



Dakota County

General Government and Policy Committee of the Whole

Agenda

Tuesday, September 10, 2024

9:30 AM

Conference Room 3A, Administration
Center, Hastings

(or following County Board)

If you wish to speak to an agenda item or an item not on the agenda, please notify the Clerk to the Board via email at CountyAdmin@co.dakota.mn.us. Emails must be received by 7:30am on the day of the meeting. Instructions on how to participate will be sent to anyone interested.

1. Call To Order And Roll Call

Note: Any action taken by this Committee of the Whole constitutes a recommendation to the County Board.

2. Audience

Anyone in the audience wishing to address the Committee on an item not on the agenda or an item on the consent agenda may come forward at this time. Comments are limited to five minutes.

3. Approval Of Agenda (Additions/Corrections/Deletions)

3.1 Approval of Agenda (Additions/Corrections/Deletions)

CONSENT AGENDA

4. County Administration - Approval of Minutes

4.1 Approval of Minutes of Meeting Held on August 13, 2024

5. County Board/County Administration

5.1 *Employee Relations* - Approval Of Contract Renewal For 2025 Dental Plan

5.2 *Employee Relations* - Authorization To Approve Vendors And Rates For 2025 Group Short-Term Disability, Long-Term Disability, Life Insurance And Vision

5.3 *Employee Relations* - Approval Of Changes To Policy 3020 To Establish Human Resources As A Synonym And Working Title For Employee Relations Department As Defined In Minn. Stat. § 383D

REGULAR AGENDA

6. Enterprise Finance and Information Services

- 6.1** *EFIS Administration* - Discussion Of Future County Funding Approach To Dakota 911

7. County Board/County Administration

- 7.1** *Employee Relations* - Approval Of 2025 Medical Plans And Premium Rates
- 7.2** *Communications* - Legislative Update And Direction On 2025 State Legislative Priorities

8. County Manager's Report

9. Future Agenda Items

10. Adjournment

- 10.1** Adjournment

For more information, call 651-438-4417
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<https://www.co.dakota.mn.us/Government/BoardMeetings/Pages/default.aspx>
Public Comment can be sent to CountyAdmin@co.dakota.mn.us



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3759

Agenda #: 3.1

Meeting Date: 9/10/2024

Approval of Agenda (Additions/Corrections/Deletions)



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3760

Agenda #: 4.1

Meeting Date: 9/10/2024

Approval of Minutes of Meeting Held on August 13, 2024



Dakota County

General Government and Policy Committee of the Whole

Minutes

Tuesday, August 13, 2024

9:30 AM

Conference Room 3A, Administration
Center, Hastings

(or following County Board)

1. Call To Order And Roll Call

The meeting was called to order at 9:40 a.m. by Commissioner Workman.

Present

- Commissioner Mike Slavik
- Commissioner Joe Atkins
- Commissioner Laurie Halverson
- Commissioner William Droste
- Commissioner Liz Workman
- Commissioner Mary Liz Holberg
- Commissioner Mary Hamann-Roland

Also in attendance were Tom Novak, Interim County Manager; Tom Donely, First Assistant County Attorney; and Jeni Reynolds, Sr. Administrative Coordinator to the Board.

The audio recording of this meeting is available upon request.

2. Audience

Chair Workman noted that all public comments can be sent to CountyAdmin@co.dakota.mn.us
No comments were received for this agenda.

3. Approval Of Agenda (Additions/Corrections/Deletions)

3.1 Approval of Agenda (Additions/Corrections/Deletions)

Motion: Mary Hamann-Roland

Second: William Droste

Ayes: 7

CONSENT AGENDA

On a motion by Commissioner Slavik, seconded by Commissioner Atkins, the Consent agenda was approved as follows:

4. County Administration - Approval of Minutes

4.1 Approval of Minutes of Meeting Held on July 9, 2024

Motion: Mike Slavik

Second: Joe Atkins

Ayes: 7

5. County Board/County Administration

5.1 2024 Board Priorities Second Quarter Update

Information only; no action requested.

5.2 Approval Of Revisions To Policy 3283 - Drug, Alcohol And Cannabis Free Workplace

Motion: Mike Slavik

Second: Joe Atkins

WHEREAS, the Employee Relations Department periodically reviews and recommends revisions to policies to maintain and enhance the effective and responsive provision of human resource services in the County; and

WHEREAS, the Employee Relations Director recommends revising Policy 3282 - Drug, Alcohol and Cannabis Free Workplace to reflect the following:

- Added Telework and Workspace to definition section
- Added clarifying language that prohibits possessing alcohol or cannabis at the workplace
- Added clarifying language to address possession of alcohol and cannabis while teleworking from home or residence

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby adopts the proposed revisions to Policy 3282 - Drug, Alcohol and Cannabis Free Workplace and authorizes the Employee Relations Director to modify said policy accordingly.

This item was approved and recommended for action by the Board of Commissioners on 8/27/2024.

Ayes: 7

5.3 Authorization To Execute Contract For 2025 Medical/Pharmacy Plan

Motion: Mike Slavik

Second: Joe Atkins

WHEREAS, Minn. Stat. § 471.6161 requires public sector employers to request proposals for group insurance plans every five years; and

WHEREAS, Employee Relations issued a Request for Proposal for medical/pharmacy plan administration of the County Self- Insured medical/pharmacy plan; and

WHEREAS, three viable self-funded medical/pharmacy plan proposals were received from Blue Cross Blue Shield of Minnesota, UMR, and HealthPartners; and

WHEREAS, staff and Deloitte Consulting have evaluated the medical/pharmacy proposals and related financial implications of each proposal; and

WHEREAS, Blue Cross Blue Shield of Minnesota is most advantageous to the County in plan administration, network of providers, and customer service. Blue Cross Blue Shield of Minnesota overall cost calculated to the lowest cost of all three bidders for the first three years of the contract.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby approves execution of the Blue Cross Blue Shield of Minnesota Contract for the County self-funded Medical and pharmacy plans in 2025.

This item was approved and recommended for action by the Board of Commissioners on 8/27/2024.

Ayes: 7

REGULAR AGENDA

6. County Board/County Administration

6.1 Legislative Update And Authorization To Execute Contracts With Stinson LLP And Downs Government Affairs, LLC For State And Federal Governmental Relations Services

Motion: Mary Hamann-Roland

Second: Joe Atkins

Communications/Public Affairs Director briefed this item and responded to questions.

WHEREAS, effective January 1, 2018, the County of Dakota ("County") and Stinson LLP entered into a Contract for the provision of state governmental relations services pursuant to County Board Resolution No. 18-635; and

WHEREAS, the current Contract with Stinson LLP expires on December 31, 2024; and

WHEREAS, staff recommends entering into a contract with Stinson LLP for state governmental relations services in 2025 and 2026; and

WHEREAS, effective January 1, 2020, the County and Downs Government Affairs, LLC, entered into a Contract for the provision of federal governmental relations services pursuant to County Board Resolution No. 19-881; and

WHEREAS, the current Contract with Downs Government Affairs, LLC expires on December 31, 2024; and

WHEREAS, staff recommends entering into a contract with Downs Government Affairs, LLC, for federal governmental relations services in 2025 and 2026.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby authorizes the County Manager to execute a contract with Stinson LLP for state governmental relations services in the amount of \$102,506.25 in 2025 and \$102,506.25 in 2026, plus customary out-of-pocket expenses billed at cost, for a term of 24 months, effective January 1, 2025, subject to approval by the County Attorney's Office as to form; and

BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners hereby authorizes the County Manager to execute a contract with Downs Government Affairs, LLC, for federal governmental relations services in the amount of \$60,000 in 2025 and \$66,000 in 2026, for a term of 24 months, effective January 1, 2025, subject to approval by the County Attorney's Office as to form.

This item was approved and recommended for action by the Board of Commissioners on 8/27/2024.

Ayes: 6

Commissioner Slavik, Commissioner Atkins, Commissioner Halverson, Commissioner Droste, Commissioner Workman, and Commissioner Hamann-Roland

Nay: 1

Commissioner Holberg

7. Enterprise Finance and Information Services

7.1 Discussion Of Long-Term Financial Management And Capital Financing Plan

Finance Director Paul Sikorski, Dan Tienter with Ehlers Public Finance Advisors and Physical Development Director Georg Fischer briefed this item and responded to questions. This item was on the agenda for informational purposes only.

Information only; no action requested.

8. County Manager's Report

No report was given.

9. Future Agenda Items

No agenda items were discussed.

10. Adjournment

10.1 Adjournment

Motion: Mike Slavik

Second: Mary Hamann-Roland

On a motion by Commissioner Slavik, seconded by Commissioner Hamann-Roland, the meeting was adjourned at 11:42 a.m.

Ayes: 7

Respectfully submitted,
Jeni Reynolds
Sr. Administrative Coordinator to the Board



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3679

Agenda #: 5.1

Meeting Date: 9/10/2024

DEPARTMENT: Employee Relations

FILE TYPE: Consent Action

TITLE

Approval Of Contract Renewal For 2025 Dental Plan

PURPOSE/ACTION REQUESTED

Approve contract renewal for 2025 dental plan.

SUMMARY

The County has offered a fully insured group Dental plan with HealthPartners since 2022.

The County provides \$25 which employees can use towards the cost of dental insurance. As such, employees pay the majority of the dental premiums (Attachments).

The County has been offered a renewal to continue dental with HealthPartners where the premium rate increase is a total 7.9 percent for 2024 for both dental plans, comprehensive and preventive. This increase is less than half what could have been based on high claims utilization. Claim utilization in the last year warrants a 15.53 percent. Employees will see a biweekly premium increase from \$1.50 to \$6.32 depending on what dental plan and coverage level they enroll in.

RECOMMENDATION

Staff recommends approval.

EXPLANATION OF FISCAL/FTE IMPACTS

County costs will be included in the 2025 budget planning base.

- None
- Current budget
- Other
- Amendment Requested
- New FTE(s) requested

RESOLUTION

WHEREAS, the County's fully funded Dental Plan has been administered by HealthPartners since January 1, 2022; and

WHEREAS, proposed premium rates for 2025 have considered utilization and claims experience of the Counties two dental plans; and

WHEREAS, renewal results in a rate increase of 7.9 percent for both the Comprehensive and Preventive Dental plans.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby authorizes the Employee Relations Director to approve renewal with HealthPartners to continue to provide Dakota County's 2025 dental plan and related rates, subject to approval by the County Attorney's office as to form.

PREVIOUS BOARD ACTION

24-433; 9/26/23

ATTACHMENTS

Attachment: 2025 Dental Full and Part-Time Rates

BOARD GOALS

- A Great Place to Live
- A Successful Place for Business and Jobs
- A Healthy Environment
- Excellence in Public Service

PUBLIC ENGAGEMENT LEVEL

- Inform and Listen
- Discuss
- Involve
- N/A

CONTACT

Department Head: Andrew Benish
Author: Shannon Welle



2025 Dental Premiums

Dental Plans	Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost	Add'l Employee Cost Per Pay Period
Preventive					
Single	\$20.91	\$25.00	\$-4.09	\$-2.04	0.00
Single +1	\$40.93	\$25.00	\$15.93	\$7.97	\$1.50
Family	\$67.86	\$25.00	\$42.86	\$21.43	\$2.48
Comprehensive					
Single	\$55.03	\$25.00	\$30.03	\$15.02	\$2.02
Single +1	\$107.30	\$25.00	\$82.30	\$41.15	\$3.93
Family	\$172.67	\$25.00	\$147.67	\$73.84	\$6.32

Delta 2025 Dental Part-Time Rates

		Delta Dental Preventive	Delta Dental Comprehensive
FULL TIME 1.0 FTE	Single		
	Premium	\$20.91	\$55.03
	Co. Contribution	\$25.00	\$25.00
	Employee Monthly Cost	(\$4.09)	\$30.03
	Employee Pay Period Cost	(\$2.05)	\$15.02
	Single +1		
	Premium	\$40.93	\$107.30
	Co. Contribution	\$25.00	\$25.00
	Employee Monthly Cost	\$15.93	\$82.30
	Employee Pay Period Cost	\$7.97	\$41.15
	Family		
	Premium	\$67.86	\$172.67
	Co. Contribution	\$25.00	\$25.00
Employee Monthly Cost	\$42.86	\$147.67	
Employee Pay Period Cost	\$21.43	\$73.84	
.75 - .99 FTE	Single		
	Premium	\$20.91	\$55.03
	Co. Contribution	\$21.75	\$21.75
	Employee Monthly Cost	(\$0.84)	\$33.28
	Employee Pay Period Cost	(\$0.42)	\$16.64
	Single +1		
	Premium	\$40.93	\$107.30
	Co. Contribution	\$21.75	\$21.75
	Employee Monthly Cost	\$19.18	\$85.55
	Employee Pay Period Cost	\$9.59	\$42.78
	Family		
	Premium	\$67.86	\$172.67
	Co. Contribution	\$21.75	\$21.75
Employee Monthly Cost	\$46.11	\$150.92	
Employee Pay Period Cost	\$23.06	\$75.46	
.74 - .50 FTE	Single		
	Premium	\$20.91	\$55.03
	Co. Contribution	\$15.50	\$15.50
	Employee Monthly Cost	\$5.41	\$39.53
	Employee Pay Period Cost	\$2.71	\$19.77
	Single +1		
	Premium	\$40.93	\$107.30
	Co. Contribution	\$15.50	\$15.50
	Employee Monthly Cost	\$25.43	\$91.80
	Employee Pay Period Cost	\$12.72	\$45.90
	Family		
	Premium	\$67.86	\$172.67
	Co. Contribution	\$15.50	\$15.50
Employee Monthly Cost	\$52.36	\$157.17	
Employee Pay Period Cost	\$26.18	\$78.59	



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3740

Agenda #: 5.2

Meeting Date: 9/10/2024

DEPARTMENT: Employee Relations

FILE TYPE: Consent Action

TITLE

Authorization To Approve Vendors And Rates For 2025 Group Short-Term Disability, Long-Term Disability, Life Insurance And Vision

PURPOSE/ACTION REQUESTED

Authorize to execute contracts for administration of 2025 group life insurance, long-term disability benefit plans, short-term disability benefit plan, and voluntary vision plan.

SUMMARY

The County's fully insured voluntary benefits vision, life insurance, long-term and short-term disability benefits are renewing for 2025 after a 3-year contract with rates held since 2022.

Group Life and Disability

The Standard administers our group life insurance, short-term disability administration, and long-term disability insurance.

Group Life Insurance

After a 3-year rate guarantee with no rate increase, The Standard gave a 2-year rate renewal for voluntary life insurance at 22%. Enrollment is voluntary, with employees paying the full premiums cost of the coverage they elect based on their age at the first of the year. The average employee enrollment will see increase of \$1.46 to \$4.85 in biweekly premiums. Basic Life and AD&D has increased about 80% going back to the rates paid prior to 2022, \$4.75 per employee per month for a \$50,000 policy fully paid premium by the County. Rate increases are warranted due to high claims utilization over the last three years.

Short Term Disability Plan

The County offers an employee-paid short-term disability (STD) plan that provides a choice of four elimination periods: 8 days, 15 days, 30 days, and 75 days. Enrollment in this plan is voluntary, with employees paying the full premium cost of the option they select. The County has self-insured this plan for several years. Deloitte Consulting has reviewed the last 12 months disability experience and determined the self-insured fund is in no need for premium increases for 2025. Rates will remain the same for 2025.

Long Term Disability Plan

The County offers an employee-paid long-term disability (LTD) plan that provides a choice of two benefit levels: 40 percent or 60 percent of salary. Enrollment in this plan is voluntary, with employees paying the full premium cost of the option they select. After a 3-year rate guarantee, The Standard

gave a 2- year rate renewal for voluntary LTD at 56% for the 40 percent plan and 58% for the 60 percent plan. Rate increases are warranted due to high claims utilization and a very rich benefit coverage. Premiums are based on salary and plan enrollment; average enrollee will see an increase of \$2.71 to \$4.33 in biweekly premiums.

Vision

After a 3-year rate guarantee with no rate increase, VSP Vision Care is offering a rate renewal of 7.5% for 2 years. Enrollment is voluntary, with employees paying the full premium. Employees will have an increase of premiums biweekly based on enrollment level \$0.21 per single, \$0.41 per single +1, \$1.32 per family coverage.

RECOMMENDATION

Staff recommends approval.

EXPLANATION OF FISCAL/FTE IMPACTS

County costs will be included in the 2025 budget planning process.

- None Current budget Other
 Amendment Requested New FTE(s) requested

RESOLUTION

WHEREAS, The Standard administers the Counties Group Life Insurance and Long-Term disability benefits Offering a 2-year rate guarantee; and

WHEREAS, The Standard rate renewal for employee funded voluntary group life insurance increases to 22% for 2025 and 2026; and

WHEREAS, The Standard rate renewal for County funded employee basic and AD&D Life insurance benefit for all employee an \$50,000 policy will increase 80%; and

WHEREAS, The Standard rate renewal for employee funded voluntary Long-Term Disability benefit will increase for the 40 percent plan at 56% and the 60 percent plan at 58%; and

WHEREAS, VSP Vision Care provides the Counties employee funded voluntary benefit rates increase 7.5%; and

WHEREAS, the employee-paid Short-term Disability plan expenses projected for 2025 results in no rate change for all elimination period 8-day, 15-day, 30-day and 75-day option.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby accepts contracts for 2025 and 2026, Life Insurance, Short-Term and Long -Term Disability administration with The Standard; and VSP Vision Care; and

BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners hereby approves the 2025 and 206 Voluntary benefits: Vision, Group Life Insurance, Long and Short-Term Disability Benefits.

