
Sponsor: Human Resources

Meeting Date: 6/25/2024

Title: Adoption of the Ramsey County Commissioner's Salary Ordinance for 2025

File Number: 2024-216

Background and Rationale:

The Ramsey County Home Rule Charter section 5.01.A 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 Ramsey County 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; and
- 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, 2025).

Ramsey County employees with settled bargaining agreements and unrepresented employees received a general wage increase of 2.25% in 2024. It is the intent 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 2.25% 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 2024. The current annual salary of the Board of Commissioners is \$101,280 for County Board Members, and \$104,447 for the County Board Chair. The proposed salary ordinance would increase commissioners' salary to \$104,077 for County Board Members and to \$109,338 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 2024 was provided to each commissioner prior to its introduction on June 4, 2024. Both the first and second reading were waived by duly made motion and majority vote.

The Ramsey County Home Rule Charter section 5.02 states that every proposed ordinance shall hold a public hearing as required by law. The public hearing was held on Tuesday, June 18, 2024. The Chief Clerk's Office did not receive any public comments prior to the public hearing. One resident provided in-person testimony during the public hearing.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

Adopt the Proposed Ramsey County Commissioner's Salary Ordinance for 2025.

A motion to approve was made by Commissioner Frethem, seconded by Commissioner Reinhardt.

Motion passed.

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

Absent: - 1: Ortega

By: 
Mee Cheng, Chief Clerk - County Board

Salary Ordinance

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

- a) The Board may determine the annual salary of its members by passage of a salary ordinance; and,
- 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, 2025); and,

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

WHEREAS, The current annual salary of the Board of Commissioners is \$101,280 for County Board Members, and \$104,447 for the County Board Chair; and,

WHEREAS, The Ramsey County Board of Commissioners chose to forgo the 0.5% wage increase in 2021 due to the difficult economic climate at the time

WHEREAS, In 2024 Ramsey County employees received a general wage increase of 2.25%; and,

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

WHEREAS, An increase of 2.25% for the Board of Commissioners will result in a salary increase equivalent to the general wage increase given to employees in the calendar year 2024;

WHEREAS, An additional increase of 0.5% for the Board of Commissioners will result in parity with general wage increases given to employees since 2020; and

WHEREAS, In order to compensate the role of the County Board Chair more equitably for the additional duties and responsibilities of the elected position, the County Board Chair's salary should increase to reflect a differential equal to 5%;

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

ORDAIN, That the annual salary for the Ramsey County Board of Commissioners for calendar year 2025 shall increase to \$104,077 for County Board Members and by 2.25% to \$109,338 for the County Board Chair; and Be it Further

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

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

Association of Minnesota Counties (if serving as an Officer)

And Be It Further

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

ORDAINED, That any subsequent new appointments or changes in appointments to new or existing boards, committees or governmental agencies, and any subsequent establishment of new per diem rates or increase in current per diem rates shall be ratified by County Board resolution before per diems shall be paid; And Be It Further

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

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

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

- a) Become effective on January 1, 2025 and replace the previous salary ordinance (Ordinance B2023-093); and,
- b) Continue in effect throughout calendar year 2025 and subsequent years until changed by a subsequent County Board ordinance.