

Request for Board Action Details

File #: 2020-567
Type: Administrative Item
Status: Passed
In control: Board of Commissioners
On agenda: 12/22/2020
Final action: 12/22/2020
Title: Salary and Benefit Changes for Non-Represented Classified and Unclassified Employees for 2021
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. `2021 Modifications to Benefit Policy, 2. Resolution

Date	Ver.	Action By	Action	Result
12/22/2020	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title

Salary and Benefit Changes for Non-Represented Classified and Unclassified Employees for 2021

Recommendation

Approve salary and benefit changes for non-represented employees in the classified and unclassified service of the Ramsey County Personnel System for calendar year 2021.

Background and Rationale

In accordance with the Ramsey County Personnel Act Minn. Statutes 383A.282, the Ramsey County Board of Commissioners is responsible for determining the compensation of all employees in the Ramsey County Personnel System. Tentative collective bargaining agreements with nine AFSCME bargaining units, representing approximately 54% of the County workforce, have been ratified and are now being presented to the Board of Commissioners for approval. These agreements include changes in salary, insurance contributions and compensation for individuals who must come to the worksite on a day off in order to comply with mandated Department of Health COVID testing.

The past practice of the Board of Commissioners has been to maintain comparable pay and benefit policies between represented and non-represented employees. We are recommending pay and benefit changes for calendar year 2021 for non-represented employees consistent with those contained in the proposed new bargaining unit contracts with the nine AFSCME Locals.

County Goals (Check those advanced by Action)

☒ Well-being ☒ Prosperity ☒ Opportunity ☐ Accountability

Racial Equity Impact

Once approved, this action will establish terms and conditions of employment that support the attraction and retention of a diverse workforce.

Community Participation Level and Impact

This action is strictly operational and internal facing. The result of the action helps support residents by offering effective, efficient and accessible operations. Information on the action item is available on the County's website at

<https://www.ramseycounty.us/your-government/leadership/board-commissioners/board-meetings-information>.

☒ Inform

☐ Consult

☐ Involve

☐ Collaborate

☐ Empower

Fiscal Impact

Sufficient funds are available in the 2021 budget

County Manager Comments

Changes to non-represented employee salaries and benefits requires County Board approval. Approval will maintain comparable pay and benefit policies between represented and non-represented employees for calendar year 2021.

Last Previous Action

None.

Attachments

1.Modifications of Benefits Policy