for maintaining, repairs, replacement, cleaning and upkeep of all appliances in the Premises, including but not limited to the washing machine, drying machine, refrigerators and freezers.
11. The Tenant is responsible for creating and implementing its own emergency procedures and building evacuation plans if none are provided by the Landlord.

12. The Tenant is responsible for all life safety or medical equipment or devices required for business operation, including but not limited to automated external defibrillators (AEDs), first aid kits, biohazard waste clean kits, etc. The Landlord will maintain the fire extinguishers for the Premises.
13. The Tenant shall not display, paint, or place any signage, advertisement, notices, pictures, or decorations of any type on the exterior, or the interior if visible from the exterior of the Licensed Space, without the written consent from the Landlord.
14. The Tenant shall obtain approval from the Landlord prior to any contractor, vendor or technician performing work within the Premises. No alterations to building, building equipment/fixtures, or furniture can be made without the Landlord's written approval.
15. The Tenant or related parties to the Tenant shall not go in unauthorized areas without written approval from the Landlord.
16. The Tenant promises to not use or keep in the building any kerosene, gasoline, inflammable, combustible or explosive fluid or material, or chemical substance other than limited quantities of them reasonably necessary for the operation or maintenance of office equipment or limited quantities of cleaning fluids and solvents required in the normal operation of the Premises.
17. The Tenant shall not block or obstruct any of the Common Areas, including but not limited to, egress, ingress, entries, passages, doors, elevators, elevator doors, hallways, stairways, windows, heating and ventilation equipment, vents, or lighting fixtures of building or parking facilities.
18. The Tenant shall not alter, change, replace or rekey any existing lock, add any locks, or install new locks without the written consent from the Landlord. The Tenant shall not make additional keys without the consent of the Landlord. The Tenant shall return all keys at the termination of its tenancy and shall be responsible for the cost of replacing any keys that are lost. The Landlord will retain a master key to all door locks on the Licensed Space.
19. The Tenant shall not bring or use personal appliances in the Licensed Space such as mini refrigerators, toasters, space heaters, fans, etc., without first receiving the Landlord's written permission
20. The Landlord maintains all building heating, cooling, and ventilation systems. The Tenant can obtain temperature guidelines upon written request to the Landlord. The

Tenant must enter a maintenance request through the Landlord's work order system for all requests related to heating, cooling, and ventilation. The Tenant shall not use any alternative method to heat or cool (other than dedicated system provided by the Landlord) without first receiving the Landlord's written permission.

21. The plumbing facilities shall not be used for any other purposes than for which they are constructed, the expense of any breakage, stoppage or damage resulting from a violation of this provision shall be borne by the Tenant.

22. The Tenant must report all building issues involving water, fire, or building life and safety concerns, promptly (but immediately in the case of an emergency) via phone call and written notification to the Landlord. Cause of issues and cost to repair will be determined by the Landlord.

23. The Landlord performs snow removal, lawn, tree, and exterior building maintenance.

24. The Landlord pays for and operates the following utilities and services to the building, gas, electricity, water, sewer, regular trash and recycling, the Tenant agrees not to misuse utilities.

25. The Tenant pays for and operates the following utilities and services to the Premises, telephone and internet, janitorial, hazardous and medical waste.

26. All personal property is the Tenant's responsibility. The Tenant shall be responsible for any damage to furniture, fixtures and equipment provided by the Landlord as well as damages to the building arising from moving of personal property.

27. The Tenant is responsible for always keeping the Premises in clean and sanitary condition to prevent the attraction of pests. If pests are found due to Tenant or Tenant's Clients, Tenant will pay for removal and remediation of pests.

28. With exception to service animals, no animals or birds are allowed.

29. No bicycles or other similar vehicles are allowed inside the building.

30. The Landlord reserves the right to waive any one of these rules or regulations, and any such waiver shall not constitute a waiver of any other rule or regulation or any subsequent application thereof to the Tenant.

31. The Landlord reserves the right to make such other reasonable rules and regulations as it may from time to time deem necessary for the appropriate operation and safety of the building. The Landlord shall provide Tenant with copies of any new or modified rules or

regulations prior to the effective date thereof. The Tenant agrees to abide by these and such other rules and regulations.

Board of Commissioners

Request for Board Action

Item Number: 2026-226

Meeting Date: 6/23/2026

Sponsor: Policy & Administrative Strategy

Title

Minnesota Council on Local Results and Innovation's Performance Measurement Program

Recommendation

1. Approve continuation of Ramsey County's participation in the Minnesota Council on Local Results and Innovation's Performance Measurement Program, as well as public distribution of the performance measures report via the county's website.
2. Ratify the County Manager's submission of Ramsey County's annual report of its adopted performance measures to the Minnesota Office of the State Auditor.

