State of Minnesota
County of Watonwan

RESOLUTION NO. 11.26.12

RESOLUTION ACCEPTING 2027 MAJOR MEDICAL INSURANCE AND 2027 WAGE SCALES

WHEREAS, the City of St. James annually reviews and approves employee benefits and wage scales as part of its budget process; and

WHEREAS, the city has received renewal information for major medical and supplemental insurance coverage for the 2027 plan year, effective December 1, 2026; and

WHEREAS, the proposed 2027 wages scales are designed to maintain competitive and equitable compensation for city employees; and

WHEREAS, aligning the wage scale implementation with the annual benefit renewal period enhances administrative efficiency by allowing payroll, benefit, and accounting updates to occur concurrently.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ST. JAMES, WATONWAN COUNTY, MINNESOTA, as follows:

1. The city hereby adopts the 2027 wage scales as presented in **Appendix A** effective November 28, 2026, per position.

2. The city hereby accepts the 2027 major medical insurance renewal as presented in **Appendix B** effective December 1, 2026.

3. The City Manager is authorized and directed to take all necessary actions to implement these changes and ensure compliance with applicable payroll and benefit administration requirements.

Adopted by the Council this 17th day of November 2026.

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Christopher Whitehead, Mayor

ATTEST:

_____
Kristin Hurley, City Clerk

APPENDIX A:

2027 Wage Scale effective November 28, 2026

Full-Time Non-Union Employees				
			2027	
NAME	POSITION	PAY EQUITY	MIN	MAX
AMBULANCE	EMT Director	450	$40.64	$51.80
BUILDING INSPECTION	Code Enforcement	233	$28.75	$36.62
CITY HALL	Utility Billing Clerk/Deputy City Clerk	203	$30.46	$38.80
CITY HALL	City Clerk	275	$43.06	$54.89
CITY HALL	Accounts Payable	173	$28.75	$36.62
CITY HALL	Receptionist	141	$27.14	$34.57
CITY MANAGER	City Manager	483	$60.94	$77.71
COMMUNITY DEVELOPMENT	Community Outreach/Marketing	238	$34.18	$43.55
LIGHT DEPARTMENT	Light Superintendent	363	$57.51	$73.33
LIGHT DEPARTMENT	Light Foreman	289	$51.22	$65.30
LIGHT DEPARTMENT	Light Lineman	225	$34.18	$43.55
LIGHT DEPARTMENT	Light Journeyman	266	$43.06	$54.89
LIQUOR	Liquor Store Manager	291	$34.18	$43.55
LIQUOR	Assistant Liquor Store Manager	153	$25.63	$32.63
POLICE	Police Receptionist	169	$27.14	$34.57
POLICE	Police Chief	410	$54.28	$69.20
STREETS	Street/Park Superintendent	301	$43.06	$54.89
WASTEWATER	Wastewater Superintendent	291	$45.63	$58.16
WATER QUALITY	Water Superintendent	291	$43.06	$54.89

Part-Time Employees				
		2027		
NAME	POSITION	PAY EQUITY	MIN	MAX
GENERAL GOV'T BUILDINGS	Cleaning Service	N/A	$23.78	$28.98
GENERAL GOV'T BUILDINGS	EDA MAINTENANCE	N/A	$21.76	$25.50
EDA	EDA Assistance	N/A	$21.76	$25.50
LIQUOR	Liquor Store Clerk	141	$17.70	$21.56
THEATRE	Theatre Attendant	N/A	$14.82	$18.06
THEATRE	Theatre Lead	N/A	$16.68	$20.32
THEATRE	Theatre Manager	131	$23.78	$28.98
SWIMMING POOL	Slider	N/A	$13.97	$17.02
SWIMMING POOL	Lifeguard	N/A	$15.72	$19.16
SWIMMING POOL	Lifeguard Lead	N/A	$16.68	$20.32
SWIMMING POOL	Assistant Pool Manager	N/A	$18.77	$22.87
SWIMMING POOL	Pool Manager	131	$23.78	$28.98
Paid On-Call/Casual Employees				
		On-Call		Call-Out
FIRE DEPARTMENT	Firefighter	$0.00/Hour		$30.00/Call
FIRE DEPARTMENT	Assistant Fire Chief	$3,000.00/Annual		
FIRE DEPARTMENT	Fire Chief	$5,000.00/Annual		
AMBULANCE	Driver	$6.00/Hour		$24.00 Differential
AMBULANCE	EMR	$6.00/Hour		$24.00 Differential
AMBULANCE	EMT	$6.00/Hour		$24.00 Differential
AMBULANCE	EMT Captain	$6.00/Hour		$24.00 Differential

