
Sponsor: Human Resources

Meeting Date: 5/27/2025

Title: Classification and Compensation Changes for Salary Plans
02P, 98A, 98B, and 98D

File Number: 2025-202

Background and Rationale:

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

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

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

On December 17, 2024, the Ramsey County Board of Commissioners approved Phase 1 of the Classification and Compensation Modernization which included changes to classification and compensation for non-represented employees not assigned to salary plans 02P, 98A, 98B, and 98D in the classified and unclassified service of the Ramsey County Personnel System.

Phase 2 of the Classification and Compensation Modernization is the restructure of the classification and compensation changes for salary plans 02P, 98A, 98B, and 98D for non-represented employees in the classified and unclassified service of the Ramsey County Personnel System and concludes the 2025 Classification and Compensation Modernization. This impacts approximately 271 non-represented employees.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

Approve the classification and compensation changes for salary plans 02P, 98A, 98B, and 98D for non-represented employees in the classified and unclassified service of the Ramsey County Personnel System.

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

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

By: 
Jason Yang, Interim Chief Clerk - County
Board