Background and Rationale

In 2010, the Minnesota Legislature created the Council on Local Results and Innovation with the direction to develop standard performance measures and comprehensive performance measurement systems for cities and counties. The purpose of the Minnesota State Auditor Performance Measurement Program for Local Governments ("Program") is to "aid residents, taxpayers, and state and local elected officials in determining the efficacy and effectiveness of counties and cities in providing services, and measure residents' opinions of those services " (Minnesota Statute 6.90, Subdivision 2). Each participating county is required to select measures from the 27 items identified in the "Standard Measures for Counties" prepared by the Council on Local Results and Innovation (Attachment 1), implement a system for measuring them, and report the Minnesota Council on Local Results and Innovation - State Auditor Performance results to residents by the end of that calendar year. The report to residents should be distributed through publication, direct mailing, website posting or at a public hearing at which the budget and levy will be discussed and public input be allowed.

In 2013, Ramsey County staff examined the items listed in the "Standard Measures for Counties" and selected measures that provide a brief, high-level view of the county. These are the same measures that are proposed for submission this publishing year. They include:

- Crime rates per 100,000 residents
- Number of accidents that involve injury and fatalities
- Average county pavement condition rating
- Percentage of low birth-weight births
- Property value assessment ratios
- Accuracy of post-election audit (percent of ballots counted accurately)
- Dollars brought into the county for veterans' benefits
- Number of annual park and library visits per 1,000 residents
- County bond ratings
- Recycling percentage

On June 25, 2013, the Ramsey County Board of Commissioners approved county participation in the Program and the list of measures (Resolution 2013-182). The county has continued to participate in the Program. The 2026 Ramsey County Minnesota Local Government Performance Measures Report (Attachment 2) was

prepared according to the Program requirements. This report was posted on the county website.

One of the benefits from participating in the Program is a reimbursement of up to \$25,000 from the state of Minnesota. To participate in this voluntary program, Ramsey County must file a report with the Minnesota Office of the State Auditor by July 1. The report includes a resolution to demonstrate the county's continued commitment to the program, including the submission of the report to the Minnesota Office of the State Auditor and the release of its performance measures report to the public.

County Goals (Check those advanced by Action) Well-being Prosperity Opportunity Accountability**Racial Equity Impact**

Tracking the county's performance over time in areas such as crime rates and low birth weight-indicators of outcomes that have disproportionate impact across race and ethnicity help the county track its success in meeting its racial equity goals.

Community Participation Level and Impact

Every year, when Ramsey County submits the Performance Measures Report to the Office of the State Auditor, the county also publishes the report on its own website, in the interest of greater transparency and accountability.

 Inform Consult Involve Collaborate Empower**Fiscal Impact**

The program has a financial benefit to encourage county participation: a reimbursement of \$0.14 per capita, not to exceed \$25,000. Ramsey County will be eligible for the \$25,000 maximum under this program due to the size of its population. The County Manager's approved 2026-2027 budget includes the estimated annual revenue from this program.

Last Previous Action

On June 24, 2025 the Ramsey County Board approved the continued participation in the State Auditor Performance Measurement Program as well as public distribution of the performance measures report via the county's website (Resolution B2025-125)

Attachments

1. Attachment 1
2. Attachment 2

Minnesota Council on Local Results and Innovation’s Performance Measurement Program: 2026 Report

Ramsey County participates in the Minnesota Council on Local Results and Innovation’s comprehensive performance measurement system for cities and counties. This program encourages local governments to publish and compare information on their activities. The data items were selected from a list provided by the state. Many of the items in the State system are included in the County’s own performance measures.

Public Safety: Crime Rates (per 100,000 people)	2021	2022	2023	2024	2025
Group A Offenses (per 100,000 people)	8,280	8,125	6,577	6,394	**
Group B Arrests	2,667	2,679	2,792	7,823*	**

The uniform crime statistics program is a standard way of comparing crime patterns across jurisdictions. In 2021, the UCR report changed considerably and included new terminology related to arrests (Group A vs. Group B offenses and arrests). 2021 data on Group A and Group B offenses cannot be compared to the previous years’ data.
 *The year-over-year increase in 2024 Group B arrests reflects full statewide compliance with NIBRS reporting standards, which logs all secondary offenses per incident, rather than an actual increase in crime or enforcement activity.
 **2025 Uniform Crime Report has not yet been released; this metric lags a year behind.

