November 17, 2026

ITEM: New Business – Resolution 11.26.12: Accepting 2027 Major Medical Insurance and 2027 Wage Scales

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BACKGROUND: The proposed 2027 wage scales, outlined in Appendix A, establish compensation ranges for full-time non-union, part-time, seasonal, and paid on-call employees. The updated wage scales are intended to maintain competitive and equitable compensation across City departments.

Appendix B outlines the 2027 major medical insurance benefits for non-union employees. The city will continue to cover 100% of the individual employee premium and 75% of the additional premium for dependent coverage, with employees responsible for the remaining 25%. The city will also contribute $2,750 toward the deductible through payroll contributions.

The proposed wage scales will become effective November 28, 2026, with the medical insurance renewal effective December 1, 2026. Aligning these implementation dates will allow for coordinated payroll and benefit administration.

STAFF RECOMMENDATION: Approve/Deny Resolution.