

January 2019

Bemidji PD – Local 126

Term: 3-Year CBA Covering 2019 – 2021

Wages: 13.48% increase to 2019 start wage and 15.26% to top wage. 2.5% increase in 2020 and 2.75% increase in 2021.

Economic Changes: Shift differential of \$1.25/hour. Senior Officer on Duty: \$2.00/hour.

Master's degree relevant to Law Enforcement or Criminal Justice is 4%. On Call

Compensation (new) \$20 per day. Retain take home vehicle. Holiday hours remaining after deduction as called for in article 7 should be paid out in wage compensation with the first paycheck in December at the employee's rate of pay.

Added language that any change to established work schedule will be discussed with employee with the union present prior to implementation. Included Oct 2016 MOU regarding court callback while on vacation into contract. Deleted language from article 9.3 requiring working last schedule workday before and first scheduled workday after to qualify for holiday pay.

Bemidji PD Sergeants – Local 227

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.25% in 2019; 2.5% in 2021 and 2.75% in 2021

Economic Changes: \$150 per day premium payment if deployed to assist another agency. \$100 increase to insurance contribution each year.

Brooklyn Center PD Supervisors – Local 86

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3% + \$.25/hour in 2019; 3% in 2020 and 3% in 2021

Economic Changes: May use up to 15 hours of sick leave toward gym membership or equipment. Must have 480 hours in sick leave to participate in 2019.

Columbia Height PD – Local 311

Term: 3 Year Contract

Wages: 3% wage increase each year

Economic Changes: Add Long Term Disability Insurance
Increase Specialty Pay

Crystal PD – Local 44

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: Reduce waiting period for the IOD pay from 5 to 3 days. Add Friday after Thanksgiving to holidays.

Dilworth PD – Local 258

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: Increase of \$25 in uniform allowance. FTO pay 2% over senior patrol pay for all time as FTO. Language change for funeral leave to include step parents and step siblings.

Dodge County Deputies – Local 240

Term: 3 Year Contract

Wages: 3%, 3%, 4.5% Wage Increases

Economic Changes: Increase Clothing Allowance

Increase FTO Pay

Elk River PD Sergeants – Local 271

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.75% increase in 2019 and 2020 with a retroactive adjustment to average in the market group on 7/1 of each year.

Economic Changes: Wage incentive program moved to 9%. Shift differential to \$.50.

Uniform allowance to \$905 in 2019, \$925 in 2020 and \$945 in 2021. Incorporate state and federal law regarding sick time. A 40/40/40 program for vacation time. Employees can use 40 hours of vacation time and request to cash in 40 hours of vacation time provided that they have 40 hours remaining in vacation account.

Eveleth PD – Local 20

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3.5% increase in 2019, 3% in 2020 and 3% in 2021

Economic Changes: Shift Differential to \$1.00/hour for all hours 7:00pm-7:00am. FTO pay to \$1.00/hour. Increase in the Employer's contribution to VEBA and Monthly Health insurance premiums.

Faribault PD – Local 357

Term: 3-Year CBA Covering 2019 – 2021

Wages: Moved to a 16 step pay plan as a result of a pay study.

Faribault County SO – Local 151

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3% increase each year

Economic Changes: Increase hazard pay by \$.25/hour in 2019 and \$.10 in 2020.

Farmington PD – Local 187

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: Shift differential added to labor agreement (\$.25) Court time increased to 3 hours. Part-time increased from 45 minutes to 60.

Hastings PD – Local 249

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: Moved start pay from 65% of top patrol to 70%. Employer agreed to MOU regarding vacation time past practice which puts in writing the process of selecting two bids per vacation season as described in the contract and reducing the total number of weeks from four to three. MOUS for MSRS PRHCSP deposit of separation funds.

Houston County SO Non-Licensed Dispatch – Local 60

Term: 3-Year CBA Covering 2018 – 2020

Wages: 2.75% increase in 2018; 2.5% increase in 2019 and 2.25% in 2020

Economic Changes: Ability to use comp time in half-hour increments.

Houston County SO Licensed – Local 237

Term: 3-Year CBA Covering 2018 – 2020

Wages: 3% each year

Economic Changes: FTO pay of 1 hour of comp time per shift. Ability to use comp time in half-hour increments. Removal of language referencing LTS. Renewal of rotating investigator assignment MOU.

Madelia PD – Local 389

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3% increase each year

Economic Changes: New Wage Scale in 2019. Added a Sergeant Position. License Premium

Maplewood PD – Local 153

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: Double time for holidays if called in on scheduled day off. Double time if scheduled shift is extended. Classification or assignment of street crimes unit \$100/month. Last longevity step lowered from 17 years to 16.