Source: State of Minnesota Department of Public Safety, Bureau of Criminal Apprehension.

Public Safety: Total Number of accidents that involve injury and fatalities	2021	2022	2023	2024	2025
Accidents that involve injury	1,668	1,763	1,601	1,835	1,857
Accidents that involve fatalities	33	28	22	27	23

The Data and Analytics Center and MN Crash Reporting System enable the Department of Public Safety (DPS) to adopt a more proactive approach, helping to prevent future tragedies.

Source: MN Crash System, State of Minnesota.

Public Works: Pavement Conditions	2021	2022	2023	2024	2025
Average pavement condition rating for county roads	60.4	60.98	61.86	62.6	63.7

Roads are regularly examined and rated, on a scale of 1 to 100, using a standardized system developed by MnDOT. The results are used to plan and implement county maintenance operations efficiently.

Source: Ramsey County Public Works.

Public Health, Social Services: Low Birth Weight	2021	2022	2023	2024	2025
Low birth weight births (percent of all live, singleton births with weight < 2500 grams)	6.8%	7.0%	8.0%	8.0%	8.0%

Babies born weighing less than 2500 grams (5lb. 8 oz.) have greater health risks than babies born at a higher birth weight, including poorer health outcomes and a greater likelihood of death before their first birthday. Reducing such risks will reduce health care costs, decrease use of social services programs, and increase family wellbeing.

Data was also disaggregated by race and ethnicity. The low birth weight rate was 8% for Hispanic residents of all races, 11% for Non-Hispanic American Indian and Alaska Native residents, 8% for Non-Hispanic Asian residents, 12% for Non-Hispanic Black residents, 11% for Non-Hispanic residents identifying with two or more races, and 7% for Non-Hispanic White residents.

Source: County Health Rankings. Years of data used: 20218-2024.

Property Records, Evaluation, Assessment: Assessment Ratios	2021	2022	2023	2024	2025
Residential Assessment Ratio	94.30%	97.72%	97.60%	98.00%	96.15%
Apartment Assessment Ratio	97.36%	95.64%	100.24%	99.34%	97.51%
Commercial Assessment Ratio	97.62%	92.72%	94.42%	95.24%	99.86%
Industrial Assessment Ratio	97.73%	92.46%	94.51%	97.15%	100.11%

Assessment ratios of assessed values to market sales are part of the Minnesota Department of Revenue’s annual analysis of the accuracy of property value assessments. Assessors are required to have ratios between 90% and 105%. If values are less than 100, the assessed values tend to be lower than market sales.

Source: Ramsey County Assessor.

Elections: Accuracy of post-election audit	2021	2022	2023	2024	2025
Ballots counted accurately -- post-election review	*	100%	*	100%	*

After elections, the results of ballot counting are reviewed to determine the accuracy of the counting process. 99.5% is the minimum accuracy required by the state.

*State-county elections are not conducted in odd-numbered years.

Source: Ramsey County Elections.

Veterans Services: Benefits Received by Veterans	2021	2022	2023	2024	2025
Federal pension and disability benefits for veterans and survivor	\$78.60 million	\$90.34 million	\$92.55 million	\$96.58 million	*
Value of VA Medical Care Services which includes state of heart Primary and Specialty Care as well as many programs and services.	\$107.07 million	\$116.45 million	125.51 million	145.96 million	*

Veterans Services provides counseling and other assistance, including advocacy for veterans, their dependents, and survivors who are entitled to federal and state benefits; enrollment in the VA Medical Care System; and referral to other programs and services provided within the VA Medical Care System.

*2025 data will be available by VA in Fall 2026.

Source: Ramsey County Veterans Services.

Parks, Libraries: Visits	2021	2022	2023	2024	2025
Ramsey County Regional Parks (visits per 1,000 residents)	5,903	8,045*	7,403	6,595	**
Ramsey County Library (physical visits per 1,000 residents)	1,974	2,974	3,351	3,291	3,336***
Ramsey County Library (virtual visits per 1,000 residents)	32,789	30,667	34,132	41,935	41,305**

Parks: Numbers indicate visits to Ramsey County’s six regional parks and six regional trails. They do not include visits to nine county parks, which are not tracked.

*There was an error in calculating this total in previous OSA reports. The current number represents the revised, accurate total for 2022.

**2025 data will be available in summer 2026.

Libraries: Traditionally, libraries have tracked physical visits as a measure of services. As the use of digital library materials becomes more common, Ramsey County is also tracking virtual visits. Current totals might look slightly different from previous OSA reports as current numbers use Library data as the main source while previous reports used Metropolitan Council data. This change was made to ensure consistency in methodology and calculation framework.