PREVIOUS BOARD ACTION

21-393; 8/10/21
23-476; 10/24/23

ATTACHMENTS

Attachment: 2025 County Vision Plan Summary
Attachment: 2025 Short - Term Disability Plan Renewals

BOARD GOALS

- | | |
|---|--|
| <input type="checkbox"/> A Great Place to Live | <input type="checkbox"/> A Healthy Environment |
| <input type="checkbox"/> A Successful Place for Business and Jobs | <input checked="" type="checkbox"/> Excellence in Public Service |

CONTACT

Department Head: Andy Benish
Author: Shannon Welle



2025 Vision Plan Summary and Premiums

VSP CHOICE Plan Your Vision Benefits at a Glance	In-Network	Out-of-Network	
Copayments – Exam/Materials	\$20 Exam/\$20 Materials ; KidsCare children are eligible for two WellVision Exams if needed		
	VSP Participating Providers	Coverage with Non-Participating Providers	
Lenses (Every calendar year)	<ul style="list-style-type: none"> • Single Vision, Lined Bifocal, Lined Trifocal covered in full after \$20 copay • Polycarbonate lenses for dependents under 18 covered in full after \$20 copay • Standard progressive: \$0 copay • Premium progressive: \$95 - \$105 copay • Custom progressive: \$150 - \$175 copay Average savings of 30% on other lens enhancements	Single Vision up to \$30 Lined Bifocal up to \$50 Lined Trifocal up to \$65 Lenticular up to \$100 Progressive up to \$50	
Lens Options	The most popular lens options are covered in full with a copay, saving our members an average of 20-25%	Not Applicable	
Frame (Every other calendar year) KidsCare program -ever year	<ul style="list-style-type: none"> • \$200 -allowance for a wide selection of frames <ul style="list-style-type: none"> • Additional \$50 for feature brand names • 20% off amount over your allowance • \$110 Costco and Walmart Allowance* 	Frame up to \$70	
Contacts – instead of glasses (Every calendar year)	<ul style="list-style-type: none"> • Contact lens exam (fitting and evaluation) – covered in full after not to exceed \$60 copayment • \$170 allowance for contacts (material copayment does not apply) 	Contacts allowance up to \$105	
Extra Savings and Discounts	Applies to In-Network Participating Providers Only		
Glasses and Sunglasses	Extra \$50 to spend on featured frame brands. Go to vsp.com/offers for details. 40% savings on additional glasses and sunglasses, including lens enhancements, from any VSP provider within 12 months of your last WellVision Exam.		
Laser Vision Correction	<ul style="list-style-type: none"> • Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities. 		
Retinal Screenings	<ul style="list-style-type: none"> • Guaranteed pricing of \$39 for retinal screening as an enhancement to your WellVision Exam 		
Affiliate Providers	<p>*Coverage with a retail chain affiliate may be different. Once your benefit is effective, visit vsp.com for details.</p> Coverage information is subject to change. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail.		
Diabetic Eyecare Plus Program	<ul style="list-style-type: none"> • Services related to type 1 and type 2 diabetes; ask your VSP doctor for details. \$20 copayment applies. 		
Online Eyeconic	Log into VSP.com - create an account - select online eyeconic and browse frames and upload Prescription and order glasses		
Rates (Monthly Contribution) / Per Pay period Contribution	Member Only Monthly \$5.86 / Per Pay Period \$2.93	Member + One Monthly \$11.71/ Per Pay Period \$5.86	Member + Family Monthly \$18.91/ Per Pay Period \$9.46

Contact VSP to be sure your providers are in network at 1800-877-7195 or VSP.COM

August 22, 2024

Shannon Welle
Employee Relations Benefits Administrator
Dakota County Administration Center
1590 W. Highway 55
Hastings, MN 55033

Re: 2025 Short-Term Disability Plan Renewals

Dear Shannon:

Deloitte was asked to review Dakota County’s (the County) most recent claims experience for its self-funded short-term disability (STD) plan and to make rate recommendations for the upcoming plan year. The following is a summary of our review of recent program experience and rate recommendation for 2025.

Background

The County provides employee-paid short-term disability with four elimination period options for benefit eligible employees. We based our analysis on enrollment, premium, and claims data provided by the County through June 30, 2024. We have not independently verified the information shown in the following table.

	Billed Premium *	Claims & Administrative Expenses *	Employees Enrolled	2023 Monthly Rate **
8-Day EP Option		\$121,634	69	\$1.710
15-Day EP Option		\$254,528	297	\$0.810
30-Day EP Option		\$131,425	1,078	\$0.170
75-Day EP Option		\$0	235	\$0.060
Administration		\$19,291	--	\$1.00 per participant per month
Total	\$526,336	\$526,878	1,679	--

* July 2023 through June 2024

** Monthly Rate per \$10 of Covered Weekly Payroll

The County reported its short-term disability fund (established to collect premiums and disburse claims) holds approximately \$1,482,821 as of June 30, 2024, an increase of approximately \$150,170 (11.3%) since June 30, 2023.

Current Plan Design

Employees can voluntarily purchase short term disability insurance to provide replacement income in the event they become injured or medically unable to work. The benefit pays 60% of salary up to a maximum weekly benefit of \$2,308 (based

on the maximum annual covered salary of \$200,044) and is paid tax free as the employee contributions for the voluntary short term disability plan are on an after-tax basis. Premium rates are employee-paid and based on salary. Benefits begin after the elected elimination period (8-days, 15-days, 30-days, or 75-days) has been satisfied and can last up to 6 months if medically necessary (the voluntary long term disability insurance, if elected, would then begin on day 181, and could go to age 65 if medically necessary).

Current Plan Analysis

In pricing the short-term disability program, the County attempts to balance participant premiums against claims and administration costs. It is important to recognize that this is an employee-pay-all plan and therefore is possibly volatile and vulnerable to adverse selection. That said, the plan has been in place for several years and, as such, any adverse selection that could be anticipated is very likely already manifested in the claims experience. If this plan was fully insured, a reasonable target loss ratio would be about 85% to 90% for a plan this size. In addition, the County’s current fund balance as noted above is adequate and continues to provide a stabilizing factor to the plan.

Based on premiums collected versus claims paid, the average loss ratio for the STD benefits over the last three years has been 96%; this compares to the target loss ratio of 100% (the ideal level since the STD plan is employee-pay-all).

On a combined basis the loss ratio for the period of July 2023 to June 2024 is 100.1%. A three-year analysis of plan performance yields an average loss ratio of 91.4%. Total Enrollment increased by 42 enrollees over the prior experience period. The table below illustrates the past three years of premium, claims, and administration expense data.

STD Option	Premiums (July to June Each Period)			Claims & Admin Expenses (July to June Each Period)			3-Year Loss Ratio
	2021-2022	2022-2023*	2023-2024*	2021-2022	2022-2023	2023-2024	
8-Day EP	\$110,410	\$131,111	\$115,131	\$70,950	\$85,527	\$121,634	78.0%
15-Day YP	\$210,305	\$239,461	\$210,275	\$267,401	\$169,966	\$254,528	104.8%
30-Day EP	\$194,533	\$214,380	\$188,251	\$209,011	\$132,829	\$131,425	79.3%
75-Day EP	\$10,515	\$14,440	\$12,680	\$0	\$0	\$0	0.0%
Admin				\$27,423	\$19,318	\$19,291	
Total	\$525,764	\$599,391	\$599,391	\$574,785	\$407,640	\$526,878	91.4%

* 2022-2024 Premiums not provided separately by plan; estimates here based rates applied to covered salary

8-Day Elimination Period Option

The annual loss ratio increased from 68% to 106%, which is above the target range. The three-year loss ratio of 78% is below the 100% target level. Enrollment decreased 14% from the prior year.

15-Day Elimination Period Option

The annual loss ratio increased from 72% to 121%, which is significantly above the target range. The three-year loss ratio of 105% is above the 100% target level. Enrollment increased 3% from the prior year.

30-Day Elimination Period Option

The annual loss ratio increased from 62% to 70%, which is higher than the target range. The three-year loss ratio of 79% is below the 100% target level. Enrollment decreased 2% from the prior year.

75-Day Elimination Period Option

The annual loss ratio remained at 0%, which is significantly below the target range. The three-year loss ratio of 0% is also significantly below the 100% target level. Enrollment increased 10% from the prior year.

Recommendation

The overall three-year loss ratio for the program eroded slightly from 88.9% to 91.4% this year and the annual loss ratio decreased from 68% to 100%, which is at the 100% target range for this group. The reserve position stands at 2.8 times annual claims and admin expenses as of June 2024. Last year, all rates were held constant given the experience of the plan and the surplus reserve position.

Considering the County’s objective to target a 100% loss ratio and given the reserve’s position and ability to absorb any potential adverse claims volatility, we are recommending a rate hold for 2025.

The table below illustrates proposed premium rates for 2025 as described above (no change from 2024 rates).

Plan	2024 Premium *	2025 Proposed Premium *
8-Day EP Option	\$1.710	\$1.710
15-Day EP Option	\$0.810	\$0.810
30-Day EP Option	\$0.170	\$0.170
75-Day EP Option	\$0.060	\$0.060

* Monthly rates expressed per \$10 of Covered Weekly Payroll

If the premium rates are left unchanged for 2025, it is estimated that the plan experience for 2025 will generate an additional \$80,800 toward the 2025 year-end account balance.

Shannon Welle
August 22, 2024
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If you have any questions concerning any of the above, please contact Dan Plante (312-486-0200) or dplante@deloitte.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Plante". The signature is stylized with a large, looped initial "D" and a long horizontal stroke extending to the right.

Daniel R. Plante, A.S.A., M.A.A.A.
Specialist Leader

cc: Andrew Benish, Dakota County
Michael de Leon, Deloitte
Kelley Lewis, Deloitte



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3699

Agenda #: 5.3

Meeting Date: 9/10/2024

DEPARTMENT: Employee Relations

FILE TYPE: Consent Action

TITLE

Approval Of Changes To Policy 3020 To Establish Human Resources As A Synonym And Working Title For Employee Relations Department As Defined In Minn. Stat. § 383D

PURPOSE/ACTION REQUESTED

Approve changes to Policy 3020 to define Human Resources a synonym and working title for the Employee Relations department as defined in Minn. Stat. § 383D.

SUMMARY

The Dakota County Personnel Act, Minn. Stat. § 383D.21 through 383D.35 (1987), permitted the Dakota County Board to create a county personnel administration system by a resolution creating an employee relations department. The Dakota County Board subsequently passed Resolution No. 88-207 (February 23, 1988), which established the Dakota County Employee Relations Department to enact the provisions of Minn. Stat. § 383D.21 through 383D.35.

Since this resolution was passed, the term “employee relations” has become somewhat antiquated and uncommon when describing the functions and responsibilities outlined in Minn. Stat. § 383D.21 through 383D.35. Therefore, the Employee Relations Director seeks to establish “Human Resources” as a new working title to be used as a synonym when referring to the Employee Relations department. Policy 3020 Philosophy, Mission and Scope has been amended to include definitions for the Employee Relations department and Human Resources department as being one in the same. If approved, the Employee Relations Director seeks to amend references of “employee relations” to “human resources” as administrative changes to all County policies and other relevant documents where appropriate.

RECOMMENDATION

Staff recommends adoption of the resolution.

EXPLANATION OF FISCAL/FTE IMPACTS

- None
- Current budget
- Other
- Amendment Requested
- New FTE(s) requested

RESOLUTION

WHEREAS, the Dakota County Personnel Act, Minn. Stat. § 383D.21 through 383D.35 (1987), permitted the Dakota County Board to create a county personnel administration system by a resolution creating an employee relations department; and

WHEREAS, the Dakota County Board subsequently passed Resolution No. 88-207 (February 23, 1988), which established the Dakota County Employee Relations Department to enact the provisions of Minn. Stat. § 383D.21 through 383D.35; and

WHEREAS, since Resolution No. 88-207 was passed, the term “employee relations” as a department title has become somewhat antiquated and uncommon when describing the functions and responsibilities described in Minn. Stat. § 383D.21 through 383D.35; and

WHEREAS, the Employee Relations Director seeks to establish “Human Resources” as a new working title to be used as a synonym when referring to the Employee Relations department; and

WHEREAS, Policy 3020 - Philosophy, Mission and Scope has been amended to include definitions for the Employee Relations department and Human Resources department as being one in the same; and

WHEREAS, staff seeks to amend references of “employee relations” to “human resources” as administrative changes to all County policies and other relevant documents where appropriate.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby adopts the proposed revisions to Policy 3020 - Philosophy, Mission and Scope and authorizes the Employee Relations Director to modify said policy accordingly; and

BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners hereby authorizes the Employee Relations Director to amend all references to “employee relations” to “human resources” administratively to existing county policies and related documents where appropriate.

PREVIOUS BOARD ACTION

88-207; 2/23/88

ATTACHMENTS

Attachment: Policy 3020 Philosophy, Mission, and Scope

BOARD GOALS

- | | |
|---|--|
| <input type="checkbox"/> A Great Place to Live | <input type="checkbox"/> A Healthy Environment |
| <input type="checkbox"/> A Successful Place for Business and Jobs | <input checked="" type="checkbox"/> Excellence in Public Service |

CONTACT

Department Head: Andy Benish
Author: Andy Benish



Policy 3020 Philosophy, Mission, and Scope

Version: 43.0

Effective Date: 2/28/2024

Board or Administrative: Board

Policy Statement

It is the policy of Dakota County ("County") to recognize the contributions made by employees, individually and collectively, to the effectiveness of County Government.

Inherent in this recognition is the expectation that as valued resources, all employees will be provided the opportunity to achieve their full potential in an environment which stresses individual dignity and worth; competitive rewards for achievement; delegation of authority to the lowest suitable level; participation, to the extent appropriate, in the management process; professional skill and knowledge enhancement; and the value of loyal service in a workplace free from discrimination.

All aspects of the County's Human Resource activities will be structured to be supportive of these expectations and administered so as to ensure the complete promulgation of this philosophy.

The Dakota County Board of Commissioners expects that all employees will provide the County with a dedicated effort, accepting full accountability within assigned responsibilities and striving for the highest levels of personal competence, productivity, individual integrity, and professional knowledge and skills.

Definitions

Employee Relations Department: the department the County created through Dakota County Resolution No. 88-207 dated February 23, 1988, pursuant to the authority granted by Minnesota Statutes Section 383D.21 (1987).

Human Resources Department: A synonym for the Employee Relations Department and how the County refers to its Employee Relations Department.

Human Resources: A synonym for all references to the term Employee Relations contained within Minnesota Statutes Sections 383D.21 through 383D.35

Source

Dakota County Personnel Act, Minn. Stat. Chapter 383D

General

~~Employee Relations~~The Human Resources Department's Mission

The mission of ~~Employee Relations~~the Human Resources Department is to provide leadership in the recruitment, development, retention, and effective management of the County's human resources.

Major Goals

- To recruit qualified applicants and fill vacancies through an open competitive process.
- To provide professional management counsel.
- To ensure internal pay equity and external competitiveness.
- To balance through collective bargaining the goals and objectives of the County with the needs and aspirations of organized employees.
- To maintain and upgrade the skills and knowledge of the workforce.
- To ensure the development and ongoing administration of the employee benefits program for County employees.
- To develop County employee relations policies.

Purpose of Policies

These policies provide a consistent, comprehensive, and efficient system of Human Resource administration that addresses ~~Dakota County's (hereafter referred to as~~ the County's) stated organizational principles and values.

These policies recognize that the strength and future growth of the County depends on the contributions of its employees. These policies further recognize that individual job satisfaction promotes high productivity and efficiency.

The County endeavors to be open, equitable, fair, and honest with its employees and to respect their rights and corresponding responsibilities. The County strives to achieve mutual respect in working relationships and insists that supervisors do all in their power to achieve this purpose. To work together successfully, employees and supervisors must realize that harmonious relationships are the outgrowth of daily decisions and cooperative mindsets.

The construction of this manual avoids the appearance of bias by using gender-neutral terminology whenever possible. Where the use of gender-neutral terminology is cumbersome, policies will be written using the pronoun "they" in the singular form.

Scope of Policies

Subject to the requirements of state and federal law, the ~~Employee Relations~~Human Resources' Department's policies apply to nonunion employees. Only where there is not a corresponding provision in the labor contract will the policies also apply to bargaining unit employees.

General Provisions

The system of personnel administration encompassed in the Personnel Policy and Procedures was initially adopted by the Dakota County Board of Commissioners on February 28, 1978, ~~and~~ adopted into state law, Minnesota Statutes Chapter 383D, in 1987, ~~and approved by County resolutions.~~

Modification and/or Revocation

The Dakota County Board of Commissioners may modify or revoke any of the ~~Employee Relations~~[Human Resources Department's](#) policies at any time. The ~~Employee Relations~~[Human Resources Department's](#) Director has the authority to modify these policies as necessary to ensure their accuracy, clarity, or ease of use, provided that such changes:

- Do not substantially modify the meaning or scope of any policy; and
- Do not substantially modify the County's rights and responsibilities to employees or employees' rights and responsibilities to the County.