Meeker County SO – Local 388

Term: 2-year CBA covering 2019-2020

Wages: 2% increase in 2019 and 2.5% increase in 2020

Economic Changes: Adopted new classification ratings and salary schedule. Increased insurance contribution 2019; in 2020 the employer will pay 60% of the insurance premium increases. Cash out for severance: unused vacation at base rate of 192 hours. Uniform allowance increased to \$1000. On-call pay increased to \$225 per month.

Morrison County Deputies – Local 43

Term: 2 Year Contract

Wages: 3% and 2% wage increase

Economic Changes: Increase Holiday Pay to 10 hours/holiday
5% Uniform Allowance Increase each year

Northfield PD Sergeants – Local 331

Term: 2-year CBA covering 2019-2020

Wages: 2.5 % increase each year

Economic Changes: Investigative stipend increased to \$300 per month. Shift differential increased to \$50 per pay period.

MSRS contributions likely to start some time in 2019. PEBSCO currently administrates the Post Employment Health care.

Ramsey County SO Captains – Local 408

Term: 2-year CBA covering 2019-2020

Wages: 2.75% increase for 2019 and 3% increase in 2020

Economic Changes: Longevity added to contract: 1% in 2019 at 5,8, and 12 years. 2020 longevity increases to 2%, 3% and 4% at 5,8 and 12 years. Extra duty pay language added. Critical incident counseling MOU.

Redwood Falls – Local #93:

Term: 3-year CBA

General wage increase: 3% each year Covering 2019 - 2021

Wages: New FTO pay of \$1.00 per hour.

Economic Changes: Updated uniform equipment list and ERU uniform and equipment list added. Comp time accrual from max of 80 to "80-81, not to exceed 81 total hours" due to payroll rounding issue. Notice of schedule change reduced from 28 to 21 days.

Savage PD Supervisors – Local 52

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: All severance to the HCSP upon separation, provided there is 15 years of service. Insurance: 50/50 split on premium increases for family insurance with a cap of \$50 for employees. Employer will cover increases to the single premium. Modify trainer / instructor pay language so it is clear that pay is at overtime rate outside of regular shift.

Sergeants have "Service recognition" pay at 10,15,20,25 and 30 years of service. This is a one-time lump sum payment.

St. Anthony PD – Local 186

Term: 2-year CBA covering 2019-2020

Wages: 3.25% increase each year

Economic Changes: 20-year longevity step increased from 4.54% in 2019 to 5.5% in 2020. Uniform allowance increased from \$780 to \$900 for both 2019 and 2020.

St. Paul Park PD – Local 334

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Economic Changes: Call back increased to a 4-hour minimum at 1.5. Holiday pay will be paid at 1.5. Insurance: Conforming language for splitting increases, lowered age requirement for retiree health benefits to 57. Uniform allowance increased to \$1000. The bargaining group agreed to cash out compensatory time by year end.

St. Peter PD – Local 241

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

St. Peter PD Dispatchers – Local 242

Term: 2-year CBA covering 2019-2020

Wages: 3% increase each year

Springfield PD – Local 417

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.5% general wage increase + 4% increase to top scale in 2019 and 2020. General increase + 4.5% increase to top scale in 2021. Court cancellation pay added. HCSP added. Employer contributed 4 hours per month in excess of 720-hour sick leave cap + severance at time of separation. Insurance is 80/20 split for family plan. Holiday language modified. Hours of work language modified to reflect 2020 work year. Light duty language added. Satisfactory performance is required for step movement – subject to the grievance procedure.

Stearns County Supervisors – Local 317

Term: 3 Year Contract

Wages: 2.25%, 3% and 3% wage increase

Economic Changes: Increase Responsibility Pay and No-Overtime Pay

Increase Uniform Allowance

Stillwater PD Sergeants – Local 254

Term: 2-year CBA covering 2019-2020

Wages: 3% Increase in 2019 and 3% in 2020.

Economic Changes: Change in sick time moving to an accrual system for employees hired after 1/1/19. All current officers promoted to Sergeant will fall under old system.

Wabasha PD – Local 427

Term: 2-year CBA covering 2018-2019

Wages: Adopted a new wage schedule in 2018 resulting in an 11% increase to the top wage. 2% increase in 2019

Economic Changes: New investigator pay of 6%; SRO pay of 5%. Contract language now includes language in compliance with MN Sick Leave law, housekeeping and technical.

Washington County SO Deputies – Local 214

Term: 2 Year Contract

Wages: 2.5% General and Salary Range Adjustment: Range Movement 3.75% and 3.5%

Economic Changes: 3 Weeks Paid Parental Leave, Increase Clothing Allowance, FTO Pay and Comp Bank

Winona PD Sergeants – Local 261

Term: 2-Year Contract covering 2019 – 2020

Wages: 2.5% Increase in 2019; 2.8% increase in 2020

Economic Changes: Shift differential to \$.85/hour. Uniform allowance increased to \$1050 in 2019 and \$1075 in 2020. Insurance contribution by the City increased to \$618 for single and \$1624 for family.