***2025 data use 2024 Metropolitan Council population data as 2025 data will be available in summer 2026.

Source: Ramsey County Library (primary source), Metropolitan Council (2025).

Budget, Financial: Bond ratings	2021	2022	2023	2024	2025
Standard & Poor's Ratings Services	AAA	AAA	AAA	AAA	AAA
Moody's Investor Services	Aaa	Aaa	Aaa	Aaa	Aaa
Rating agencies examine a county's financial and management characteristics to rate whether the bonds will be safe investments.					
Source: Ramsey County Finance.					

Environment: Recycling percentage	2021	2022	2023	2024	2025
Mixed municipal solid waste (MSW) recycled	46%	51.3%	49.6%*	50.59%	46.9%
Recycling is critical for reducing the impact of waste on the environment.					
*There was an error in calculating this percentage in previous OSA reports. The current number represents the revised, accurate percentage for 2023.					
Source: Saint Paul – Ramsey County Public Health.					

Standard Measures for Counties

Category	#	Measure	Notes:
Public Safety	1.	Part I and II Crime Rates	Submit data as reported by the Minnesota Bureau of Criminal Apprehension
	2.	Citizens' rating of safety in their community (survey data, provide year completed and total responses)	Example of responses: excellent, good, fair, poor
	3.	Deputy Response Time	Time it takes on top-priority calls from dispatch to the first officer on scene
	4.	Percent of adult offenders with a new felony conviction within 3 years of discharge	MN Sentencing Guidelines Commission
	5.*	Total number of accidents that occur on County State Aid Highways, County Roads and Un-Organized Township Roads that involve fatalities and injury	Available in Towards Zero Death reports
Public Works	6.	Hours to plow complete system during a snow event	County records
	7.	Average county pavement condition rating	Pavement Quality/Condition Index. Provide average rating and the rating system program/type. Example, 70 rating on the Pavement Condition Index (PCI).
	8.	Citizens' rating of the road conditions in their county (survey data, provide year completed and total responses)	Example of responses: excellent, good, fair, poor. Alternatively: good condition, mostly good condition, many bad spots
	9.*	Average Bridge Sufficiency Rating	County records/MN Dept of Transportation
Public Health, Social Services	10.	General life expectancy	http://www.healthmetricsandevaluation.org/tools/data-visualization/life-expectancy-county-and-sex-us-country-comparison-global-1989-1999-2009#/overview/explore
	11.	Tobacco and Alcohol Use	www.countyhealthrankings.org
	12.	Workforce participation rate among MFIP and DWP recipients	Defined as "Percent of MFIP/DWP adults working 30 or more hours per week or off cash assistance three years after baseline"; data available from MN Dept of Human Services
	13.	Percentage of children where there is a recurrence of maltreatment within 12 months following an intervention	County records
	14.*	Child Support Program Cost Effectiveness	Recommended from 2012 Steering Committee report; Available from MN Dept of Human Services
	15.*	Percentage of low birth-weight births	MN Dept of Human Services or www.countyhealthrankings.org
Property Records, Valuation, Assessment	16.	Level of assessment ratio	If the median ratio falls between 90% and 105%, the level of assessment is determined to be acceptable; median ratio requested for all 3 types of assessment ratios submitted to Dept of Revenue
	17*	Turn-around time for recording, indexing and returning real estate documents	County records, MN Statutes 357.182, Subd 6 require a 10 day turn around time by the year 2011, 90% of the time
Elections	18.	Accuracy of post-election audit (% of ballots counted accurately)	County records
Veterans Services	19.	Percent of veterans surveyed who said their questions were answered when seeking benefit information from their County Veterans' Office (survey data, provide year completed and total responses)	Survey data
	20.*	Dollars brought into county for veterans' benefits	Federal and State dollars (this measure was recommended by 2008 OLA report)
	21.*	Percentage of veterans receiving federal benefits	This measure was recommended by 2008 OLA report
Parks, Libraries	22.	Citizens' rating of the quality of county parks, recreational programs, and/or facilities (survey data, provide year completed and total responses)	Example of responses: excellent, good, fair, poor
	23.	Number of annual visits per 1,000 residents	County records. (Number of visits / Population) x 1,000 = visits per 1,000 residents
Budget, Financial	24*	Bond rating	Standard & Poor's Ratings Services or Moody's Investor Services
Financial	25*	Debt service levy per capita; outstanding debt per capita	County records, Comprehensive Annual Financial Report
Environment	26*	Recycling percentage	Available in the SCORE report
	27*	Amount of hazardous household waste and electronics collected	County records