Administration

The ~~Employee Relations~~[Human Resources](#) Department maintains and provides updates to the policies and procedures online and accessed through Dakota County Works. Employees are held accountable for adhering to all ~~Employee Relations~~[Human Resources Department](#) policies and procedures.

Any employee who violates any of these ~~Employee Relations~~[Human Resources Department](#) policies is subject to disciplinary action up to and including termination from employment.

Savings Clause

If any ~~Employee Relations~~[Human Resources Department](#) policy is held invalid by judicial or legislative action, the remaining policies shall not be affected.

Departmental Rules

Management may establish procedures to cover unique circumstances except where the procedures would create a conflict with the ~~Employee Relations~~[Human Resources Department](#) policies or procedures or applicable law.

Indemnification Policy

In accordance with ~~Minn. Stat. §§~~[Minnesota Statutes Chapter 466 – Tort Liability, Political Subdivisions 466.01–466.15 and Policy 3440 Tort and Professional Liability Indemnification Plan](#), the County Board hereby declares its intent to defend and ~~save harmless and~~ indemnify any of its officers ~~or~~ employees [in accordance with that chapter and Policy 3440 - Tort and Professional Liability Indemnification](#) ~~for any tort, professional liability, or deprivation of constitutional rights claims brought against them and arising out of the performance of their duties, except where the action arises out of any act or omission which constitutes criminal conduct, deliberate and intentional wrongful or unauthorized conduct or malfeasance in office or willful or wanton neglect of duty. The County Indemnification Plan should be consulted for more details of the County Indemnification Policy.~~

Procedures

Procedures will be maintained by the [Employee Relations](#)[Human Resources](#) Department.

History

Version	Revision Date
1.0	11/14/2000
2.0	10/20/2015
3.0	2/28/2023
4.0	/ / 2024

Related Policies

- None

Contact

Andy Benish

[Employee Relations](#)[Human Resources Department](#) Director

Andrew.Benish@co.dakota.mn.us

Approval

Resolution No. [23-08124](#) _____; [February 28, 2023](#) _____, [2024](#)



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3571

Agenda #: 6.1

Meeting Date: 9/10/2024

DEPARTMENT: Enterprise Finance and Information Services Administration

FILE TYPE: Regular Information

TITLE

Discussion Of Future County Funding Approach To Dakota 911

PURPOSE/ACTION REQUESTED

Discuss future County funding approach to Dakota 911 and receive an update on operational assessments.

SUMMARY

Dakota County entered into a joint powers agreement establishing the Dakota Communications Center on September 20, 2005, to establish, operate and maintain a countywide public safety answering point and communications center for public safety services in Dakota County.

By Resolution No. 22-145 (April 5, 2022), the joint powers agreement was amended to provide for Dakota County funding a portion of fixed costs beginning in 2022 that phased up the amount the County funds to 50 percent starting in 2024 and subsequent years. The joint powers agreement was also amended to rename the Dakota Communications Center to Dakota 911.

Under the amended joint powers agreement, no contributions to the Dakota 911 Capital Project Fund from any members were required for budget years 2022 to 2024, with member contributions to the Capital Project Fund to be evaluated beginning with the 2025 budget. In subsequent meetings, it was agreed upon that capital costs are fixed costs and a contribution from members in the amount of \$900,000 would be included in the 2025 Dakota 911 budget to the Capital Project Fund.

The joint powers agreement also contained a provision that Dakota County will evaluate increasing its share of fixed costs for 2025 and subsequent years to more than 50 percent and up to potentially 100 percent.

Dakota County's contribution to Dakota 911 totaled \$1,391,796 in 2024 and the adopted Dakota 911 budget for 2025 includes a contribution from Dakota County in the amount of \$1,972,062. This is an increase of \$580,266 or 41.6 percent.

The County Board requested further information on the progress of operational assessments and efficiency studies completed in the past few years. The attached memo from the Dakota 911 Executive Director addresses most of those issues and will be reviewed with the County Board.

The joint powers agreement also calls for evaluating increasing future contributions to fixed costs over the current level of 50 percent for 2025 and subsequent years. The County Board can start

discussions on this issue. With the status of the draft Dakota County 2025 budget, it is likely that if there is a change in funding percentage, it would need to be in 2026 or later.

RECOMMENDATION

Information only. Staff recommends that the County Board hear the update on operational issues as requested at a previous meeting and discuss the County Board approach to future funding of Dakota 911.

EXPLANATION OF FISCAL/FTE IMPACTS

Any future financial impacts are dependent on the direction of the County Board and discussions with the other Dakota 911 members.

- None
- Current budget
- Other
- Amendment Requested
- New FTE(s) requested

RESOLUTION

Information only; no action requested.

PREVIOUS BOARD ACTION

22-145; 4/5/22

ATTACHMENTS

Attachment: Operational Assessment Memo from Dakota 911

Attachment: Dakota 911 2025 Adopted Budget

BOARD GOALS

- A Great Place to Live
- A Healthy Environment
- A Successful Place for Business and Jobs
- Excellence in Public Service

CONTACT

Department Head: David McKnight

Author: David McKnight



MEMORANDUM

TO: David McKnight, Dakota County, Enterprise Finance and Information Services Director

FROM: Heidi Hieserich, Dakota 911 - Executive Director

DATE: June 10, 2024

RE: Status Update on Dakota Communications Center Operational Assessment

BACKGROUND

During the May 7th (2024) Dakota County Board work session the Board of Commissioners questioned the status of recommendations identified in an operational and technical assessment completed for the Dakota Communications Center (DCC), now Dakota 911, in 2018. This summary report was prepared to provide the status of those recommendations, as well as related research completed by the Dakota County Office of Performance and Analysis (OPA) in 2019.

REPORT FINDINGS AND RECOMMENDATIONS

Operational and Technical Assessment - Completed by Winbourne Consulting, LLC. (2018)

The findings and recommendations from this assessment focused on three key areas: operational efficiencies, stage dispatching, and a technology assessment. The recommendations were shared with DCC Governance in late 2018, with a subsequent status report following in September of 2019. The attached matrix captures a more detailed status of these recommendations.

In summary, the findings and recommendations from the Winbourne Report have been addressed. Many remain an ongoing management function, such as workforce planning.

DCC Research, Phase II – Completed by Dakota County OPA (2019)

The findings of the research completed by County OPA in 2019 were presented to DCC Governance in 2020. The focus of this update is on the research pertaining to the

operational areas of staffing, staged dispatch, and customization of services. There were no recommendations provided with this report.

Staffing: The research found that 911 dispatch center staffing is unique to the individual needs of organization and is based on their approach to call processing and services provided. The report discussed 6 staffing positions that were recommended in the 2018 Winbourne Report and identified similar positions in peer dispatch centers, but few that matched exactly as stand-alone positions.

Since the report, Dakota 911 has added two positions to support operational needs. A quality assurance supervisor was added in 2020 and a training manager was added in 2024.

Universal Staffing Model: The 2018 Winbourne Report recommended moving away from a universal staffing model. The research found that the DCC operates in a similar fashion to peer agencies. Only Ramsey County implemented a two-stage model where dispatchers did not act as call takers. DCC staff's response to this recommendation was that universal staffing provides the DCC with staffing flexibility.

Customization: The OPA research found that all peer dispatch centers engaged offered some level of customization for their municipalities. The customizations varied by dispatch center and most involved manual dispatcher review to determine the appropriate response.

Dakota 911 has standardized emergency response codes and supports customized agency response protocols managed through the computer-aided dispatch system. Customization of non-emergency services is sometimes managed through other resources but has no impact on emergency response times. This balancing act allows Dakota 911 to provide a high level of service to the membership and community.

In summary, the County OPA research found that differences between dispatch centers were frequently present in operations and tailored to meet the needs of their organization. Overall, the feedback gathered indicated the DCC provided quality service.

SUMMARY

The findings and recommendations identified in the Winbourne Report and research reported by the County OPA have either been addressed or remain a function of management that will continue to evolve and adapt to the needs of the operation.

Attachment: 2018 Winbourne Report Recommendations

2018 Winbourne Report Recommendations

	Topic	Agree	Disagree	Comments/Actions (Reported Sept 2019)	2024 Update
OPERATIONAL					
1	Revisit/reset Performance Outcome statements - Not system oriented.		X	Did ask operational groups if there were more statistics they'd like to see. All are satisfied with what is being presented.	
2	Accountability for performance is diluted across multiple positions.	X		QA Supervisory addition will have primary responsibility.	QA supervisor role assigned in 2020. Training Program Manager role created in 2024.
3	Develop Performance Reporting Plan		X	Monthly Stats and Annual report are our reporting plan. Similar to #1.	
4	Clarify accountability as a core value and create a culture of ownership for behavior and results.		X	Everyone is held accountable. Guardian Tracker Performance Program will make this more transparent.	
5	Clarify roles to ensure all relevant responsibilities and accountabilities are well defined.		X	These are well defined through job descriptions and union contracts. Ex Dir Example.	
6	Formally communicate DCC goals and standards for performance to all staff and share progress.	X	X	This has been done at in service training and via the supervisors and emails. Agree there is room for improvement.	No further action reported. It is the current practice of Dakota 911 to share and report on goals and standards with all staff.
7	Employ constructive correction through direct supervisor to employee conversations at the time behaviors are observed.	X		This has been observed from time to time but is not the norm. Supervisors have been urged to take actions when things are observed.	Accountability is a key value and reinforced by the leadership team.
8	Establish new organizational structure.		X	Add 5 management positions. (Two additional Director level and 3 "Officer Level" positions. We have added one QA in response.	In 2024 a Training Manager position was added. Leadership will monitor and make recommendations for change as needed.
9	Allocate ancillary operational responsibilities strategically.	X		The CAD Administrator does not have a term limit. The same will be true for the QA supervisor. Continuity in the position is important.	No further action reported.
10	Develop standard methodology to account for total workload.	X	X	This is very well defined for our core responsibility. Our systems track nearly everything for dispatchers and supervisors work. I don't believe this is needed for the other 5 employees. Since it is a small group it is easier to stay on top of the workload for the positions.	No further action reported.
11	Align DCC staffing to workload, ensuring adequate coverage for peaks.	X		This needs to be looked at but our current staffing model does follow the workload. Cheryl is heading this up right now.	Staff allocation was determined to be appropriate for the staffing levels available, reported in November 2019 to Governance. This is a management function and staff workload is regularly evaluated to support staffing and hiring strategies.

2018 Winbourne Report Recommendations

	Topic	Agree	Disagree	Comments/Actions (Reported Sept 2019)	2024 Update
12	Consider alternative approaches to handling emergency and non-emergency calls and information services.		X	Concern is the universal staffing model i.e., having each employee trained as both a call taker and dispatcher. In our opinion this gives us the most flexibility with staffing. They also suggest moving away from 911 for all.	
13	ID Cultural norms (e.g. Honesty), ID behaviors that won't be tolerated (e.g. Bullying), specify consequences for behaving inconsistent with culture, Consider forms of recognition for those that model the culture.	X	X	This seemed to me to be a simplistic analysis. Honesty, bullying for example are in our policies and procedures and are enforced. We can do better with positive reinforcement and Guardian Tracker is expected to help.	No further reporting found on this. Dakota 911 does not tolerate hostile behaviors. Accountability is valued and reinforced by the leadership.
STAGE DISPATCHING					
14	Retain two stage system.	X		No Change needed. We have emphasized that the call taker can get on the air with in-progress situations.	No change.
15	Examine basic call types and reach agreement on how these calls can be dispatched consistently across all.	X		The vast majority of call types are consistent across the consortium. Others are agency dependent, (e.g. Lockouts). The degree of customization also makes us more valuable so this will always be a balancing act.	No change. The level of customization is minimal and supports non-emergency activity. The most significant operational impact comes from handling warrant confirmations after hours for the County. Dakota 911 maintains the view point that minor customization is a balancing act and allows us to provide a higher level of service to our membership and community.
16	If the decision is to stay with 911 for all, explore other ways to alleviate the burden to 911. Examples, 311, only reporting.		X	This has not been an issue. We do make our call answering times as is.	
TECHNOLOGY ASSESSMENT					
17	Develop a strong technology plan.		X	We have one but it is a part of CIP. Future planning is important but we are at a unique period with NG911 and determining what will be needed.	
18	Consider study to host CAD in-house.		X	They acknowledge there are distinct advantages to hosting on site versus third party hosting. On premise solutions are not likely to be the norm in the next 5 years but a proven cloud system is not available. This should continue to be a consideration but not in the near term.	

2018 Winbourne Report Recommendations

	Topic	Agree	Disagree	Comments/Actions (Reported Sept 2019)	2024 Update
19	Review best practices with Central Square CAD/Mobile system.		X	This is done through LOGIS & CST. DCC and some of our agencies attend the national user group conference every year to gather additional insight.	
20	Unavailability of the backup CAD Administrator due to scheduling duties.	X		Duties were realigned and scheduling was removed from our back up CAD Administrator's responsibilities.	Resolved.
21	COOP plan improvements and practice.	X		While we have been recognized by the State for our COOP plan it can be improved. We will work with metro PSAPS on a possible back up site. We will plan to practice for a disaster with Ramsey County.	No further updates provided. Improving COOP is a priority for current Dakota 911 leadership and recognized in the 2024 goals and objectives.
22	No formal process for handling new technology projects.		X	We generally are not the main project managers on technology projects. This is generally either one of our vendors or LOGIS. In cases where we are more involved we have opted to have assistance...workstation replacement.	
23	DCC has a basic cyber security plan in place and relies on LOGIS for most of their cyber security.	X		We do meet CJIS standards on cyber security. This can always be improved and will look for additional training for staff on cyber security.	Implementing a cybersecurity plan/program is a strategic priority for Dakota 911.
24	DCC should research a PSAP Abandonment Device.	X		This was completed last week.	This device is used to support immediate call forwarding to another PSAP in the event Dakota 911 should need to abandon the PSAP is no longer compatible with the 911 call handling equipment.

2018 Winbourne Report Recommendations

	Topic	Agree	Disagree	Comments/Actions (Reported Sept 2019)	2024 Update
OUT OF SCOPE					
25	Recruitment is not effectively screening out unsuccessful candidates, contributing to the turnover.	X	X	It is difficult to determine whether it was the recruitment or training program that led to turnover. We have made many changes to each. Recruitment: Added validated pre employment test (Criticall), psychological examinations, exit interview and analysis. Changes to the training program have increased classroom time to help get accustomed and a mentor program has also been established. We have similar attrition to other metro PSAPS.	Nothing further reported. This is a continuous focus for most public safety answering points.
26	Career Advancement and Mobility		X	Recommends alternative organization structure for advancement opportunities. Also said the requirement of a Bachelor degree for the Operations Director position is limiting. I agree with this. I think a college degree should be a consideration but not a requirement.	
27	LOGIS changes to make it clear how requests for new features, functionality or repair.		X	We don't see this as an issue. We have a strong relationship with LOGIS and understand how to request each of the subjects mentioned.	
28	Recommend that the governance sub-committee continue their work and bring forth a re-structure recommendation to the Board for review.	X		This is in process.	A proposal for the County to take over management of the operation was unsupported by the County BOD in 2019. Governance efficiencies were since implemented, including reducing the meeting frequency to quarterly.



DAKOTA 911
POLICE • FIRE • EMS

2025 ADOPTED BUDGET



To: Board of Directors

The 2025 Dakota 911 budget aligns with the Board of Directors' desire to provide high quality service to the citizens and first responders of Dakota County while maintaining a fiscally responsible approach. Overall, the budget has a 9.9% increase over the 2024 adopted budget. The budget includes the realization of the cost-of-living increases negotiated on labor contracts through 12/31/2025, and the addition of 1 FTE in 2025.

Member Fees: Member fees are adopted to increase by 7.25% in 2025 for the General Fund. A \$900K Member contribution is also adopted for the Capital Project Fund in preparation for capital expenditures projected in the years 2026-2027 to replace radio consoles and the computer aided dispatch system. There have been no member contributions to the capital fund since 2020.

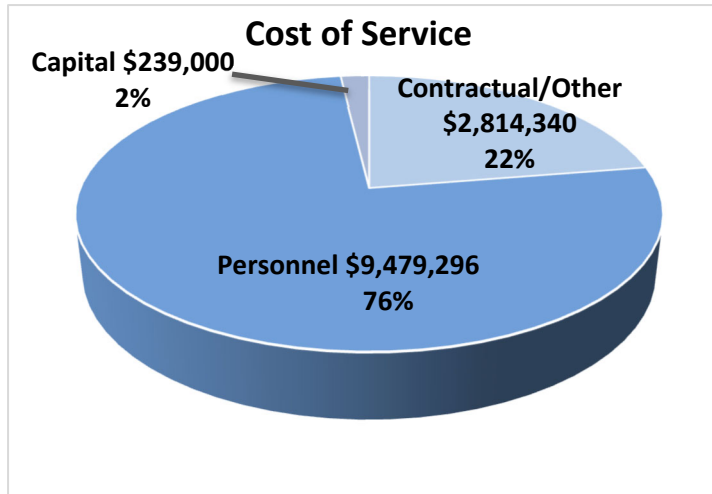
Fixed costs account for 19% of the Dakota 911 budget in 2025. Per the revised joint power agreement from 2022, Dakota County will fund 50% of fixed costs, after qualifying expenses are covered with state 911 funding. State funding will cover an estimated 26% of total fixed costs.