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2026 Pay Scale

NON-UNION										
FULL-TIME										
Step										
Grade	1	2	3	4	5	6	7	8	9	10
1	20.37	20.92	21.49	22.07	22.67	23.28	23.91	24.56	25.22	25.92
2	21.57	22.16	22.76	23.37	24.01	24.66	25.32	26.01	26.72	27.45
3	22.85	23.46	24.10	24.75	25.43	26.11	26.82	27.55	28.30	29.08
4	24.20	24.85	25.53	26.22	26.93	27.66	28.41	29.18	29.98	30.80
5	25.63	26.32	27.04	27.77	28.53	29.30	30.10	30.92	31.76	32.63
6	27.14	27.88	28.64	29.42	30.22	31.04	31.88	32.75	33.64	34.57
7	28.75	29.53	30.34	31.16	32.01	32.88	33.78	34.69	35.64	36.62
8	30.46	31.29	32.14	33.01	33.91	34.83	35.78	36.76	37.76	38.80
9	32.26	33.14	34.04	34.97	35.92	36.90	37.91	38.94	40.00	41.10
10	34.18	35.11	36.07	37.05	38.06	39.10	40.16	41.26	42.38	43.55
11	36.21	37.20	38.21	39.25	40.32	41.42	42.55	43.71	44.91	46.14
12	38.36	39.41	40.48	41.59	42.72	43.89	45.08	46.31	47.58	48.89
13	40.64	41.75	42.89	44.06	45.26	46.50	47.77	49.07	50.41	51.80
14	43.06	44.24	45.44	46.69	47.96	49.27	50.61	52.00	53.42	54.89
15	45.63	46.87	48.15	49.47	50.82	52.21	53.63	55.10	56.60	58.16
16	48.34	49.66	51.02	52.41	53.85	55.32	56.83	58.38	59.98	61.63
17	51.22	52.62	54.06	55.54	57.06	58.62	60.22	61.87	63.56	65.30
18	54.28	55.76	57.28	58.85	60.46	62.11	63.81	65.56	67.35	69.20
19	57.51	59.09	60.70	62.36	64.07	65.82	67.62	69.47	71.37	73.33
20	60.94	62.61	64.32	66.08	67.89	69.75	71.66	73.62	75.63	77.71

NON-UNION									
PART-TIME AND SEASONAL									
	Step								
Grade	1	2	3	4	5	6	7	8	9
1	13.56	13.90	14.25	14.61	14.97	15.34	15.73	16.12	16.52
2	13.97	14.32	14.68	15.04	15.42	15.81	16.20	16.61	17.02
3	14.39	14.75	15.12	15.49	15.88	16.28	16.69	17.10	17.53
4	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06
5	15.26	15.65	16.04	16.44	16.85	17.27	17.70	18.15	18.60
6	15.72	16.12	16.52	16.93	17.36	17.79	18.23	18.69	19.16
7	16.19	16.60	17.01	17.44	17.88	18.32	18.78	19.25	19.73
8	16.68	17.10	17.52	17.96	18.41	18.87	19.34	19.83	20.32
9	17.18	17.61	18.05	18.50	18.96	19.44	19.92	20.42	20.93
10	17.70	18.14	18.59	19.06	19.53	20.02	20.52	21.04	21.56
11	18.23	18.68	19.15	19.63	20.12	20.62	21.14	21.67	22.21
12	18.77	19.24	19.72	20.22	20.72	21.24	21.77	22.32	22.87
13	19.34	19.82	20.32	20.82	21.34	21.88	22.43	22.99	23.56
14	19.92	20.42	20.93	21.45	21.98	22.53	23.10	23.68	24.27
15	20.51	21.03	21.55	22.09	22.64	23.21	23.79	24.39	25.00
16	21.13	21.66	22.20	22.75	23.32	23.91	24.50	25.12	25.75
17	21.76	22.31	22.87	23.44	24.02	24.62	25.24	25.87	26.52
18	22.42	22.98	23.55	24.14	24.74	25.36	26.00	26.65	27.31
19	23.09	23.67	24.26	24.86	25.49	26.12	26.78	27.45	28.13
20	23.78	24.38	24.99	25.61	26.25	26.91	27.58	28.27	28.98

APPENDIX B:

Major Medical Insurance for 2027

NON-UNION EMPLOYEE HEALTH INSURANCE BENEFIT

The 2027 Health Insurance Monthly Contribution for Non-Union employees are:

PLAN	TOTAL PREMIUM	EMPOYER SHARE	EMPLOYEE SHARE
Employee ONLY	$ Individual Premium	100%	0%
Employee PLUS	$ Individual Premium	75%	25%

City will pay $2,750.00 toward the deductible through payroll contribution.