*New or amended measure

Board of Commissioners

Request for Board Action

Item Number: 2026-232

Meeting Date: 6/23/2026

Sponsor: Human Resources

Title

Salary Schedule and Grade for New Classified Job Classifications - Occupational Safety and Compliance Administrator and Safety Officer

Recommendation

Approve the salary schedule and grade allocation for the new unrepresented job classifications of Occupational Safety and Compliance Administrator and Safety Officer:

<u>Job Classification</u>	<u>Schedule</u>	<u>Grade</u>	<u>Annual Salary Schedule</u>
Occupational Safety and Compliance Administrator	102A	37	\$77,262.62 - \$115,893.94
Safety Officer	102A	35	\$74,290.99 - \$111,436.48

Background and Rationale

The Compliance and Ethics Office is requesting new unrepresented job classifications - Occupational Safety and Compliance Administrator position and Safety Officer.

These roles will improve operational efficiency and create safety programs; serve as a countywide resource in Occupational Safety and Health Administration (OSHA) compliance, occupational health, employee safety, visitor safety, and property loss prevention.

These classifications are a direct report to the Compliance Division Manager- Enterprise Risk.

The Human Resources department followed its normal process for conducting the classification study and determined:

- There are no existing classifications that adequately describe all of the duties, responsibilities and knowledge required of the new classifications.
- The classifications were point rated by a human resources job evaluation team and Occupational Safety and Compliance Administrator received a total of 880 points and Safety Officer received a total of 850 points.
- The recommended salary is based on Ramsey County’s job evaluation procedures and policies and is consistent with the County compensation policy and practices (Resolution 95-356) and the Personnel Act (Minnesota Statute 383A.282).

County Goals (Check those advanced by Action)

Well-being Prosperity Opportunity Accountability

Racial Equity Impact

The Occupational Safety and Compliance Administrator and Safety Officer support Ramsey County’s commitment to equity, ensuring that all employees, clients, residents, and visitors have access to safe, healthy, and secure environments regardless of race, ethnicity, language, disability, or other protected status.

Community Participation Level and Impact

The Occupational Safety and Compliance Administrator and Safety Officer have a positive impact on the community by ensuring Ramsey County facilities, programs, and services are delivered in safe, secure, and reliable environments for employees, clients, residents, and visitors.

Inform Consult Involve Collaborate Empower

Fiscal Impact

There is no fiscal impact associated with this RBA.

Last Previous Action

None.

Attachments

1. Position Description: Occupational Safety and Compliance Administrator
2. Position Description: Safety Officer

Job Class Title: Occupational Safety and Health Compliance Administrator

BASIC FUNCTION:

To administer Ramsey County's occupational health and safety programs; serve as a countywide resource in OSHA compliance, occupational health, and employee safety. Responsible to develop policy and program strategy, provide guidance to county departments on compliance with state and federal laws and regulations, and perform related duties as assigned.

EXAMPLES OF WORK PERFORMED:

1. Develop and administer written safety programs that ensure federal and/or state OSHA compliance including, but not limited to, AWAIR, Employee Right to Know (ERTK), Pandemic Preparedness, Infectious Diseases, Respiratory Protection, Hazardous Chemical Communication and Workplace Emergency Planning.
2. Develop, maintain and support an effective network of safety liaisons at the department level; audit and update written programs and practices to ensure ongoing compliance; support Workplace Emergency Planning drills and training of department Workplace Emergency Coordinators.
3. Represent the county at any OSHA inspection and coordinate county response to OSHA complaints.
4. Assess employee work environments for health and safety risks and recommend preventative and/or corrective measures; conduct ergonomic workstation assessments; facilitate root cause analysis of employee injury and illness incidents and recommend preventative and/or corrective actions.
5. Procure and maintain contracts for services that support: (1) annual surveillance of staff compliance with hearing and TB testing; (2) chemical inventory compliance; (3) respirator use; (4) environmental testing; (5) OSHA recordkeeping; (6) department safety training; and (7) loss prevention analysis and response.
6. Participate in budget planning; review loss control fund applications and recommend action to the Enterprise Risk Manager.
7. Lead the countywide AWAIR safety committee; participate in other safety committees in an advisory capacity and facilitate annual health and safety goal setting including safety campaigns and surveys; and participate in other occupational health and safety and risk management associations.
8. Conduct research on occupational safety and prepare reports of findings to identify current trends and to develop strategies.

(The work assigned to a position in this classification may not include all possible tasks in this description and does not limit the assignment of any additional tasks in this classification. Regular attendance according to the position's management approved work schedule is required.)

