

State of Minnesota
County of Watonwan

RESOLUTION NO. 11.25.04

**RESOLUTION ACCEPTING 2026 MAJOR MEDICAL INSURANCE AND
2026 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 2026 plan year, effective December 1, 2026; and

WHEREAS, the proposed 2026 wages scales reflect the cost-of-living adjustment (COLA) that were negotiated and previously approved within the union contracts by City Council and 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 2026 wage scales as presented in **Appendix A** effective December 1, 2025, per position.
2. The city hereby accepts the 2026 major medical insurance renewal as presented in **Appendix B** effective December 1, 2025.
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 4th day of November 2025.

Christopher Whitehead, Mayor

ATTEST:

Kristin K. Hurley, City Clerk

APPENDIX A:**2026 Wage Scale effective December 1, 2025**

Full-Time Non-Union Employees				
			2026	
NAME	POSITION	PAY EQUITY	MIN	MAX
AMBULANCE	EMT Captain	227	\$24.64	\$31.37
BUILDING INSPECTION	Code Enforcement	233	\$27.65	\$35.21
CITY HALL	Utility Billing Clerk/Deputy City Clerk	203	\$29.29	\$37.30
CITY HALL	City Clerk	275	\$41.41	\$52.78
CITY HALL	Accounts Payable	173	\$27.65	\$35.21
CITY HALL	Receptionist	141	\$26.10	\$33.24
CITY MANAGER	City Manager	483	\$58.60	\$74.72
COMMUNITY DEVELOPMENT	Community Outreach/Marketing	238	\$31.02	\$39.52
ECONOMIC DEVELOPMENT	EDA Director	275	\$39.08	\$49.81
LIGHT DEPARTMENT	Light Superintendent	363	\$55.30	\$70.51
LIGHT DEPARTMENT	Light Foreman	289	\$49.25	\$62.79
LIGHT DEPARTMENT	Light Lineman	225	\$32.87	\$41.87
LIGHT DEPARTMENT	Light Journeyman	266	\$41.41	\$52.78
LIQUOR	Liquor Store Manager	291	\$32.87	\$41.87
LIQUOR	Assistant Liquor Store Manager	153	\$24.64	\$31.37
POLICE	Police Receptionist	169	\$26.10	\$33.24
POLICE	Police Chief	410	\$52.19	\$66.54
STREETS	Street/Park Superintendent	301	\$41.41	\$52.78
WASTEWATER	Wastewater Superintendent	291	\$43.87	\$55.92
WATER QUALITY	Water Superintendent	291	\$41.41	\$52.78

Part-Time Employees				
		2026		
NAME	POSITION	PAY EQUITY	MIN	MAX
GENERAL GOV'T BUILDINGS	Cleaning Service	N/A	\$22.87	\$27.86
GENERAL GOV'T BUILDINGS	EDA MAINTENANCE	N/A	\$20.93	\$25.50
EDA	EDA Assistance	N/A	\$20.93	\$25.50
LIQUOR	Liquor Store Clerk	141	\$17.02	\$20.73
THEATRE	Theatre Attendant	N/A	\$14.25	\$17.36
THEATRE	Theatre Lead	N/A	\$16.04	\$19.54
THEATRE	Theatre Manager	131	\$22.87	\$27.86
SWIMMING POOL	Slider	N/A	\$13.43	\$16.37
SWIMMING POOL	Lifeguard	N/A	\$15.12	\$18.42
SWIMMING POOL	Lifeguard Lead	N/A	\$16.04	\$19.54
SWIMMING POOL	Assistant Pool Manager	N/A	\$18.05	\$21.99
SWIMMING POOL	Pool Manager	131	\$22.87	\$27.86
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	EMR	\$3.25/Hour		\$25.00/Call
AMBULANCE	EMT	\$3.25/Hour		\$25.00/Call
AMBULANCE	EMT Captain	\$8.25/Hour		\$25.00/Call
AMBULANCE	Ambulance Director	\$25,000.00/Annual		