Major Initiatives: In 2025 Dakota 911 will refresh the dispatch training room and supervisory office spaces with new furniture to increase training capacity and add additional office space. The training room project cost is eligible for state 911 appropriation funds.

Pertaining to personnel growth, the addition of 1 supervisor FTE in 2025 will support team resiliency and ensure that adequate supervision is maintained to uphold high quality service expectations.

Other key initiatives planned in 2025 include funding to support analysis for long-range staffing and facility planning. This analysis will ensure the BOD is well informed with strategic planning efforts.

Cost of Service: The primary 2025 Dakota 911 expenses are personnel (76%), operating costs (22%) and equipment acquisitions and replacements (2%).



Acknowledgements: I would like to thank Executive Committee Chair Dan Wietecha, and Executive Committee members Diane Miller, Lynn Gorski, and Cheryl

Jacobson for their participation and contributions to the process. Julie Stahl and Laura Miller from the City of Lakeville, who serve as Dakota 911’s fiscal agent, continue to provide outstanding service to Dakota 911 with the extensive budgeting process. Thank you to the Board of Directors and Executive Committee for their continued support of the mission of Dakota 911.

Recommendation: Dakota 911 staff recommend approval of the budget as provided herein.

Respectfully submitted,

Heidi Hieserich
Executive Director

BUDGET OVERVIEW

The budget is organized into separate funds to properly account for organizational business activities and long-term capital replacement in addition to serving as a financial report to demonstrate that membership fees are being effectively managed. The funds are as follows:

- **General Fund.** The General Fund accounts for the overall operations of Dakota 911.
- **Capital Projects Fund.** The Capital Projects Fund accounts for expenditures related to equipment acquisitions and replacements.

A consolidated statement of revenues, expenditures and changes in fund balance for the coming year is as follows:

Adopted 2025 Budget Statement of Revenues, Expenditures and Changes in Fund Balance

	General Fund	Capital Projects Fund	Total
Revenues			
Member fees	\$ 10,464,733	\$ 900,000	\$ 11,364,733
Other	1,334,076	20,100	1,354,176
Total revenues	11,798,809	920,100	12,718,909
Expenditures			
Personnel	9,479,296	-	9,479,296
Commodities	31,894	-	31,894
Contractual	2,782,446	-	2,782,446
Capital outlay	-	239,000	239,000
Total expenditures	12,293,636	239,000	12,532,636
Net changes	(494,827)	681,100	186,273
Beginning fund balance	2,615,115	818,485	3,433,600
Fund balance - non-spendable and assigned	(598,854)	-	(598,854)
Fund balance - unassigned	\$ 1,521,434	\$ 1,499,585	\$ 3,021,019

Fund balance as % of expenditures **12.4%**

General Fund

Member fees will increase 7.25 percent over 2024. The monthly state 911 funding remains consistent at \$1,219,661. Personnel costs are projected to increase \$707,406 compared to the 2024 adopted budget. Contractual expenses are projected to increase \$230,959 compared to the 2024 adopted budget. The 2025 budget is \$12,293,636 which is a \$1,109,608 increase when compared to the 2024 adopted budget.

	Adopted 2024	Adopted 2025	Increase (decrease)
Revenues			
Member fees	\$ 9,757,327	\$ 10,464,733	\$ 707,406
Other	1,276,301	1,334,076	57,775
Total revenues	<u>11,033,628</u>	<u>11,798,809</u>	<u>765,181</u>
Expenditures			
Personnel	8,604,694	9,479,296	874,602
Commodities	27,847	31,894	4,047
Contractual	<u>2,551,487</u>	<u>2,782,446</u>	<u>230,959</u>
Total expenditures	<u>11,184,028</u>	<u>12,293,636</u>	<u>1,109,608</u>
Net changes	<u>\$ (150,400)</u>	<u>\$ (494,827)</u>	<u>\$ (344,427)</u>

Revenues

Membership fees provide the majority (89%) of the resources for financing operations. Other General Fund revenues are comprised of State aid (911 fees), MTNS partnership revenues, LMCIT rebates and interest revenues, all of which are anticipated to remain stable in 2025.

Expenditures

Personnel. The Dakota 911 Board has authorized 69 personnel positions of which 55 are public safety telecommunicators. The budget anticipates an additional public safety telecommunicator supervisor position. The budget also takes into consideration step increases based on current union contracts and non-union personnel policies. The collective bargaining contracts expire December 31, 2025.

Non-personnel costs. Non-personnel expenses (\$2.8 million) are comprised of equipment and building maintenance, utilities, technology support and other related costs. Non-personnel costs are projected to increase by \$235K when compared to the adopted 2024 budget.

Fund Balance

The Dakota 911 Fund Balance policy states: ***“Dakota 911 will endeavor to maintain an unassigned fund balance equivalent to 8.3% - 14.0% of total annual operating expenses to provide adequate working capital for operations and reserves for unanticipated events in order to avoid short term borrowing.”***

The 2025 General Fund budget has an ending fund balance that is within the guidelines of the Fund Balance policy.

	2025 Adopted
Revenues	\$ 11,798,809
Expenditures	(12,293,636)
Net increase/(decrease)	(494,827)
Fund balance January 1	2,615,114
Fund balance - non-spendable and assigned	\$ (598,854)
Fund balance December 31	\$ 1,521,433
Fund balance as a % of expenditures	12.4%

Capital Projects Fund

The primary purpose of the Capital Projects Fund is to provide for acquisition and replacement of equipment which are financed with member fees.

Dakota 911 paused member fees in the Capital Project Fund beginning in 2021 due to high fund balance at the time, but has member fees for this fund again beginning in 2025 in an effort to avoid debt on upcoming capital purchases.

Estimated 2025 capital outlay acquisitions are as follows:

	2025
Data sharing/integration	\$ 100,000
Switch and firewall equipment	66,000
Supervisory office remodel/expansion	40,000
CAD PC's and monitors	24,000
Supervisory office desktop computers	6,000
Exercise equipment	3,000
Total Capital Projects Expenditures	<u>\$ 239,000</u>

Membership Fees

The 2025 membership fees (net) are \$11,364,734, which is a 7.25 percent increase from 2024 for General Fund fees, and also includes an additional \$900K of new contributions to the Capital project Fund in 2025. The 2025 member fees also account for Dakota County funding 50.00 percent of the budgeted fixed costs, consistent with the 2024 adopted budget. It is yet to be determined whether the County may increase its percentage of fixed cost funding in 2025 and beyond. The Detailed member fees are shown on page 14. The member fees are allocated based on the 3-year average of CAD incidents and covers the general operations as well as contributions to the Capital Project Fund.

2025 Member Fees

	Allocation %	General Fund	Capital Project Fund	TOTAL	Increase/ (decrease)
Apple Valley	10.05%	\$ 964,882	\$ 45,235	\$ 1,010,117	\$ 130,749
Burnsville	14.47%	1,389,338	65,134	1,454,472	179,310
Dakota County	6.53%	1,492,682	479,380	1,972,062	580,267
Eagan	15.50%	1,487,495	69,735	1,557,230	161,686
Farmington	3.66%	351,483	16,478	367,961	13,489
Hastings	6.16%	591,150	27,714	618,864	43,930
Inver Grove Heights	9.84%	944,700	44,289	988,989	97,667
Lakeville	11.73%	1,126,027	52,789	1,178,816	184,059
Mendota Heights	2.85%	273,278	12,812	286,090	11,790
Miesville	0.04%	4,298	201	4,499	553
Randolph Hampton	0.07%	7,071	332	7,403	972
Rosemount	4.96%	476,105	22,320	498,425	57,024
South Saint Paul	6.41%	615,074	28,835	643,909	35,760
West Saint Paul	7.72%	741,150	34,746	775,896	110,151
Total	100.00%	\$ 10,464,733	\$ 900,000	\$ 11,364,733	\$ 1,607,407

The member fee represents an average cost of \$30.20 per CAD incident.

Operational Forecast

Staff has incorporated a projection of operational costs for years 2025-2029 based on conservative inflationary assumptions.

Staff has also incorporated a projection of revenues, including membership fees, to fund the ongoing operational costs and maintain compliance with the Dakota 911's fund balance policy.

Years 2026-2029 reflects an estimated average increase in member fees as follows:

2026 = 7.00%

2027 = 4.50%

2028 = 4.00%

2029 = 3.00%

Supporting Information

The following documents provide supporting information for the 2025 approved budget:

- 1) General Fund Budget Summary (*including 2026-2029 projections*)
- 2) Authorized Staffing Plan
- 3) Capital Improvement Plan (2025-2034)
- 4) Member Allocation
- 5) 2025 Member Fees

**Dakota 911
General Fund Budget**

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>
	<u>Actual</u>	<u>Actual</u>	<u>Adopted</u>	<u>Amended</u>	<u>Estimate</u>	<u>Adopted</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>
Revenues										
4490 JPA Member Fees	\$ 8,708,883	\$ 9,013,696	\$ 8,942,486	\$ 8,942,486	\$ 8,942,486	\$ 9,598,739	\$ 10,298,436	\$ 10,795,138	\$ 11,220,866	\$ 11,574,782
4490 JPA Dakota County Fixed Cost Fees	-	-	814,841	814,841	814,841	865,994	898,829	906,003	948,321	959,481
4490 JPA Membership Fees - REBATED	(1,100,000)	-	-	-	-	-	-	-	-	-
4258 Annual 911 Fees	1,204,792	1,219,661	1,189,921	1,189,921	1,219,661	1,219,661	1,219,661	1,219,661	1,219,661	1,219,661
4258 Special one-time NG911 Fees	-	304,796	-	-	-	-	-	-	-	-
4258 Special one-time NG911 Fees- transfer to CPF	-	-	-	-	(35,000)	-	-	-	-	-
4490 Dakota County - Startup Subsidy	-	-	-	-	-	-	-	-	-	-
4910 Interest on Investments	(153,942)	177,983	48,704	48,704	48,704	76,739	78,273	79,839	81,436	83,064
4280 Grants and other income	12,668	24,113	14,551	14,551	14,551	14,551	14,551	14,551	14,551	14,551
5026 LMCIT rebate	7,587	3,411	5,125	5,125	5,125	5,125	5,253	5,384	5,519	5,657
4495 MTNS Partnership Income	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
Total Revenues	8,697,988	10,761,660	11,033,628	11,033,628	11,028,368	11,798,809	12,533,003	13,038,577	13,508,354	13,875,196
Expenditures										
Personnel Services										
6012 Salaries - Regular	4,991,513	4,879,379	6,058,259	6,058,259	5,905,965	6,664,428	7,032,063	7,415,914	7,633,217	7,857,040
6015 Overtime	610,604	702,806	447,276	447,276	476,645	473,631	333,968	234,987	236,037	251,564
6041 Pera	414,698	410,036	487,839	487,839	478,598	535,281	563,920	593,806	611,235	629,186
6044 Fica	409,364	407,512	497,673	497,673	488,270	546,061	575,273	605,757	623,534	641,844
6051 Hospitalization Insurance	762,474	795,137	985,016	985,016	1,014,187	1,120,261	1,234,383	1,357,117	1,424,973	1,496,221
6052 Life and Disability	2,045	1,490	2,007	2,007	2,010	1,977	2,084	2,196	2,261	2,328
6053 Long Term Disability	11,480	11,087	15,693	15,693	14,001	14,498	15,207	15,947	16,415	16,898
6054 Dental	35,978	34,700	37,524	37,524	38,361	38,812	42,813	47,117	49,473	51,947
6055 Workers Compensation Insurance	59,481	46,024	73,406	73,406	71,681	84,347	87,551	91,173	92,662	88,968
6057 Unemployment	-	6,705	-	-	-	-	-	-	-	-
Total Personnel Services	7,297,637	7,294,876	8,604,694	8,604,694	8,489,718	9,479,296	9,887,262	10,364,014	10,689,807	11,035,995
Commodities										
6120 Operating Supplies	13,110	9,510	13,740	13,740	13,740	14,818	15,115	15,464	15,820	16,185
6140 Clothing	3,992	4,515	7,807	7,807	7,807	10,650	10,863	11,080	11,302	11,528
6180 Computer Supplies	2,938	5,384	6,300	6,300	6,300	6,426	6,555	6,686	6,820	6,956
Total Commodities	20,040	19,409	27,847	27,847	27,847	31,894	32,533	33,230	33,942	34,669

**Dakota 911
General Fund Budget**

	<u>2022 Actual</u>	<u>2023 Actual</u>	<u>2024 Adopted</u>	<u>2024 Amended</u>	<u>2024 Estimate</u>	<u>2025 Adopted</u>	<u>2026 Estimate</u>	<u>2027 Estimate</u>	<u>2028 Estimate</u>	<u>2029 Estimate</u>
Other Contractual										
6210 Professional Services	34,549	70,492	60,072	65,962	76,107	170,611	67,145	67,854	68,576	69,314
6211 Legal Services	6,778	17,813	23,980	23,980	23,980	23,980	24,460	24,949	25,448	25,957
6214 Fiscal Agent	124,800	140,100	144,123	144,123	143,724	141,856	144,693	147,587	150,539	153,550
6218 Bank Charges	193	210	350	350	350	350	357	364	371	378
6221 Audit	16,550	9,000	13,755	13,755	13,755	14,168	14,593	15,031	15,482	15,946
6234 Use of Personal Auto	1,687	1,426	2,500	2,500	2,500	2,550	2,601	2,653	2,706	2,760
6252 Print Public Information	2,417	2,526	4,220	4,220	4,220	4,404	4,492	4,582	4,674	4,767
6261 General Liability Insurance	35,243	39,429	39,609	39,609	43,106	45,191	46,096	47,018	47,958	48,918
6276 Telephone	37,538	32,861	40,079	40,079	40,079	42,630	43,493	44,373	45,272	46,189
6277 Postage	8	440	450	450	450	450	450	450	450	450
6280 Other Contractual	76,568	108,970	127,684	275,786	290,030	162,911	91,573	93,807	96,101	98,456
6282 Contract Equipment Maintenance	293,049	237,964	313,839	313,839	313,839	350,281	357,286	361,155	369,189	376,573
6283 Contract Building Maintenance	435,661	416,528	476,765	476,765	476,765	482,817	494,551	506,582	518,918	531,567
6288 Data Processing & Software	1,062,854	1,133,834	1,197,000	1,256,665	1,221,053	1,219,775	1,242,892	1,267,850	1,293,314	1,319,286
6289 Radio Fees	39,465	40,268	51,396	51,396	51,396	57,224	58,069	54,331	55,418	56,527
6290 Equipment Rental	5,507	5,527	5,480	5,480	5,529	5,547	5,658	5,772	5,887	6,005
6291 Building Lease	477,000	-	-	-	-	-	-	-	-	-
6311 Schools and Conferences	17,730	65,768	46,855	46,855	53,850	53,142	54,205	55,289	56,394	57,522
6312 Business Meetings & Expenses	511	297	550	550	550	550	350	350	350	350
6313 Dues and Subscriptions	2,194	2,521	2,781	2,781	3,953	4,009	4,101	4,206	4,314	4,425
Total Other Charges and Services	<u>2,670,302</u>	<u>2,325,974</u>	<u>2,551,487</u>	<u>2,765,144</u>	<u>2,765,235</u>	<u>2,782,446</u>	<u>2,657,065</u>	<u>2,704,203</u>	<u>2,761,362</u>	<u>2,818,940</u>
Total Expenditures	9,987,979	9,640,259	11,184,028	11,397,685	11,282,800	12,293,636	12,576,860	13,101,447	13,485,110	13,889,604
Net change in fund balance	(1,289,991)	1,121,402	(150,401)	(364,058)	(254,431)	(494,827)	(43,857)	(62,870)	23,244	(14,408)
Fund balance January 1	3,038,135	1,748,144	1,667,156	1,667,156	2,869,546	2,615,114	2,120,288	2,076,431	2,013,561	2,036,805
Fund balance - NG911 restricted funds	-	(275,099)	-	-	(67,129)	0	0	0	0	0
Fund balance - non-spendable and assigned	(593,555)	(569,998)	(573,518)	(573,518)	(584,248)	(598,854)	(613,826)	(629,171)	(644,900)	(661,023)
Unreserved fund balance - December 31	<u>\$ 1,154,589</u>	<u>\$ 2,024,449</u>	<u>\$ 943,237</u>	<u>\$ 729,580</u>	<u>\$ 1,963,738</u>	<u>\$ 1,521,434</u>	<u>\$ 1,462,606</u>	<u>\$ 1,384,390</u>	<u>\$ 1,391,905</u>	<u>\$ 1,361,375</u>
Total expenditures (Net)	9,987,979	9,640,259	11,184,028	11,397,685	11,282,800	12,293,636	12,576,860	13,101,447	13,485,110	13,889,604
Unreserved fund balance ratio	11.6%	21.0%	8.4%	6.4%	17.4%	12.4%	11.6%	10.6%	10.3%	9.8%
Fund Balance Expected Per Policy (1/12th of the annual expenditures)					940,233	1,024,470	1,048,072	1,091,787	1,123,759	1,157,467
Over/(Short) of minimum 8.3%					1,023,505	496,964	414,534	292,603	268,146	203,908
Over/(Short) of maximum 14%					384,146	(199,675)	(298,155)	(449,813)	(496,010)	(583,169)