ESSENTIAL FUNCTIONS: 1, 2, 3, 4, 5, 6, 7, 8.

SUPERVISOR/MANAGERIAL RESPONSIBILITY:

None.

INTERNAL/EXTERNAL RELATIONSHIPS:

Daily to weekly contact with a variety of county employees at all levels, including safety liaisons, to discuss and address OSHA, occupational health, and other safety concerns. Weekly to monthly contact with the workers' compensation team to evaluate data analytics and develop loss prevention strategies. Monthly contact with executive sponsors, system administrators, and project or other managers to provide progress information on special projects. Regular contact with regulatory agencies to address complaints, site visits, and identified deficiencies.

IMPACT ON SERVICES/OPERATIONS:

Impacts the county's ability to provide effective health and safety programs. Effective job performance can result in enhancement of employee health, safety, and overall wellbeing, as well as successful regulatory compliance. Poor performance can negatively impact employee health and safety, resulting in employee injuries and higher workers' compensation costs. Poor performance can also result in civil penalties from regulatory noncompliance.

WORK ENVIRONMENT:

Work is performed in an office setting.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

- Knowledge of state and federal laws, regulations, codes, and standards related to workplace safety.
- Knowledge of fundamental principles of environmental health, accident prevention, and related practices sufficient to audit and evaluate working conditions and recommend policies, procedures, and methods.
- Knowledge of training methods and techniques.
- Knowledge in learning management systems and software programs.
- Skill in designing and implementing employee safety training programs.
- Skill in communicating effectively both verbally and in writing.
- Skill in analyzing information and formulating decisions or recommendations.
- Skill in establishing and maintaining effective working relationships with public officials, department heads, employees, community leaders, and the general public.
- Ability to apply workplace safety best practices and make recommendations based on best practices.
- Ability to successfully handle multiple projects.
- Ability to develop training materials and effectively present training courses both virtually and in person.
- Ability to work independently and collaboratively.

MINIMUM QUALIFICATIONS:

Education: Bachelor's degree in occupational health, industrial hygiene, risk management, environmental health, public health, public administration, business administration, or a closely related field.

Experience: Four years of professional experience in risk management, safety management, occupational health, OSHA compliance, industrial hygiene, employee health and safety.

Substitution: Equivalent combination of education and related experience.

Certifications/Licensure: None.

Job Class Title: Safety Officer

BASIC FUNCTION: Administer Ramsey County's safety programs and serve as a countywide resource for employees, visitor safety, and property loss prevention; implement policies, procedures, workplans, assessments, resources and training to minimize risk; collaborates with department leaders, risk management, compliance and communications; and perform related duties as assigned.

EXAMPLES OF WORK PERFORMED:

1. Develop and implement personnel and property loss prevention strategies to enhance workplace safety and security; reduce casualty claims; identify and manage risk; manage records; and educate employees on personal safety and security topics.
2. Develop action plans and collaborate with leadership and Enterprise Risk Management to implement and monitor action plans for addressing safety and security related risks; coordinate with department level safety liaisons in developing employee safety and security plans.
3. Develop and implement countywide policies and procedures on workplace safety and security, ensuring compliance with local, federal, and state requirements in collaboration with the Compliance and Ethics Office.
4. Conduct periodic safety/security inspections and audits of county workplace environments to identify risks and ensure mitigation measures are implemented; serve as a primary contact for employees; and provide safety and security related training.
5. Coordinate with Communications to develop and execute countywide communication on critical incidents in the workplace impacting employees in consultation with Enterprise Risk Management, Emergency Management and Homeland Security, and Property Management.
6. Coordinate the Workplace Threat Assessment Team.
7. In collaboration with other subject matter experts, support county leadership in responding to employee concerns about safety and security issues specific to their workplaces or roles, and/or experiencing emergent/urgent threats or safety concerns that require immediate action or messaging to impacted employees.

(The work assigned to a position in this classification may not include all possible tasks in this description and does not limit the assignment of any additional tasks in this classification. Regular attendance according to the position's management approved work schedule is required.)

ESSENTIAL FUNCTIONS: 1, 2, 3, 4, 5, 6, 7.

SUPERVISOR/MANAGERIAL RESPONSIBILITY:

None.

INTERNAL/EXTERNAL RELATIONSHIPS:

Daily to weekly contact with a variety of county employees at all levels, including safety liaisons, to discuss and address safety concerns. Weekly to monthly contact with the workers' compensation team to evaluate data analytics and develop loss prevention strategies. Monthly contact with executive sponsors, system administrators, and project or other managers.