2026 Pay Scale

NON-UNION										
FULL-TIME										
Step										
Grade	1	2	3	4	5	6	7	8	9	10
1	19.59	20.12	20.66	21.22	21.79	22.38	22.99	23.61	24.25	24.92
2	20.74	21.30	21.88	22.47	23.08	23.71	24.35	25.01	25.69	26.40
3	21.97	22.56	23.17	23.80	24.45	25.11	25.79	26.49	27.21	27.96
4	23.27	23.90	24.54	25.21	25.89	26.60	27.32	28.06	28.83	29.62
5	24.64	25.31	26.00	26.70	27.43	28.17	28.94	29.73	30.54	31.37
6	26.10	26.81	27.54	28.29	29.05	29.84	30.66	31.49	32.35	33.24
7	27.65	28.40	29.17	29.96	30.78	31.62	32.48	33.36	34.27	35.21
8	29.29	30.08	30.90	31.74	32.61	33.49	34.41	35.34	36.31	37.30
9	31.02	31.87	32.74	33.63	34.54	35.48	36.45	37.44	38.46	39.52
10	32.87	33.76	34.68	35.62	36.60	37.59	38.62	39.67	40.75	41.87
11	34.82	35.77	36.74	37.74	38.77	39.83	40.92	42.03	43.18	44.37
12	36.89	37.89	38.93	39.99	41.08	42.20	43.35	44.53	45.75	47.01
13	39.08	40.15	41.24	42.37	43.52	44.71	45.93	47.19	48.47	49.81
14	41.41	42.54	43.70	44.89	46.12	47.37	48.67	50.00	51.36	52.78
15	43.87	45.07	46.30	47.56	48.86	50.20	51.57	52.98	54.43	55.92
16	46.48	47.75	49.06	50.40	51.77	53.19	54.64	56.14	57.67	59.26
17	49.25	50.60	51.98	53.40	54.86	56.36	57.90	59.49	61.11	62.79
18	52.19	53.62	55.08	56.59	58.13	59.72	61.36	63.04	64.76	66.54
19	55.30	56.81	58.37	59.96	61.60	63.29	65.02	66.80	68.63	70.51
20	58.60	60.20	61.85	63.54	65.28	67.07	68.90	70.79	72.72	74.72

NON-UNION									
PART-TIME AND SEASONAL									
Step									
Grade	1	2	3	4	5	6	7	8	9
1	13.04	13.37	13.70	14.04	14.39	14.75	15.12	15.50	15.89
2	13.43	13.77	14.11	14.47	14.83	15.20	15.58	15.97	16.37
3	13.84	14.18	14.54	14.90	15.27	15.65	16.04	16.45	16.86
4	14.25	14.61	14.97	15.35	15.73	16.12	16.53	16.94	17.36
5	14.68	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88
6	15.12	15.50	15.88	16.28	16.69	17.10	17.53	17.97	18.42
7	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97
8	16.04	16.44	16.85	17.27	17.70	18.15	18.60	19.07	19.54
9	16.52	16.93	17.36	17.79	18.23	18.69	19.16	19.64	20.13
10	17.02	17.44	17.88	18.32	18.78	19.25	19.73	20.23	20.73
11	17.53	17.96	18.41	18.87	19.35	19.83	20.32	20.83	21.35
12	18.05	18.50	18.97	19.44	19.93	20.42	20.93	21.46	21.99
13	18.59	19.06	19.53	20.02	20.52	21.04	21.56	22.10	22.65
14	19.15	19.63	20.12	20.62	21.14	21.67	22.21	22.76	23.33
15	19.73	20.22	20.72	21.24	21.77	22.32	22.88	23.45	24.03
16	20.32	20.83	21.35	21.88	22.43	22.99	23.56	24.15	24.75
17	20.93	21.45	21.99	22.54	23.10	23.68	24.27	24.88	25.50
18	21.55	22.09	22.65	23.21	23.79	24.39	25.00	25.62	26.26
19	22.20	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05
20	22.87	23.44	24.03	24.63	25.24	25.87	26.52	27.18	27.86

APPENDIX B:**Major Medical Insurance for 2026****NON-UNION EMPLOYEE HEALTH INSURANCE BENEFIT**

The 2026 Health Insurance Monthly Contribution for AFSCME Union and Non-Union employees are:

<u>PLAN</u>	<u>TOTAL PREMIUM</u>	<u>EMPOYER SHARE</u>	<u>EMPLOYEE SHARE</u>
Employee ONLY	\$ Individual Premium	100%	0%
Employee PLUS	\$ Individual Premium	75%	25%

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

The 2026 Health Insurance Monthly Contribution for LELS Union employees are:

<u>PLAN</u>	<u>TOTAL PREMIUM</u>	<u>EMPOYER SHARE</u>	<u>EMPLOYEE SHARE</u>
Employee ONLY	\$ Individual Premium	90%	10%
Employee PLUS	\$ Individual Premium	70%	30%

City will pay \$3,000.00 toward the deductible through payroll contribution.