**Dakota 911
General Fund Budget**

	<u>2022</u> <u>Actual</u>	<u>2023</u> <u>Actual</u>	<u>2024</u> <u>Adopted</u>	<u>2024</u> <u>Amended</u>	<u>2024</u> <u>Estimate</u>	<u>2025</u> <u>Adopted</u>	<u>2026</u> <u>Estimate</u>	<u>2027</u> <u>Estimate</u>	<u>2028</u> <u>Estimate</u>	<u>2029</u> <u>Estimate</u>
SUMMARY:										
Personnel	\$ 7,297,637	\$ 7,294,876	\$ 8,604,694	\$ 8,604,694	\$ 8,489,718	\$ 9,479,296	\$ 9,887,262	\$ 10,364,014	\$ 10,689,807	\$ 11,035,995
Change from prior year	540,194	(2,761)			1,194,842	989,578	407,966	476,752	325,793	346,189
Percentage Change from prior year	8.0%	0.0%			16.4%	11.7%	4.3%	4.8%	3.1%	3.2%
Commodities	20,040	19,409	27,847	27,847	27,847	31,894	32,533	33,230	33,942	34,669
Change from prior year	3,814	(631)			8,438	4,047	639	697	712	727
Percentage Change from prior year	23.5%	-3.1%			42.1%	14.5%	2.0%	2.1%	2.1%	2.1%
Other Contractual	2,670,302	2,325,974	2,551,487	2,765,144	2,765,235	2,782,446	2,657,065	2,704,203	2,761,362	2,818,940
Change from prior year	(88,326)	(344,329)			439,261	17,211	(125,381)	47,138	57,158	57,578
Percentage Change from prior year	-3.2%	-12.9%			16.4%	0.6%	-4.5%	1.8%	2.1%	2.1%
Total Expenditures	9,987,979	9,640,259	11,184,028	11,397,685	11,282,800	12,293,636	12,576,860	13,101,447	13,485,110	13,889,604
Change from prior year	455,682	(347,721)			1,642,541	1,010,836	283,224	524,587	383,663	404,494
Percentage Change from prior year	4.8%	-3.5%			16.4%	9.0%	2.3%	4.2%	2.9%	3.0%

General Fund Budget - Detail

Fund Balance Percentage

11.56%

8.43%

17.40%

12.38%

11.63%

10.57%

10.32%

9.80%

Object Codes	2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate	
								Increase/ (Decrease)						
L	Revenues													
F			8.25%	8.25%	8.25%	7.25%				7.00%	4.50%	4.00%	3.00%	
F	JPA Member Fees (NET)	8,708,883	9,013,696	9,757,327	9,757,327	9,757,327	10,464,733		707,406	7.3%	11,197,265	11,701,141	12,169,187	12,534,263
F	JPA Member Fees - REBATED/MOVED TO CPF	(1,100,000)	-	-	-	-	-		-	0.0%	-	-	-	-
F	Annual 911 Fees (Estimated)	1,204,792	1,219,661	1,189,921	1,189,921	1,219,661	1,219,661		-	0.0%	1,219,661	1,219,661	1,219,661	1,219,661
F	NG911 Revenues		304,796											
F	NG911 Revenues- transfer to CPF (expenditures in CPF)	-	-	-	-	(35,000)	-							
F	Mass notification system fees-MTNS Partnership	18,000	18,000	18,000	18,000	18,000	18,000		-	0.0%	18,000	18,000	18,000	18,000
F	Interest on Investments	44,213	76,865	48,704	48,704	48,704	76,739		28,035	57.6%	78,273	79,839	81,436	83,064
F	Net change in fair value of investment	(198,155)	101,118	-	-	-	-			0.0%	-	-	-	-
F	Grant income	10,117	20,952	12,000	12,000	12,000	12,000		-	0.0%	12,000	12,000	12,000	12,000
F	Miscellaneous income	2,551	3,161	2,551	2,551	2,551	2,551		-	0.0%	2,551	2,551	2,551	2,551
F	LMCIT rebate/refunds	7,587	3,411	5,125	5,125	5,125	5,125		-	0.0%	5,253	5,384	5,519	5,657
	Other	-	-	-	-	-	-		-	0.0%	-	-	-	-
	Total revenues	8,697,988	10,761,660	11,033,628	11,033,628	11,028,368	11,798,809		770,441	7.0%	12,533,003	13,038,577	13,508,354	13,875,196
L	Personnel Expenses													
6012	Salaries	4,991,513	4,879,379	6,058,259	6,058,259	5,905,965	6,664,428	Variable	758,463	12.8%	7,032,063	7,415,914	7,633,217	7,857,040
6015	OT	610,604	702,806	447,276	447,276	476,645	473,631	Variable	(3,014)	-0.6%	333,968	234,987	236,037	251,564
6041	PERA	414,698	410,036	487,839	487,839	478,598	535,281	Variable	56,684	11.8%	563,920	593,806	611,235	629,186
6044	FICA/Medicare	409,364	407,512	497,673	497,673	488,270	546,061	Variable	57,792	11.8%	575,273	605,757	623,534	641,844
6051	Health Ins	762,474	795,137	985,016	985,016	1,014,187	1,120,261	Variable	106,074	10.5%	1,234,383	1,357,117	1,424,973	1,496,221
6052	Life Ins	2,045	1,490	2,007	2,007	2,010	1,977	Variable	(33)	-1.7%	2,084	2,196	2,261	2,328
6053	LTD	11,480	11,087	15,693	15,693	14,001	14,498	Variable	497	3.5%	15,207	15,947	16,415	16,898
6054	Dental	35,978	34,700	37,524	37,524	38,361	38,812	Variable	452	1.2%	42,813	47,117	49,473	51,947
6055	Workers' Comp	59,481	46,024	73,406	73,406	71,681	84,347	Variable	12,666	17.7%	87,551	91,173	92,662	88,968
6056	Unemployment/other	-	6,705	-	-	-	-	Variable	-	0.0%	-	-	-	-
6058	Contingency	-	-	-	-	-	-	Variable	-	0.0%	-	-	-	-
F	Total personnel costs	7,297,637	7,294,876	8,604,694	8,604,694	8,489,718	9,479,296		989,578	11.7%	9,887,262	10,364,014	10,689,807	11,035,995

General Fund Budget - Detail

Fund Balance Percentage

11.56%

8.43%

17.40%

12.38%

11.63%

10.57%

10.32%

9.80%

Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
									Increase/ (Decrease)					
	Commodities			-	-	-	-				-	-		
6120	Operating Supplies													
J	Paper (printer, letterhead & envelopes)	505	625	1,000	1,000	1,000	1,030	Variable	30	3.0%	1,051	1,072	1,093	1,115
J	Employee Recognition (NTW, DOTY Jacket, Retirement parties/GCs)	2,103	2,926	2,575	2,575	4,940	5,088	Variable	148	3.0%	5,190	5,294	5,400	5,508
J	Furniture/Misc Appliances	2,811	1,367	2,800	2,800	2,800	3,500	Variable	700	25.0%	3,570	3,677	3,787	3,901
	Cleaning Supplies (antibac/elec wipes, dish soap, etc)	15	1,094	1,000	1,000	1,000	1,000	Variable	-	0.0%	1,020	1,051	1,082	1,115
J	General office supplies (includes, name plates, bsns cards, Tissue)	7,676	3,498	6,365	6,365	4,000	4,200	Variable	200	5.0%	4,284	4,370	4,457	4,546
	Total Operating Supplies	13,110	9,510	13,740	13,740	13,740	14,818		1,078	7.8%	15,115	15,464	15,820	16,185
6124	Clothing	3,992	4,515	7,807	7,807	7,807	10,650	Variable	2,843	36.4%	10,863	11,080	11,302	11,528
J														
6180	Computer supplies (headsets, toner & equipment)	2,938	5,384	6,300	6,300	6,300	6,426	Variable	126	2.0%	6,555	6,686	6,820	6,956
B														
	TOTAL COMMODITIES	20,040	19,409	27,847	27,847	27,847	31,894		4,047	14.5%	32,533	33,230	33,942	34,669
	Contractual Expenses													
6210	Professional Services													
J	HR Services	7,204	4,624	7,909	7,909	7,909	11,391	Variable	3,482	44.0%	11,619	11,851	12,088	12,330
J	Wellness Committee/Services	1,438	102	2,000	2,000	2,000	2,000	Variable	-	0.0%	2,000	2,000	2,000	2,000
	Director Search		24,000	-	-	-	-	Variable	-	0.0%	-	-	-	-
J	Psychological Evaluations	8,500	8,125	6,700	6,700	6,700	7,035	Variable	7,035	5.0%	7,035	7,035	7,035	7,035
B	Mental Health (Check-up from Neck Up/Critical Incident)	1,440	2,483	7,663	7,663	7,663	7,663	Variable	-	0.0%	7,663	7,663	7,663	7,663
J	Drug Screenings	742	1,551	570	570	1,500	1,500	Variable	-	0.0%	1,530	1,561	1,592	1,624
J	Employment Backgrounds	10,863	18,420	10,400	10,400	18,000	18,900	Variable	900	5.0%	19,278	19,664	20,057	20,458
H	Technical Consulting - Dakota 911	778	512	15,000	15,000	15,000	15,000	Variable	-	0.0%	15,000	15,000	15,000	15,000
H	Compensation Study/Operations Consultant (one time)		-	-	-	-	50,000	Variable	50,000	0.0%	-	-	-	-
J	Website Administration		750	500	500	960	1,000	Variable	40	4.2%	1,020	1,040	1,061	1,082
	ERP Software project consulting (Berry Dunn)		5,363	-	10,520	10,520	-	Variable	(10,520)	-100.0%	-	-	-	-
B	Equipment Disposal (previously misc)	434	137	500	500	500	500	Variable	-	0.0%	1,000	1,020	1,040	1,061
J	Medical Direction (Allina)	3,150	4,425	4,200	4,200	5,355	5,622	Variable	267	5.0%	1,000	1,020	1,040	1,061
	Long range planning, space needs assessment (one time)						50,000	Variable	50,000		-	-	-	-
	Professional Services Total	34,549	70,492	55,442	65,962	76,107	170,611		94,504	124.2%	67,145	67,854	68,576	69,314

General Fund Budget - Detail

Fund Balance Percentage

11.56%

8.43%

17.40%

12.38%

11.63%

10.57%

10.32%

9.80%

Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
									Increase/ (Decrease)					
6211	Legal Services													
H	Civil	3,539	5,778	16,480	16,480	13,500	13,500	Variable	-	0.0%	13,770	14,045	14,326	14,613
H	Labor	3,239	12,035	7,500	7,500	10,480	10,480	Variable	-	0.0%	10,690	10,904	11,122	11,344
	Total Legal Services	6,778	17,813	23,980	23,980	23,980	23,980		-	0.0%	24,460	24,949	25,448	25,957
6214	Fiscal Agency Expenses													
6214	Fiscal Agent (Current contract 2022-2025)	124,800	134,100	138,123	138,123	137,724	141,856	Variable	4,132	3.0%	144,693	147,587	150,539	153,550
L	ERP Software implementation - Lakeville Staff Time	-	6,000	6,000	6,000	6,000	-	Fixed	(6,000)	-100.0%	-	-	-	-
6214	Total Fiscal Agency Expenses	124,800	140,100	144,123	144,123	143,724	141,856		(1,868)	-1.3%	144,693	147,587	150,539	153,550
L														
6218	Bank Charges	193	210	350	350	350	350	Variable	-	0.0%	357	364	371	378
L														
6221	Independent Audit Fees	16,550	9,000	13,755	13,755	13,755	14,168	Variable	413	3.0%	14,593	15,031	15,482	15,946
L														
6234	Use of personal auto													
H	Executive Director	-		500	500	500	510	Variable	10	2.0%	520	530	541	552
J	Other personnel	1,687	1,426	2,000	2,000	2,000	2,040	Variable	40	2.0%	2,081	2,123	2,165	2,208
	Total use of personal auto	1,687	1,426	2,500	2,500	2,500	2,550		50	2.0%	2,601	2,653	2,706	2,760
6252	Print Information (pub ed, employment material, handouts)	2,417	2,526	4,120	4,120	4,120	4,304	Variable	184	4.5%	4,390	4,478	4,568	4,659
B														
6255	Advertising	-	-	100	100	100	100	Variable	-	0.0%	102	104	106	108
J														
6261	Insurance													
J	General Liability	22,084	22,750	24,944	24,944	25,928	27,483	Fixed	1,555	6.0%	28,033	28,594	29,166	29,749
J	Property	10,233	12,761	11,447	11,447	13,143	13,550	Fixed	407	3.1%	13,821	14,097	14,379	14,667
J	Faithful Performance (Bonds)	906	923	988	988	951	980	Fixed	29	3.1%	1,000	1,020	1,040	1,061
J	Cyber	1,941	2,912	2,140	2,140	2,999	3,091	Fixed	92	3.1%	3,153	3,216	3,280	3,346
J	Commercial Auto	79	83	90	90	85	87	Fixed	2	2.6%	89	91	93	95
	Insurance Total	35,243	39,429	39,609	39,609	43,106	45,191		2,086	4.8%	46,096	47,018	47,958	48,918
6276	Telephone													
H	Frontier (Local Service including Circuit/Fiber, Tele-relay, etc)	34,237	28,654	35,325	35,325	35,325	36,032	Fixed	707	2.0%	36,753	37,488	38,238	39,003
B	Cellular Service	3,270	3,238	3,785	3,785	3,785	5,600	Fixed	1,815	48.0%	5,712	5,826	5,943	6,062
H	SIP SERVICES, 5 SIP Sessions and 23 SIP Seats (Pass through of monthly charge<Centurylink> from LOGIS)		969	969	969	969	998	Fixed			1,028	1,059	1,091	1,124
H	Other	31	-	-	-	-	-	Variable	-	0.0%	-	-	-	-
	Telephone Total	37,538	32,861	40,079	40,079	40,079	42,630		2,551	6.4%	43,493	44,373	45,272	46,189

General Fund Budget - Detail

Fund Balance Percentage

11.56%

8.43%

17.40%

12.38%

11.63%

10.57%

10.32%

9.80%

Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
									Increase/ (Decrease)	%				
6277	Postage	8	440	450	450	450	450	Variable	-	0.0%	450	450	450	450
J														
6280	Other Contractual													
J	Personnel Tracking (Guardian Tracking)	2,922	3,411	3,515	3,515	3,850	4,141	Fixed	291	7.6%	4,265	4,393	4,525	4,661
J	Scheduling	4,752	5,322	5,480	5,480	5,641	5,983	Fixed	342	6.1%	6,103	6,225	6,350	6,477
J	TV Subscriptions		1,018	1,092	1,092	1,194	1,230	Fixed	36	3.0%	1,267	1,305	1,344	1,384
J	RAD	1,274	952	-	-	981	1,010	Variable	29	3.0%	1,030	1,051	1,072	1,093
H	CAD Interface (Imagetrend)	12,520	12,520	13,367	13,367	13,367	14,035	Fixed	668	5.0%	14,596	15,180	15,787	16,418
B	Northern 911 (new service needed for out of state 911 transfer 2023) NEW LINE ITEM	-	5,733	6,359	6,359	6,359	6,550	Fixed	191	3.0%	6,747	6,949	7,157	7,372
L	ERP Subscription placeholder (BS&A and UKG)	-		14,655	-	-	-	Fixed	-	0.0%	-	-	-	-
L	ERP Applicant Processing and Onboarding (NeoGov) Subscription	-		6,938	-	-	-	Fixed	-	0.0%	-	-	-	-
L	ERP Software implementation (BS&A and UKG)	-		22,935	-	-	-	Fixed	-	0.0%	-	-	-	-
B	MTNS Annual Fees	50,605	53,135	52,143	52,143	52,143	55,260	Fixed	3,117	6.0%	56,365	57,492	58,642	59,815
H	MTNS 9-1-1 Database Updates		-	600	600	600	4,200	Fixed	3,600	600.0%	600	612	624	636
B	BCA CJDN ACCESS - NEW LINE ITEM	-	600	600	600	600	600	Fixed	-	0.0%	600	600	600	600
	Other -Bureau of Criminal Apprehension		350			350	350	Fixed	-	0.0%	357	364	371	378
	Other -Phone system to cloud solution (Century Link)		1,767					Fixed	-	0.0%	-	-	-	-
	Applicant Testing Software (skills, Criticall)	4,495	4,495	4,630	4,630	4,945	5,093	Fixed	148	3.0%	5,195	5,299	5,405	5,513
NG	Other - Configuration of 911 call routing contingencies	-	14,667			-	-	Fixed	-	0.0%	-	-	-	-
NG	PowerDMS				28,000	28,000	-	Fixed	(28,000)	-100.0%	29,400		30,870	
NG	Cyber Security Program Support				60,000	60,000	45,000	Fixed			45,000	47,250	49,612	51,100
NG	Other unidentified NG911 costs (State funds must be spent by mid-year 2025)				100,000	100,000	7,099	Fixed						
	Security Incident and Event Management Logging					7,000	7,210	Fixed	210	3.0%	7,354	7,501	7,651	7,804
J	CJIN		5,000	-	-	5,000	5,150	Fixed	150	3.0%	5,253	5,358	5,465	5,574
	Other								-	0.0%	-	-	-	-
	Total Other Contractual	76,568	108,970	132,314	275,786	290,030	162,911		(127,119)	-43.8%	91,573	93,807	96,101	98,456