IMPACT ON SERVICES/OPERATIONS:

Effective job performance can result in a strong countywide safety culture that enhances employee and visitor safety and security as well as successful regulatory compliance. Poor performance can negatively impact employee and visitor safety and security, resulting in employee injuries, low employee morale, higher workers' compensation costs, and significant liability exposure. Poor performance can also result in civil penalties from regulatory noncompliance.

WORK ENVIRONMENT:

Works primarily in an office environment. May need to travel to attend meetings, participate in regulatory site visits, conduct training or consulting at various county worksites, and complete on-site safety evaluations.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

- Knowledge of state and federal laws, regulations, codes, and standards related to workplace safety.
- Knowledge of fundamental principles of workplace security accident prevention, and related practices.
- Knowledge of training methods and techniques.
- Knowledge in electronic filing systems, learning management systems, and software programs.
- Skill in design and implementation of employee safety training programs.
- Skill in applying workplace safety best practices and making recommendations.
- Skill in communicating effectively both verbally and in writing.
- Skill in establishing and maintaining effective working relationships with public officials, department heads, employees, community leaders, and the general public.
- Ability to analyze information and formulate decisions or recommendations based on that analysis.
- Ability to develop training materials and effectively present trainings both virtually and in person.

MINIMUM QUALIFICATIONS:

Education: Bachelor's degree in risk management, criminal justice, environmental science, emergency management. or a closely related field.

Experience: Four years of professional experience in safety management, employee health and safety, risk management, or a closely related field.

Substitution: Equivalent combination of education and related experience.

Certifications/Licensure: None.

Revisions:

Board of Commissioners

Request for Board Action

Item Number: 2026-212

Meeting Date: 6/23/2026

Sponsor: Human Resources

Title

Adopt the Proposed Ramsey County Commissioner's Salary Ordinance for 2027

Recommendation

Adopt the Proposed Ramsey County Commissioner's Salary Ordinance for 2027.

Background and Rationale

The Ramsey County Home Rule Charter section 5.01.A.1 requires that certain acts of the Ramsey County Board shall be by ordinance. The provisions of the Ramsey County Home Rule Charter relating to compensation for the Board of Commissioners in section 2.01.D state that:

- a. The Ramsey County Board may determine the amount of the annual salary of its members by passage of a salary ordinance;
- b. The salary ordinance must be passed by July 1 of the year prior to the effective date of the ordinance; and
- c. The ordinance shall not become effective until the first business day of the following year (January 1, 2027).

Ramsey County employees with settled bargaining agreements and unrepresented employees received a general wage increase of 3.50% in 2026. It has normally been the intention of the Ramsey County Board of Commissioners that future salary increases for the Ramsey County Board of Commissioners be set at a rate that matches the general increase in wages given to employees in the previous year.

An increase of 3.50% for the Ramsey County Board of Commissioners will result in a salary increase equivalent to the general wage increase given to employees in the calendar year 2026. The current annual salary of the Board of Commissioners is \$107,199 for County Board Members, and \$112,559 for the County Board Chair. The proposed salary ordinance would increase commissioners' salary to \$110,951 for County Board Members and to \$116,499 for the County Board Chair.

The Ramsey County Home Rule Charter section 5.02 states each proposed ordinance shall receive two readings: first, at the time it is presented, and second, at the time of the public hearing as required by law. Both readings may be waived if a copy of the ordinance is supplied to each member of the Ramsey County Board prior to its introduction. In accordance with these requirements, the proposed Ramsey County Commissioner's Salary Ordinance for 2027 was provided to each commissioner prior to its introduction on May 26, 2026. Both the first and second reading were waived by duly made motion and majority vote.

County Goals (Check those advanced by Action)

- Well-being Prosperity Opportunity Accountability

Racial Equity Impact

There is no specific racial equity impact associated with the proposed action.

Community Participation Level and Impact

This action is strictly operational and internal facing. It is the intent of the Ramsey County Board of Commissioners that future salary increases for the commissioners be set at a rate that matches the bargained cost of living adjustment (COLA) given to employees in the previous year.

A public hearing was held on June 16, 2026 to allow the public an opportunity to comment. There were public testimony from two residents during the public hearing. The Chief Clerk's Office received two public comments prior to the public hearing, but they did not request to testify at the hearing.

Inform Consult Involve Collaborate Empower

Fiscal Impact

Funding is accounted for in the Board of Commissioner's approved 2026-2027 operating budget.

Last Previous Action

On June 16, 2026, the Ramsey County Board waived the second reading and held the public hearing date for the proposed 2027 Ramsey County Commissioner's Salary ordinance (Resolution B2026-075).

On May 26, 2026, the Ramsey County Board waived the first reading and set the public hearing date for the proposed 2027 Ramsey County Commissioner's Salary ordinance (Resolution B2026-065).

Attachments

1. Proposed Salary Ordinance
2. Schedule of Events

1 Proposed Salary Ordinance

2
3 WHEREAS, the provisions of the Ramsey County Home Rule Charter (Charter) relating to
4 compensation for the Board of Commissioners state that:

- 5 a) The Board may determine the annual salary of its members by passage of a salary
6 ordinance; and,
7 b) The salary ordinance must be passed by July 1 of the year prior to the effective date of
8 the ordinance; and,
9 c) The ordinance shall not become effective until the first business day of the following year
10 (January 1, 2027); and,
11

12 WHEREAS, The Charter requires that per diem payments be made to the County and that,
13 with the exception of fees, payments and other compensation paid to an officer of the
14 Association of Minnesota Counties, the County will not add these payments to the
15 Commissioners' salary when payments are received from the various boards, committees and
16 other governmental agencies; and
17

18 WHEREAS, The current annual salary of the Board of Commissioners is \$107,199 for County
19 Board Members, and \$112,559 for the County Board Chair; and,
20

21 WHEREAS, In 2026, Ramsey County employees received a general wage increase of
22 3.50%; and,
23

24 WHEREAS, It has been the intention of the Ramsey County Board of Commissioners that
25 future salary increases for the Board of Commissioners be set at a rate that matches the
26 general increase in wages given to employees in the previous year; and,
27

28 WHEREAS, An increase of 3.50% for the Board of Commissioners will result in a salary
29 increase equivalent to the cost of living adjustment (COLA) given to employees in the calendar
30 year 2026;

31 Now, Therefore, The Board of Commissioners for the County of Ramsey Does,
31

32 ORDAIN, That the annual salary for the Ramsey County Board of Commissioners for
33 calendar year 2027 shall increase to \$110,951 for County Board Members and to \$116,499 for the
34 County Board Chair; and Be it Further
35

36 ORDAINED, With the exception of fees, payments and other compensation paid to an
37 officer of the Association of Minnesota Counties, the Board voted to decline fees, payments and
38 other compensation paid to County Board members in exchange for representing the County on
39 outside boards, committees and other governmental agencies and any subcommittees thereof,
40 and that any funds received by the County would remain within the County's General Fund; and
41 Be It Further
42

43 ORDAINED, That the Commissioners are eligible to receive fees, payments and other
44 compensation paid from the following boards, committees and other governmental agencies
45 and any subcommittees thereof;
46

47 Association of Minnesota Counties (if serving as an Officer)
48

49 And Be It Further
50

51 ORDAINED, That all appointments of County Commissioners to various boards,
52 committees and other governmental agencies shall be ratified by County Board resolution
53 before per diems shall be paid; and Be It Further
54

55 ORDAINED, That any subsequent new appointments or changes in appointments to
56 new or existing boards, committees or governmental agencies, and any subsequent establishment

57 of new per diem rates or increase in current per diem rates shall be ratified by
58 County Board resolution before per diems shall be paid; And Be It Further

59

60 ORDAINED, That any increase in per diems or new per diems which are approved by
61 the above described process, shall be included in the next annual salary ordinance, and Be It
62 Further

63

64 ORDAINED, That the Ramsey County Board of Commissioners shall be allowed to
65 receive actual and necessary expenses for attendance at conferences, seminars, etc., in
66 connection with their official County Commissioner duties as do all other Ramsey County
67 employees; and Be It Further

68

69 ORDAINED, That unless a valid referendum petition is filed within 45 days after the
70 publication of this ordinance, this ordinance shall:

71

72 a) Become effective on January 1, 2027 and replace the previous salary ordinance (Ordinance
73 B2025-138); and,

74 b) Continue in effect throughout calendar year 2027 and subsequent years until changed by a
75 subsequent County Board ordinance.

76

77

PROPOSED SCHEDULE OF EVENTS

May 26, 2026	RBA #1 – Waive the First Reading and Set the Public Hearing Date for June 16, 2026
June 3, 2026	Official Newspaper (Press Pub) publishes Public Hearing Ordinance and Start of the 10-Day Notice for Ordinances
June 16, 2026	RBA #2 – Waive the Second Reading and Hold the Public Hearing
June 23, 2026	RBA #3 – Approve the Salary Ordinance for 2027
January 1, 2027	Effective Date of Ordinance