General Fund Budget - Detail

Fund Balance Percentage

11.56%

8.43%

17.40%

12.38%

11.63%

10.57%

10.32%

9.80%

Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate	
									Increase/ (Decrease)						
6282	Contract Equipment Maintenance														
B, H	Logging	26,452	26,452	27,246	27,246	27,246	50,000	Fixed	22,754	83.5%	51,000	52,020	53,060	54,121	
B, H	Radio Consoles (Motorola)	76,459	78,753	81,116	81,116	81,116	81,116	Fixed	-	0.0%	82,738	81,116	83,550	85,221	
H	Phone Software Support	138,546	92,243	165,120	165,120	165,120	168,422	Fixed	3,302	2.0%	171,790	175,226	178,731	182,306	
B	Emergency Fire Dispatching - Annual Maintenance	29,440	29,440	29,281	29,281	29,281	29,867	Fixed	586	2.0%	30,464	31,073	31,694	32,328	
H	Redundant Fiber Links (moved from 6283) (LOGIS pass through)	22,152	11,076	11,076	11,076	11,076	20,876	Fixed	9,800	88.5%	21,294	21,720	22,154	22,597	
B	Other	-	-	-	-	-	-	Fixed	-	0.0%	-	-	-	-	
	Total Contract Equipment Repair	293,049	237,964	313,839	313,839	313,839	350,281		36,442	11.6%	357,286	361,155	369,189	376,573	
6283	Facility Mgmt Payments to County														
H	Facility/Operating	225,996	225,996	275,003	275,003	275,003	275,003	Fixed	-	0.0%	280,503	286,113	291,835	297,672	
	2021 - NEW	29,474						Fixed	-	0.0%					
H	Repair and Maintenance Rent	180,191	190,532	201,762	201,762	201,762	207,814	Fixed	6,052	3.0%	214,048	220,469	227,083	233,895	
	Total Facility Mgmt Payments to County	435,661	416,528	476,765	476,765	476,765	482,817		6,052	1.3%	494,551	506,582	518,918	531,567	

General Fund Budget - Detail

Fund Balance Percentage

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12.38%

11.63%

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10.32%

9.80%

Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
									Increase/ (Decrease)					
6288	Data Processing and Software													
	LOGIS													
	LOGIS Public Safety Application	1,800	-	-	-	-	-	Fixed	-	-	-	-	-	-
H	Application Support - CAD	936,108	976,764	1,036,976	1,036,976	1,020,925	1,051,553	Fixed	30,628	3.0%	1,072,584	1,094,036	1,115,917	1,138,235
H	Application Support - Payroll	14,988	15,588	2,767	12,161	16,215	-	Fixed	(16,215)	-100.0%	-	-	-	-
H	Application Support - Internet	16,440	17,268	17,956	17,956	18,130	19,037	Fixed	907	5.0%	19,417	19,805	20,201	20,605
H	Application Support - EMD	-	-	15,540	15,540	15,540	16,317	Fixed	777	5.0%	16,643	16,976	17,316	17,662
H	Application Support - JDE Financial	1,320	1,380	243	1,073	1,430	-	Fixed	(1,430)	-100.0%	-	-	-	-
H	Application Support - IPT	583	8,652	8,996	8,996	9,278	9,742	Fixed	464	5.0%	10,034	10,335	10,645	10,965
H	Insight Licensing (payroll reporting need)	1,164	1,224	215	215	1,285	1,349	Fixed	64	5.0%	-	-	-	-
H	CAD System Development	28,200	28,800	31,239	31,239	31,239	32,801	Fixed	1,562	5.0%	33,457	34,126	34,809	35,505
H	Payroll System Development	2,700	2,750	-	-	-	-	Fixed	-	0.0%	-	-	-	-
H	R&D System Development	1,800	1,850	1,994	1,994	1,994	2,094	Fixed	100	5.0%	2,136	2,179	2,223	2,267
H	Fiber State WAN	4,380	4,477	5,100	5,100	5,100	5,355	Fixed	255	5.0%	5,462	5,571	5,682	5,796
H	Managed Services (Backups, AD and Ex Server, Wireless Controller)	10,764	11,451	12,142	12,142	11,420	11,991	Fixed	571	5.0%	12,231	12,476	12,726	12,981
H	Network & Billable Services (Security, Network Wellness, Consult)	10,293	12,949	40,014	40,014	15,814	17,015	Fixed	1,201	7.6%	17,355	17,702	18,056	18,417
H	Managed Hardware (2 Cisco FirePower)	-	-	1,400	1,400	1,400	1,470	Fixed	70	5.0%	1,499	1,529	1,560	1,591
H	Managed Software (Adobe, Cisco Security, KnowBe4, MS, M365, VMWare)	27,322	21,284	16,639	16,639	16,639	17,471	Fixed	832	5.0%	17,820	18,176	18,540	18,911
H	SSL (every 3 years for 3-year certificate)	-	-	2,500	2,500	2,500	2,625	Fixed	125	5.0%	2,678	2,732	2,787	2,843
H	Citizen web reporting (new in 2024)	-	-	-	-	-	5,000	Fixed	5,000	0.0%	5,100	5,202	5,306	5,412
H	Other	4,992	2,300	3,279	3,279	3,279	3,443	Fixed	164	5.0%	3,512	3,582	3,654	3,727
	LOGIS Total	1,062,854	1,106,737	1,197,000	1,207,224	1,172,188	1,197,262		25,074		1,219,928	1,244,427	1,269,422	1,294,917
	UKG													
H	UKG Timekeeping system- annual maintenance	-	612	-	612	612	630	Fixed	18	3.0%	643	656	669	682
H	UKG Timekeeping system- annual subscription	-	4,208	-	4,208	4,208	4,334	Fixed	126	3.0%	4,421	4,509	4,599	4,691
H	UKG Timekeeping system- implementation costs	-	3,184	-	-	-	-	Fixed	-	0.0%	-	-	-	-
	UKG Total	-	8,004	-	4,820	4,820	4,965		145		5,064	5,165	5,268	5,373
	NEOGOV													
H	NEOGOV Applicant Processing and Onboarding-Implementation	-	-	-	4,224	4,224	-	Fixed	(4,224)	-100.0%	-	-	-	-
H	NEOGOV Applicant Processing and Onboarding-Subscription	-	-	-	1,927	1,927	3,970	Fixed	2,043	106.0%	4,049	4,130	4,213	4,297
	NEOGOV Total	-	-	-	6,151	6,151	3,970		(2,181)		4,049	4,130	4,213	4,297
	BS&A													
H	BS&A Software (Annual software subscription fee)	-	-	-	13,579	13,579	13,579	Fixed	-	0.0%	13,851	14,128	14,411	14,699
H	BS&A Software (implementation/training)	-	-	-	24,891	24,315	-	Fixed	(24,315)	-100.0%	-	-	-	-
H	BS&A Software (conversion/setup/PM)	-	19,093	-	-	-	-	Fixed	-	-	-	-	-	-
	BS&A Total	-	19,093	-	38,470	37,894	13,579		(24,315)		13,851	14,128	14,411	14,699
	Total 6288	1,062,854	1,133,834	1,197,000	1,256,665	1,221,053	1,219,775		(1,278)	-0.1%	1,242,892	1,267,850	1,293,314	1,319,286

General Fund Budget - Detail

Fund Balance Percentage

11.56%

8.43%

17.40%

12.38%

11.63%

10.57%

10.32%

9.80%

Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted		2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
									Increase/ (Decrease)					
6289	Radio Fees													
B	State Subscriber Fees	33,306	33,853	34,116	34,116	34,116	34,798	Fixed	682	2.0%	35,494	36,204	36,928	37,667
B	County Contractual Services	-	-	10,000	10,000	10,000	15,000	Fixed	5,000	50.0%	15,000	10,400	10,608	10,820
B	County Subscriber Fees	6,159	6,415	7,280	7,280	7,280	7,426	Fixed	146	2.0%	7,575	7,727	7,882	8,040
	Radio Fees Total	39,465	40,268	51,396	51,396	51,396	57,224		5,828	11.3%	58,069	54,331	55,418	56,527
6290	Rental Equipment													
J	Large Copier/Printer/Fax/Scanners in Dispatch/Admin	4,627	4,339	4,627	4,627	4,339	4,339	Variable	-	0.0%	4,426	4,515	4,605	4,697
J	Postage machine	228	240	228	228	240	240	Variable	-	0.0%	245	250	255	260
J	Maint for Large Copier/Printer/Fax/Scanners in Dispatch/Admin	652	948	625	625	950	968	Variable	18	1.9%	987	1,007	1,027	1,048
	Rental Equipment Total	5,507	5,527	5,480	5,480	5,529	5,547		18	0.3%	5,658	5,772	5,887	6,005
6291	Lease payments to Dakota County													
H	Base Facility Lease	483,400	-	-	-	-	-	Fixed	-	0.0%	-	-	-	-
	Less: Rent to Dakota County	(6,400)	-	-	-	-	-	Fixed	-	0.0%	-	-	-	-
6291	Lease payments to Dakota County	477,000	-	-	-	-	-		-	0.0%	-	-	-	-
H														
6311	Training & Conferences													
	Conferences													
B	APCO - National conference	2,550	-	5,000	5,000	5,000	5,100	Variable	100	2.0%	5,202	5,306	5,412	5,520
B	NENA - National conference	-	2,421	5,000	5,000	5,000	5,100	Variable	100	2.0%	5,202	5,306	5,412	5,520
B	EMD/EFD National conference (Navigator)	-	2,554	4,000	4,000	4,000	4,080	Variable	80	2.0%	4,162	4,245	4,330	4,417
B	CAD National conference	-	5,165	4,500	4,500	5,000	5,150	Variable	150	3.0%	5,253	5,358	5,465	5,574
B	Local conferences (APCO/BCA/NENA/Police Chiefs/Wellness)	3,575	3,265	3,000	3,000	3,300	4,000	Variable	700	21.2%	4,080	4,162	4,245	4,330
	Training													
B	Priority Dispatch (EMD/EFD)	2,493	5,245	9,765	9,765	15,960	12,000	Variable	(3,960)	-24.8%	12,240	12,485	12,735	12,990
	NEW - VIRTUAL ACADEMY	-	-	3,090	3,090	3,090	3,090	Variable	-	0.0%	3,152	3,215	3,279	3,345
NG	PowerDMS	-	15,030	-	-	-	-	Variable	-	0.0%	-	-	-	-
B	Other Training - PST & Sups (renamed from Other Training)	6,450	21,303	10,000	10,000	10,000	11,000	Variable	1,000	10.0%	11,220	11,444	11,673	11,906
B	Administrative training	-	359	1,100	1,100	1,100	1,122	Variable	22	2.0%	1,144	1,167	1,190	1,214
B	EFD (Combined with EMD)	2,662	10,016	-	-	-	-	Variable	-	0.0%	-	-	-	-
B	IT training	-	410	1,400	1,400	1,400	2,500	Variable	1,100	78.6%	2,550	2,601	2,653	2,706
	Total Training and Conferences	17,730	65,768	46,855	46,855	53,850	53,142		(708)	-1.3%	54,205	55,289	56,394	57,522
6312	Business Meetings & Expenses	511	297	550	550	550	550	Variable	-	0.0%	350	350	350	350

General Fund Budget - Detail

Fund Balance Percentage		11.56%	8.43%	17.40%	12.38%	11.63%	10.57%	10.32%	9.80%				
Object Codes		2022 Actual	2023 Actual	2024 Adopted	2024 Amended	2024 Estimate	2025 Adopted	Fixed VS Variable	2024 Estimate vs. 2025 Adopted Increase/ (Decrease)	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
J													
6313	Dues & Subscriptions												
J	APCO	361	-	372	372	375	375	Variable	- 0.0%	383	391	399	407
J	NENA	142	1,025	441	441	1,313	1,313	Variable	- 0.0%	1,339	1,366	1,393	1,421
B	Dakota Chiefs (renamed from IACP, moved out of misc)	-	-	-	-	400	400	Variable	- 0.0%	412	428	446	463
H	NFPA (moved out of misc)	-	-	-	-	175	180	Variable		186	193	201	209
J	SHRM (moved out of misc)	-	-	-	-	528	544	Variable		560	583	606	630
J	Ancillary Subscriptions (Staples, SurveyMonkey, Amazon, Canva)	1,691	1,496	1,968	1,968	1,162	1,197	Variable	35 3.0%	1,221	1,245	1,270	1,295
	Dues and Subscriptions Total	2,194	2,521	2,781	2,781	3,953	4,009		56 1.4%	4,101	4,206	4,314	4,425
	TOTAL CONTRACTUAL/OTHER	2,670,302	2,325,974	2,551,487	2,765,144	2,765,235	2,782,446		17,211 0.6%	\$ 2,657,065	\$ 2,704,203	\$ 2,761,362	\$ 2,818,940
	Budget Summary												
	Total Personnel Services	7,297,637	7,294,876	8,604,694	8,604,694	8,489,718	9,479,296		989,578 11.7%	\$ 9,887,262	\$ 10,364,014	\$ 10,689,807	\$ 11,035,995
	Total Commodities	20,040	19,409	27,847	27,847	27,847	31,894		4,047 14.5%	\$ 32,533	\$ 33,230	\$ 33,942	\$ 34,669
	Total Contractual	2,670,302	2,325,974	2,551,487	2,765,144	2,765,235	2,782,446		17,211 0.6%	\$ 2,657,065	\$ 2,704,203	\$ 2,761,362	\$ 2,818,940
	TOTAL OPERATING EXPENSES	9,987,979	9,640,259	11,184,028	11,397,685	11,282,800	12,293,636		1,010,836 9.0%	\$ 12,576,860	\$ 13,101,447	\$ 13,485,110	\$ 13,889,604
	TOTAL EXPENSES	9,987,979	9,640,259	11,184,028		11,282,800	12,293,636		1,010,836 9.0%	12,576,860	13,101,447	13,485,110	13,889,604
	DIFFERENCE FROM FINANCIAL REPORT												
	DIFFERENCE FROM GENERAL FUND SUMMARY	-	-	-		-	-			-	-	-	-
	FUND BALANCE FROM GENERAL FUND SUMMARY	1,154,589	2,024,449	943,237		1,963,738	1,521,434			1,462,606	1,384,390	1,391,905	1,361,375
	PERCENTAGE	11.6%	21.0%	8.4%		17.4%	12.4%			11.6%	10.6%	10.3%	9.8%
	AMOUNT OVER/(UNDER) THE 8.3% PREFERRED BALANCE	322,257	1,221,094	11,235		1,023,505	496,964			414,534	292,603	268,146	203,908
	AMOUNT OVER/(UNDER) THE 14.0% PREFERRED BALANCE	(243,728)	674,813	(622,527)		384,146	(199,675)			(298,155)	(449,813)	(496,010)	(583,169)
	INCREASE/(DECREASE) IN EXPENDITURES FROM PY	455,682	(347,721)	2,143,579		2,242,350	1,010,836			283,224	524,587	383,663	404,494
		4.78%	-3.48%	23.71%		26.00%	8.96%			2.30%	4.17%	2.93%	3.00%

Dakota 911
Authorized Staffing Plan
 Full time equivalents

<u>Position Titles</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>
<u>Operations</u>						
Public Safety Telecommunicators (PST)	59.0	57.0	63.0	65.0	65.0	65.0
PST FT Vacancies	(6.0)	(4.0)	(7.0)	(7.0)	(7.0)	(7.0)
PT PSTs (5 EE * 40% FTE)	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>
Average Staffing PST	55.0	55.0	58.0	60.0	60.0	60.0
PST Supervisors (incl Training/Cad Sup.)	<u>8.0</u>	<u>9.0</u>	<u>9.0</u>	<u>9.0</u>	<u>9.0</u>	<u>9.0</u>
Total operations	<u>63.0</u>	<u>64.0</u>	<u>67.0</u>	<u>69.0</u>	<u>69.0</u>	<u>69.0</u>
<u>Admin & Technical Support</u>						
Operations Director	1.0	1.0	1.0	1.0	1.0	1.0
Manager	1.0	1.0	1.0	1.0	1.0	1.0
Executive Director	1.0	1.0	1.0	1.0	1.0	1.0
HR Coordinator/Executive Assistant	1.0	1.0	1.0	1.0	1.0	1.0
Technical Support Specialist	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>
Total administrative and technical	<u>6.0</u>	<u>6.0</u>	<u>6.0</u>	<u>6.0</u>	<u>6.0</u>	<u>6.0</u>
Total staffing (f.t.e.)	<u>69.0</u>	<u>70.0</u>	<u>73.0</u>	<u>75.0</u>	<u>75.0</u>	<u>75.0</u>

DAKOTA 911

Salary and Benefits Summary

	2024		2025			Increase/(dec.)		
	Estimate	CONTIN.	Estimate	ESTIMATE	CONTIN. ADOPTED			
Summary by type								
Salaries	5,905,965	-	5,905,965	6,664,428	-	6,664,428	758,463	12.8%
Overtime	476,645	-	476,645	473,631	-	473,631	(3,014)	-0.6%
PERA	478,598	-	478,598	535,281	-	535,281	56,684	11.8%
FICA	488,270	-	488,270	546,061	-	546,061	57,792	11.8%
Medical	1,014,187	-	1,014,187	1,023,069	97,192	1,120,261	106,074	10.5%
Life	2,010	-	2,010	1,920	57	1,977	(33)	-1.7%
LTD	14,001	-	14,001	14,085	413	14,498	497	3.5%
Dental	38,361	-	38,361	36,964	1,848	38,812	452	1.2%
Workers Compensation	71,681	-	71,681	84,347	-	84,347	12,666	17.7%
Total	\$ 8,489,718	\$ -	\$ 8,489,718	\$ 9,379,787	\$ 99,509	\$ 9,479,296	\$ 989,578	11.7%
Summary by Job Category (including benefits)								
Public Safety Telecommunicator- FT	6,225,227	-	6,225,227	6,744,857	75,602	6,820,460	595,233	9.6%
PST Supervisor	1,208,713	-	1,208,713	1,463,718	13,610	1,477,328	268,615	22.2%
Public Safety Telecommunicator- PT	173,607	-	173,607	200,632	-	200,632	27,025	
Manager	108,704	-	108,704	164,717	2,331	167,047	58,343	
Operations Director	178,389	-	178,389	185,192	2,341	187,533	9,144	5.1%
Executive Director	229,007	-	229,007	236,787	2,089	238,875	9,868	4.3%
HR Coordinator/Executive Assistant	123,665	-	123,665	129,455	1,191	130,646	6,981	5.6%
Technical Support Specialist	242,406	-	242,406	254,429	2,346	256,775	14,369	5.9%
Total	\$ 8,489,718	\$ -	\$ 8,489,718	\$ 9,379,787	\$ 99,509	\$ 9,479,296	\$ 989,578	11.7%

\$ 0

Capital Improvement Plan

Estimated as a subscription based application. May change to lump sum upfront payment.

Ten Year Plan

Item	Actual 2020	Actual 2021	Actual 2022	2023 Adopted	Actual 2023	2024 Adopted	2024 Estimate	2025 Adopted	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate	2030 Estimate	2031 Estimate	2032 Estimate	2033 Estimate	2034 Estimate
Revenues																	
Member assessment	394,704	-	-	-	-	-	-	900,000	700,000	700,000	700,000	700,000	700,000	700,000	700,000	700,000	700,000
Transfer from Operating Fund (NG911 revenues- expenditures in CPF)	-	-	-	-	-	-	35,000	-	-	-	-	-	-	-	-	-	-
Debt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Interest on Investments	26,666	16,174	19,059	23,100	33,464	16,900	17,900	20,100	15,600	6,700	7,900	6,300	8,200	14,200	20,500	26,900	33,600
Total revenues	421,370	16,174	19,059	23,100	33,464	16,900	52,900	920,100	715,600	706,700	707,900	706,300	708,200	714,200	720,500	726,900	733,600
Expenditures																	
CAD Equipment:																	
CAD Replacement -LOGIS	-	-	-	-	-	-	-	-	-	300,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000
CAD Replacement - LOGIS (refund)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAD PC's and Monitors	19,486	21,861	-	24,000	23,850	24,000	24,000	24,000	24,000	24,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Video Display Panels	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CAD Backup Laptops (12)	-	-	-	-	-	24,000	24,000	-	-	-	-	24,000	-	-	-	-	-
CAD Integration to TriTech	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dispatching:																	
23 Dispatch Radio Consoles	-	-	-	-	-	-	-	-	1,897,650	-	-	-	-	-	-	-	-
Logging telephone/Radio recorder	-	-	-	-	-	419,000	419,000	-	-	-	-	450,000	-	-	-	-	-
Fire Alerting Control System	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23 Dispatch Work Stations	-	-	-	-	-	-	-	-	-	-	325,000	-	-	-	-	-	-
Dispatch Chairs	-	-	-	29,000	21,603	-	-	-	-	-	15,000	-	-	-	-	40,000	-
Touch Screen Monitors 23	-	-	6,700	-	-	-	-	-	-	24,000	-	-	-	-	-	-	-
Dispatch Desktop Radios (2)	-	-	-	-	-	-	-	-	-	9,000	-	-	-	-	-	-	-
Emergency Fire Dispatching	109,600	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Data Display Wall	28,598	83,444	-	-	-	-	-	-	-	125,000	-	-	-	-	-	-	-
Training Room and Supervisory Office Remodel/Expansion	-	-	-	-	-	35,000	40,000	-	-	-	-	-	-	-	-	-	-
Telephone Systems:																	
E911 Telephone Backbone system	-	-	-	107,940	108,187	-	-	-	-	-	-	-	-	-	-	-	-
Text-to-911	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Abandonment Device Switch (Centurylink)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IPT Telephone Handsets (13), Conference Phones (3)	-	-	11,611	-	-	-	-	-	-	-	-	-	8,600	-	-	-	-
Antenna/Radios:																	
Radios - handheld-desktop control	-	-	42,544	45,000	1,248	-	-	-	-	-	-	-	-	-	-	-	-
RAD	-	-	-	-	-	-	-	-	-	-	-	10,000	-	-	-	-	-
Antenna Replacements	-	-	-	-	-	-	-	-	-	-	-	-	20,000	20,000	10,000	-	-
Antenna Upgrades	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VHF Welch Site	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fire Paging-11th site Addition	-	-	-	-	-	-	-	-	-	-	80,000	-	-	-	-	-	-
Fire paging - Eagan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Information Technology:																	
Cisco 3750 series switch (3)	-	-	-	-	-	-	-	40,000	-	-	-	-	-	21,000	-	-	-
Cisco ASA 5520 (2) Firewall	-	-	-	-	-	-	-	26,000	-	-	-	-	-	12,900	-	-	-
WiFi Devices and Controller	-	-	-	-	-	3,000	3,000	-	-	-	-	3,100	-	-	-	-	-
Exchange & File Servers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiber expansion	3,602	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Servers for Active Directory & Exchange	-	-	-	12,000	-	-	-	-	-	-	11,000	-	-	-	-	-	-
NEW - Scanner for Laserfiche	-	2,650	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Data sharing/integration (NEW)	-	-	-	-	-	100,000	100,000	-	-	-	-	-	-	-	-	-	-
Administrative:																	
Supervisory Office Desktop PCs (5)	4,183	-	7,668	-	-	2,000	4,000	6,000	-	2,000	6,000	-	-	-	-	-	-
Tech support Laptop PCs (2)	-	5,472	-	-	-	4,000	4,000	-	-	4,000	-	-	-	-	-	-	-
Admin Area Laptop/PCs (3)	-	3,600	-	-	-	7,500	6,000	-	-	7,500	-	-	-	-	-	-	-
Admin Area Phones	-	-	-	-	-	-	-	-	-	-	-	20,000	-	-	-	-	-
Building Furniture/Other:																	
Training Room Tables (20 & Chairs (40)	-	-	-	-	-	-	-	-	-	25,000	-	-	-	-	-	-	-
Training Room Chairs (40)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Exercise Equipment	-	-	2,890	-	-	-	-	3,000	-	-	-	3,000	-	-	-	-	-

Capital Improvement Plan

Estimated as a subscription based application. May change to lump sum upfront payment.

Ten Year Plan

Item	Actual 2020	Actual 2021	Actual 2022	2023 Adopted	Actual 2023	2024 Adopted	2024 Estimate	2025 Adopted	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate	2030 Estimate	2031 Estimate	2032 Estimate	2033 Estimate	2034 Estimate
Training room projector-ceiling mount	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Breakroom Furniture - New (4 tables/16 chrs)	-	-	-	8,000	9,390	-	-	-	-	-	-	-	-	-	-	-	-
Office Furniture	-	20,315	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lobby Furniture - (4 chairs)	-	-	-	6,000	6,000	-	-	-	-	-	-	-	-	-	-	-	-
Conference tables, Glass Covers & Chairs	-	4,316	-	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-
Workstations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Debt Repayment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total expenditures	165,469	141,658	71,413	175,278	175,278	583,500	519,000	239,000	1,921,650	520,500	762,000	835,100	353,600	378,900	335,000	365,000	325,000
Net increase or (decrease)	255,901	(125,484)	(52,354)	(141,814)	(141,814)	(566,600)	(466,100)	681,100	(1,206,050)	186,200	(54,100)	(128,800)	354,600	335,300	385,500	361,900	408,600
Fund Balance, January 1	1,348,336	1,604,237	1,478,753	1,426,399	1,426,399	1,438,453	1,284,585	818,485	1,499,585	293,535	479,735	425,635	296,835	651,435	986,735	1,372,235	1,734,135
Fund Balance December 31	1,604,237	1,478,753	1,426,399	1,284,585	1,284,585	871,853	818,485	1,499,585	293,535	479,735	425,635	296,835	651,435	986,735	1,372,235	1,734,135	2,142,735

Allocation of Member Fees

Member	CAD Events						2025
	2021		2022		2023		
	Total	%	Total	%	Total	%	
Apple Valley	30,904	10.18%	31,875	9.72%	34,654	10.25%	10.05%
Burnsville	43,154	14.22%	47,853	14.60%	49,379	14.61%	14.47%
Dakota County	19,043	6.27%	21,650	6.60%	22,677	6.71%	6.53%
Eagan	45,473	14.98%	53,062	16.19%	51,795	15.32%	15.50%
Farmington	10,767	3.55%	12,801	3.91%	11,943	3.53%	3.66%
Hastings	20,755	6.84%	19,833	6.05%	18,889	5.59%	6.16%
Inver Grove Hts	33,191	10.94%	30,577	9.33%	31,313	9.26%	9.84%
Lakeville	31,607	10.41%	39,134	11.94%	43,411	12.84%	11.73%
Mendota Hts	9,219	3.04%	9,230	2.82%	9,087	2.69%	2.85%
Miesville	152	0.05%	153	0.05%	127	0.04%	0.04%
Randolph Hampton	214	0.07%	248	0.08%	253	0.07%	0.07%
Rosemount	15,471	5.10%	15,902	4.85%	16,673	4.93%	4.96%
South St. Paul	20,829	6.86%	20,579	6.28%	20,565	6.08%	6.41%
West St. Paul	22,745	7.49%	24,891	7.59%	27,305	8.08%	7.72%
Total	303,524	100.0%	327,788	100.0%	338,071	100.0%	100.0%
Percent Change in CAD Events			8.0%		3.1%		

Formula: (+ Year 1 CAD % + Year 2 CAD % + Year 3 CAD %) ÷ 3 = Member allocation

Member	Allocation			% change
	2023	2024	2025	
Apple Valley	10.08%	9.83%	10.05%	0.22%
Burnsville	13.63%	14.26%	14.47%	0.21%
Dakota County	6.72%	6.45%	6.53%	0.08%
Eagan	15.87%	15.61%	15.50%	-0.11%
Farmington	3.89%	3.96%	3.66%	-0.30%
Hastings	6.26%	6.43%	6.16%	-0.27%
Inver Grove Hts	9.63%	9.97%	9.84%	-0.13%
Lakeville	11.60%	11.12%	11.73%	0.61%
Mendota Hts	3.16%	3.07%	2.85%	-0.22%
Miesville	0.04%	0.04%	0.04%	0.00%
Randolph Hampton	0.06%	0.07%	0.07%	0.00%
Rosemount	4.88%	4.94%	4.96%	0.02%
South St. Paul	7.04%	6.80%	6.41%	-0.39%
West St. Paul	7.14%	7.44%	7.72%	0.28%
Total	100.0%	100.0%	100.0%	0.0%

Dakota 911 Member Fees

2024 Member Fees (Adopted)

		50.0%			
		Members	County	Capital	
	%	Contribution	Contribution	Projects	TOTAL
			Fixed Costs	Fund	
Apple Valley	9.83%	879,368		-	879,368
Burnsville	14.26%	1,275,162		-	1,275,162
Dakota County	6.45%	576,955	814,841	-	1,391,796
Eagan	15.61%	1,395,544		-	1,395,544
Farmington	3.96%	354,472		-	354,472
Hastings	6.43%	574,934		-	574,934
Inver Grove Heights	9.97%	891,322		-	891,322
Lakeville	11.12%	994,757		-	994,757
Mendota Heights	3.07%	274,300		-	274,300
Miesville	0.04%	3,946		-	3,946
Randolph Hampton	0.07%	6,431		-	6,431
Rosemount	4.94%	441,401		-	441,401
South Saint Paul	6.80%	608,149		-	608,149
West Saint Paul	7.44%	665,745	-	-	665,745
	<u>100.00%</u>	<u>\$ 8,942,486</u>	<u>\$ 814,841</u>	<u>\$ -</u>	<u>\$ 9,757,327</u>

2025 Member Fees (Adopted)- TOTAL

		50%					
		Members	County	Capital		Increase/	Percentage
	%	Contribution	Contribution	Projects	TOTAL	(decrease)	Change
			Fixed Costs	Fund			
Apple Valley	10.05%	964,882.00		45,235.00	1,010,117.00	130,749	14.87%
Burnsville	14.47%	1,389,338.00		65,134.00	1,454,472.00	179,310	14.06%
Dakota County	6.53%	626,688	865,994.00	479,380.00	1,972,062.00	580,266	41.69%
Eagan	15.50%	1,487,495.00		69,735.00	1,557,230.00	161,686	11.59%
Farmington	3.66%	351,483.00		16,478.00	367,961.00	13,489	3.81%
Hastings	6.16%	591,150.00		27,714.00	618,864.00	43,930	7.64%
Inver Grove Heights	9.84%	944,700.00		44,289.00	988,989.00	97,667	10.96%
Lakeville	11.73%	1,126,027.00		52,789.00	1,178,816.00	184,059	18.50%
Mendota Heights	2.85%	273,278.00		12,812.00	286,090.00	11,790	4.30%
Miesville	0.04%	4,298.00		201.00	4,499.00	553	14.01%
Randolph Hampton	0.07%	7,071.00		332.00	7,403.00	972	15.11%
Rosemount	4.96%	476,105.00		22,320.00	498,425.00	57,024	12.92%
South Saint Paul	6.41%	615,074.00		28,835.00	643,909.00	35,760	5.88%
West Saint Paul	7.72%	741,150.00	-	34,746.00	775,896.00	110,151	16.55%
	<u>100.00%</u>	<u>\$ 9,598,739</u>	<u>\$ 865,994</u>	<u>\$ 900,000</u>	<u>\$ 11,364,733</u>	<u>\$ 1,607,406</u>	<u>16.47%</u>
		7.34%	6.28%		16.47%	16.47%	

Dakota 911 Member Fees

2026 Member Fees (Estimate)

		50%					
	%	Members Contribution	County Contribution Fixed Costs	Capital Projects Fund	TOTAL	Increase/ (decrease)	Percentage Change
Apple Valley	10.05%	1,035,215		35,183	1,070,398	60,281	5.97%
Burnsville	14.47%	1,490,613		50,660	1,541,273	86,801	5.97%
Dakota County	6.53%	672,371	898,829	372,851	1,944,051	(28,011)	-1.42%
Eagan	15.50%	1,595,926		54,239	1,650,165	92,935	5.97%
Farmington	3.66%	377,104		12,816	389,920	21,959	5.97%
Hastings	6.16%	634,241		21,555	655,796	36,932	5.97%
Inver Grove Heights	9.84%	1,013,564		34,447	1,048,011	59,022	5.97%
Lakeville	11.73%	1,208,107		41,058	1,249,165	70,349	5.97%
Mendota Heights	2.85%	293,199		9,965	303,164	17,074	5.97%
Miesville	0.04%	4,611		157	4,768	269	5.98%
Randolph Hampton	0.07%	7,587		258	7,845	442	5.97%
Rosemount	4.96%	510,811		17,360	528,171	29,746	5.97%
South Saint Paul	6.41%	659,909		22,428	682,337	38,428	5.97%
West Saint Paul	7.72%	795,176	-	27,025	822,201	46,305	5.97%
	<u>100.00%</u>	<u>\$ 10,298,436</u>	<u>\$ 898,829</u>	<u>\$ 700,000</u>	<u>\$ 11,897,265</u>	<u>\$ 532,532</u>	<u>4.69%</u>
		7.29%	3.79%			4.69%	

2027 Member Fees (Estimate)

		50%					
	%	General Fund	County Contribution Fixed Costs	Capital Projects Fund	TOTAL	Increase/ (decrease)	Percentage Change
Apple Valley	10.05%	1,085,146		35,183	1,120,329	49,931	4.66%
Burnsville	14.47%	1,562,507		50,660	1,613,167	71,894	4.66%
Dakota County	6.53%	704,801	906,003	372,851	1,983,655	39,604	2.04%
Eagan	15.50%	1,672,897		54,239	1,727,136	76,971	4.66%
Farmington	3.66%	395,292		12,816	408,108	18,188	4.66%
Hastings	6.16%	664,830		21,555	686,385	30,589	4.66%
Inver Grove Heights	9.84%	1,062,449		34,447	1,096,896	48,885	4.66%
Lakeville	11.73%	1,266,376		41,058	1,307,434	58,269	4.66%
Mendota Heights	2.85%	307,340		9,965	317,305	14,141	4.66%
Miesville	0.04%	4,833		157	4,990	222	4.66%
Randolph Hampton	0.07%	7,952		258	8,210	365	4.65%
Rosemount	4.96%	535,447		17,360	552,807	24,636	4.66%
South Saint Paul	6.41%	691,737		22,428	714,165	31,828	4.66%
West Saint Paul	7.72%	833,528	-	27,025	860,553	38,352	4.66%
	<u>100.00%</u>	<u>\$ 10,795,138</u>	<u>\$ 906,003</u>	<u>\$ 700,000</u>	<u>\$ 12,401,140</u>	<u>\$ 503,875</u>	<u>4.24%</u>
		4.82%	0.80%			4.24%	

Dakota 911 Member Fees

2028 Member Fees (Estimate)

		50%					
	%	General Fund	County Contribution Fixed Costs	Capital Projects Fund	TOTAL	Increase/ (decrease)	Percentage Change
Apple Valley	10.05%	1,127,941		35,183	1,163,124	42,795	3.82%
Burnsville	14.47%	1,624,128		50,660	1,674,788	61,621	3.82%
Dakota County	6.53%	732,596	948,321	372,851	2,053,768	70,113	3.53%
Eagan	15.50%	1,738,873		54,239	1,793,112	65,976	3.82%
Farmington	3.66%	410,882		12,816	423,698	15,590	3.82%
Hastings	6.16%	691,050		21,555	712,605	26,220	3.82%
Inver Grove Heights	9.84%	1,104,348		34,447	1,138,795	41,899	3.82%
Lakeville	11.73%	1,316,318		41,058	1,357,376	49,942	3.82%
Mendota Heights	2.85%	319,460		9,965	329,425	12,120	3.82%
Miesville	0.04%	5,024		157	5,181	191	3.83%
Randolph Hampton	0.07%	8,266		258	8,524	314	3.82%
Rosemount	4.96%	556,564		17,360	573,924	21,117	3.82%
South Saint Paul	6.41%	719,017		22,428	741,445	27,280	3.82%
West Saint Paul	7.72%	866,400	-	27,025	893,425	32,872	3.82%
	<u>100.00%</u>	<u>\$ 11,220,866</u>	<u>\$ 948,321</u>	<u>\$ 700,000</u>	<u>\$ 12,869,190</u>	<u>\$ 468,050</u>	<u>3.77%</u>
		3.94%	4.67%			3.77%	

2029 Member Fees (Estimate)

		50%					
	%	General Fund	County Contribution Fixed Costs	Capital Projects Fund	TOTAL	Increase/ (decrease)	Percentage Change
Apple Valley	10.05%	1,163,517		35,183	1,198,700	35,576	3.06%
Burnsville	14.47%	1,675,354		50,660	1,726,014	51,226	3.06%
Dakota County	6.53%	755,702	959,481	372,851	2,088,034	34,266	1.67%
Eagan	15.50%	1,793,718		54,239	1,847,957	54,845	3.06%
Farmington	3.66%	423,841		12,816	436,657	12,959	3.06%
Hastings	6.16%	712,847		21,555	734,402	21,797	3.06%
Inver Grove Heights	9.84%	1,139,181		34,447	1,173,628	34,833	3.06%
Lakeville	11.73%	1,357,836		41,058	1,398,894	41,518	3.06%
Mendota Heights	2.85%	329,536		9,965	339,501	10,076	3.06%
Miesville	0.04%	5,182		157	5,339	158	3.05%
Randolph Hampton	0.07%	8,527		258	8,785	261	3.06%
Rosemount	4.96%	574,118		17,360	591,478	17,554	3.06%
South Saint Paul	6.41%	741,696		22,428	764,124	22,679	3.06%
West Saint Paul	7.72%	893,727	-	27,025	920,752	27,327	3.06%
	<u>100.00%</u>	<u>\$ 11,574,782</u>	<u>\$ 959,481</u>	<u>\$ 700,000</u>	<u>\$ 13,234,265</u>	<u>\$ 365,075</u>	<u>2.84%</u>
		3.15%	1.18%			2.84%	

Dakota 911 Member Fees

Member Fees by year (based on 50% County contribution toward Fixed costs)							
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<i>Change- 2024 to 2029</i>
Apple Valley	879,368	1,010,117	1,070,398	1,120,329	1,163,124	1,198,700	319,332
Burnsville	1,275,162	1,454,472	1,541,273	1,613,167	1,674,788	1,726,014	450,852
Dakota County	1,391,796	1,972,062	1,944,051	1,983,655	2,053,768	2,088,034	696,238
Eagan	1,395,544	1,557,230	1,650,165	1,727,136	1,793,112	1,847,957	452,413
Farmington	354,472	367,961	389,920	408,108	423,698	436,657	82,185
Hastings	574,934	618,864	655,796	686,385	712,605	734,402	159,468
Inver Grove Heights	891,322	988,989	1,048,011	1,096,896	1,138,795	1,173,628	282,306
Lakeville	994,757	1,178,816	1,249,165	1,307,434	1,357,376	1,398,894	404,137
Mendota Heights	274,300	286,090	303,164	317,305	329,425	339,501	65,201
Miesville	3,946	4,499	4,768	4,990	5,181	5,339	1,393
Randolph Hampton	6,431	7,403	7,845	8,210	8,524	8,785	2,354
Rosemount	441,401	498,425	528,171	552,807	573,924	591,478	150,077
South Saint Paul	608,149	643,909	682,337	714,165	741,445	764,124	155,975
West Saint Paul	665,745	775,896	822,201	860,553	893,425	920,752	255,007
	9,757,327	11,364,733	11,897,265	12,401,140	12,869,190	13,234,265	3,476,938
	-	-	-	-	-	-	-



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3739

Agenda #: 7.1

Meeting Date: 9/10/2024

DEPARTMENT: Employee Relations

FILE TYPE: Regular Action

TITLE

Approval Of 2025 Medical Plans And Premium Rates

PURPOSE/ACTION REQUESTED

Approve 2025 medical plans and premium rates.

SUMMARY

The County's self-funded medical plan will be administered by Blue Cross Blue Shield of Minnesota on January 1, 2025. The County continues to offer three plan options to employees. The County's base plan is the Dakota Advantage Plan which is a low deductible plan with a health reimbursement account and in which the majority of employees are enrolled. The two optional plan offerings are the Dakota Select Plan, a low deductible plan with a Health reimbursement Account, and the high deductible Health Savings Account (HSA) Plan.

The medical plan design changes include an annual \$1.00 increase for pharmacy benefit co-pays in the Dakota Advantage and Dakota Select plans.

The Dakota Health Savings Account plan will have a change in deductible and County Health Savings Account Contribution. The change in deductible for the Dakota Health Savings Account is due to the IRS change in limits for all high-deductible health plans, 2025 minimum annual deductible is changing to \$1,650 for self-only coverage (up from \$1,600 in 2024) and \$3,300 for family coverage (up from \$3,200 in 2024). This will increase the County Health Savings Account contribution to \$825 (from \$800 in 2024) and \$1650 (from \$1600 in 2024).

With the assistance of Deloitte Consulting LLP, proposed premium rates for 2025 have been identified considering projected utilization and claims experience of the three Plans, medical trend, Affordable Care Act fees, and administrative expenses.

The recommended 2025 rates include an 8.6 percent increase on all three medical plans. Employees will see a biweekly premium increase from \$2.55 up to \$23.69, depending on plan and coverage enrollment. Recommended rate details are provided in the Attachments.

RECOMMENDATION

Staff recommends approval of the 2025 medical plans and premium rates.

EXPLANATION OF FISCAL/FTE IMPACTS

The overall growth in County premium costs aggregated across all plans is estimated at approximately 8.6 percent which is within the estimates in the 2025 budget planning base.

- None
- Current budget
- Other
- Amendment Requested
- New FTE(s) requested

RESOLUTION

WHEREAS, the County’s self-funded medical plan administered by Blue Cross Blue Shield of MN starting January 1, 2025; and

WHEREAS, due to 2025 IRS limit changes in minimum deductibles for High Deductible Health Plans, the Dakota Health Savings Account (HSA) plan will have an increase in deductible \$1650 for single and \$3300 for family; and

WHEREAS, this change will increase the County annual HSA contribution to \$825 for single and \$1650 for family enrollment; and

WHEREAS, proposed premium rates for 2025 have been identified taking into account utilization and claims experience of the three Plans, medical trend, Affordable Care Act fees, and administrative expenses; and

WHEREAS, self-funded medical plan expenses projected for 2025 result in a rate increase of 8.6 percent increase in all three medical plans.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby approves the rate increase of 8.6 percent for the Dakota Advantage Plan, the Dakota Select Plan, and the Dakota Health Savings Account Plan.

PREVIOUS BOARD ACTION

23-434; 9/26/23

ATTACHMENTS

- Attachment: 2025 Comparative Medical Plan Details
- Attachment: 2025 Medical Full and Part-Time Rates

BOARD GOALS

- A Great Place to Live
- A Successful Place for Business and Jobs
- A Healthy Environment
- Excellence in Public Service

PUBLIC ENGAGEMENT LEVEL

- Inform and Listen
- Discuss
- Involve
- N/A

CONTACT

Department Head: Andy Benish
Author: Shannon Welle



2024 Medical Premiums

2025 Medical Premiums

Medical Plans	Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost
Dakota Advantage HRA				
Single	\$914.85	\$823.36	\$91.48	\$45.74
Single +1	\$2,012.66	\$1,710.77	\$301.89	\$150.95
Family	\$2,744.56	\$2,195.66	\$548.91	\$274.45

Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost	2023 Additional Employee Per Pay Cost
\$993.80	\$894.42	\$99.38	\$49.69	\$3.95
\$2,186.35	\$1,858.40	\$327.95	\$163.98	\$13.03
\$2,981.42	\$2,385.14	\$596.28	\$298.14	\$23.69

Dakota HSA	Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost
Single	\$668.95	\$609.95	\$59.01	\$29.50
Single +1	\$1,471.70	\$1,316.78	\$154.92	\$77.46
Family	\$2,006.87	\$1,690.00	\$316.87	\$158.43

Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost	2023 Additional Employee Per Pay Cost
\$726.68	\$662.58	\$64.10	\$32.05	\$2.55
\$1,598.71	\$1,430.42	\$168.29	\$84.15	\$6.69
\$2,180.06	\$1,835.85	\$344.22	\$172.11	\$13.68

Dakota Select HRA	Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost
Single	\$776.06	\$706.20	\$69.86	\$34.93
Single +1	\$1,707.32	\$1,488.41	\$218.90	\$109.45
Family	\$2,328.17	\$1,910.29	\$417.87	\$208.94

Total Premium Cost	County Monthly Contribution	Employee Monthly Cost	Employee Per Pay Period Cost	2023 Additional Employee Per Pay Cost
\$843.03	\$767.15	\$75.89	\$37.95	\$3.02
\$1,854.66	\$1,616.86	\$237.80	\$118.90	\$9.45
2,529.09	\$2,075.15	\$453.94	\$226.97	\$18.03

Dakota **2025 Medical Full- Time and Part-Time Rates**

	Dakota Advantage HRA	Dakota HSA	Dakota Select	
FULL TIME 1.0 FTE	Single			
	Premium	\$993.80	\$726.68	\$843.03
	Co. Contribution	\$894.42	\$662.58	\$767.15
	Employee Monthly Cost	\$99.38	\$64.10	\$75.88
	Employee Pay Period Cost	\$49.69	\$32.05	\$37.94
	Single +1			
	Premium	\$2,186.35	\$1,598.71	\$1,854.66
	Co. Contribution	\$1,858.40	\$1,430.42	\$1,616.86
	Employee Monthly Cost	\$327.95	\$168.29	\$237.80
	Employee Pay Period Cost	\$163.98	\$84.15	\$118.90
	Family			
	Premium	\$2,981.42	\$2,180.06	\$2,529.09
Co. Contribution	\$2,385.14	\$1,835.85	\$2,075.15	
Employee Monthly Cost	\$596.28	\$344.21	\$453.94	
Employee Pay Period Cost	\$298.14	\$172.11	\$226.97	
.75 - .99 FTE	Single			
	Premium	\$993.80	\$726.68	\$843.03
	Co. Contribution	\$778.15	\$576.44	\$667.42
	Employee Monthly Cost	\$215.65	\$150.24	\$175.61
	Employee Pay Period Cost	\$107.83	\$75.12	\$87.80
	Single +1			
	Premium	\$2,186.35	\$1,598.71	\$1,854.66
	Co. Contribution	\$1,616.81	\$1,244.47	\$1,406.67
	Employee Monthly Cost	\$569.54	\$354.24	\$447.99
	Employee Pay Period Cost	\$284.77	\$177.12	\$224.00
	Family			
	Premium	\$2,981.42	\$2,180.06	\$2,529.09
Co. Contribution	\$2,075.07	\$1,597.19	\$1,805.38	
Employee Monthly Cost	\$906.35	\$582.87	\$723.71	
Employee Pay Period Cost	\$453.17	\$291.44	\$361.85	
.74 - .50 FTE	Single			
	Premium	\$993.80	\$726.68	\$843.03
	Co. Contribution	\$554.54	\$410.80	\$475.63
	Employee Monthly Cost	\$439.26	\$315.88	\$367.40
	Employee Pay Period Cost	\$219.63	\$157.94	\$183.70
	Single +1			
	Premium	\$2,186.35	\$1,598.71	\$1,854.66
	Co. Contribution	\$1,152.21	\$886.86	\$1,002.45
	Employee Monthly Cost	\$1,034.14	\$711.85	\$852.21
	Employee Pay Period Cost	\$517.07	\$355.92	\$426.10
	Family			
	Premium	\$2,981.42	\$2,180.06	\$2,529.09
Co. Contribution	\$1,478.79	\$1,138.23	\$1,286.59	
Employee Monthly Cost	\$1,502.63	\$1,041.83	\$1,242.50	
Employee Pay Period Cost	\$751.32	\$520.92	\$621.25	



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3750

Agenda #: 7.2

Meeting Date: 9/10/2024

DEPARTMENT: Communications

FILE TYPE: Regular Information

TITLE

Legislative Update And Direction On 2025 State Legislative Priorities

PURPOSE/ACTION REQUESTED

Update and seek direction on 2025 state legislative priorities and other legislative topics of interest to Dakota County.

SUMMARY

This item will provide an opportunity for discussion of and direction on proposed 2025 state legislative priorities. Based on discussion during the August 27, 2024, Legislative Work Session, staff have prepared a revised list of 2025 priorities.

Staff are recommending the following policy priorities be adopted for 2025:

- Authorization to collect housing support operations management allocation from housing support contracts
- Cannabis and THC Impact Mitigation
- Dedicated, statewide funding stream for emergency shelter services and operations
- Elder Waiver Renewal flexibility for individuals in long term care
- Housing Support Demonstration program capacity expansion from 226 to 500
- Human Services modernization
- Increased Select Committee on Recycling and the Environment (SCORE) funding
- Mental Health Crisis Services appropriation
- Statewide Medical Assistance (MA) reimbursement for Collaborative Intensive Bridging Services (CIBS)
- Subordinate Service District

In addition, staff are recommending the following capital projects be adopted as priorities in 2025, in the priority order listed:

1. Interstate 35 Bridge and County Road 50 Improvements
2. Recycling Zone Plus Construction
3. Thompson County Park Improvements

Additional details on the recommended priorities are available in the attachment. Staff will take feedback and direction on the recommended priorities and prepare a revised list of priorities for adoption during the September 24 Board of Commissioners meeting.

In addition, staff will provide updates on federal and state legislative affairs and activities, Minnesota Inter-County Association (MICA), Association of Minnesota Counties (AMC), National Association of Counties (NACo) activities, related County activities and other legislative topics of interest to Dakota County.

RECOMMENDATION

Information only; no action requested.

EXPLANATION OF FISCAL/FTE IMPACTS

There is no direct fiscal impacts as a result of adopting the legislative platform and priorities. If certain positions are adopted by the state or federal legislatures, the budget for county activities may be affected. In such cases, budget amendments will be recommended for the Board's approval.

- None
- Current budget
- Other
- Amendment Requested
- New FTE(s) requested

RESOLUTION

Information only; no action requested.

PREVIOUS BOARD ACTION

None.

ATTACHMENTS

Attachment: None.

BOARD GOALS

- A Great Place to Live
- A Healthy Environment
- A Successful Place for Business and Jobs
- Excellence in Public Service

CONTACT

Department Head: Mary Beth Schubert
Author: Nathan Hanson



General Government and Policy Committee of the Whole

Request for Board Action

Item Number: DC-3761

Agenda #: 10.1

Meeting Date: 9/10/2024

Adjournment