

February 2019 – April 2019

Anoka Police Department – Local 39

Term: 3- Year CBA Covering 2019 - 2021

Wages: 2.5% increase in 2019; 3.25% in 2020 and 3% in 2021

Economic Changes: Shift rotation pay increased to \$25 in 2019 and \$30 in 2020, which now includes members of COPPS Unit.

Anoka Police Department – Sergeants – Local 255

Term: 3- Year CBA Covering 2019 - 2021

Wages: 2.5% increase in 2019; 3.25% in 2020 and 3% in 2021

Economic Changes: Shift rotation pay increased to \$25 in 2019 and \$30 in 2020

Baxter Police Department – Local 414

Term: 2-Year CBA Covering 2019 - 2020

Wages: 3% increase in 2019; 3% increase in 2020

Economic Changes: Holidays will be paid double-time. Investigator classification = \$.70 per hour.

Blue Earth County SO – Dispatchers – Local 440

Term: 3 Year CBA Covering 2019 - 2021

Wages: 2% increase in 2019; 2% increase in 2020; 2.5% increase in 2021

Economic Changes: Call-back minimum increased from 2 hours of OT to 3 hours. Court time minimum increased from 2 hours OT to 4 hours of OT. Shift differential increased from \$.45 per hour to \$.55 for 2020 and \$.60 in 2021. Increase comp time cap from 80 hours to 100 hours; Increase vacation accrual for 25+ year employees; Increase vacation time to HCSP conversion from 20 hours to 40 hours; Increase life insurance policy for 10+ year employees from \$20,000 to \$35,000; Increase HCSP employee contribution from 2% to 2.5% for 16+ year employees; Many areas of language clean-up to comply with the Janus Decision; Other language clean-up surrounding Probation, work schedule, vacation and sick leave minimum use amounts. Implementation of high deductible health insurance option with codified employer contribution amounts which did not exist previously.

Brainerd Police Department – Local 65

Term: 3-Year CBA Covering 2019 - 2021

Wages: Adopted new pay scale with performance pay component added at steps 7 & 8. See CBA page 5, article 9.1 for full description.

Economic Changes: 15- and 20-year longevity is now out of the contract and has been incorporated in to steps 7 & 8 respectively.

Canby Police Department - Local 355

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019 - 4.4% increase; 2020 - 2% increase; 2021 - 2.5% increase

Economic Changes: Increase on call pay to \$150/month. Increase Uniform Allowance to \$700

Carver County SO – Sergeants – Local 289

Term: 2 – Year CBA covering 2019- 2020

Wages: 2019 - 2.5% increase; 2020 - 2.5% increase

Economic Changes: Monthly cafeteria contribution increase: 2019 - \$10; 2020 - \$35.

Uniform allowance increased \$20 2019.

Chaska Police Department - Sergeants – Local 385

Term: 2 – Year CBA covering 2019- 2020

Wages: 1/1/19 - general increase of 3.0% + .4% market adjustment; 1/1/2020 - general increase of 3.0% + .4% market adjustment.

Economic Changes: Increase uniform allowance by \$60 each year of CBA; increase technology allowance to \$50 per month; .5% base wage contribution from Employer to Employee's HCSP monthly; on-call compensation is doubled to 20 hours per month paid as CT accrual.

Chaska Police Department- Local 210

Term: 2 – Year CBA covering 2019- 2020

Wages: 3.0% in 2019 and 3.0% in 2020. A.25% market increase in both years for officers with 36 months or more.

Economic Changes: HCSP employer contribution of .5% for all officers, officers with 4-10 years contribute .5%, officers with 11 plus contribute 1%. uniform allowance to \$1,481.00 in 2019, \$1,511.00 in 2020. Added internal vest carrier to be included. Removed pilot program language. City will provide 2 BWC holders. In 2019 – Employer Health insurance contribution @ 6%; 2020 – Employer health insurance contribution @ 6%; Health Insurance contract language has been updated.

Instructor pay updated and increased. Vacation: PPL Cash out increased from 40 to 50 hours. Increase in shift differential pay increased from \$.70 TO \$.75. Increase call back time from 2 to 3 hours. Increase on-call pay to 2.5 hours.

Chatfield Police Department – Local 39

Term: 3 – Year CBA covering 2019- 2021

Wages: 4.0% in 2019. 2020 and 2021 TBD pending additional market analysis.

Economic Changes: Vacation accrual schedule modified. Cell phone reimbursement of \$50.00 per month. Sick leave to supplement funeral leave; changes to severance language (60% of sick leave after 20 years of service); update tuition reimbursement language.

Clay County SO- Local 141

Term: 3 - Year CBA covering 2018- 2020

Wages: New salary step effective 7/1/18.

Economic Changes: 2% above deputy grade 18 for sergeants each year.

Columbia Heights Police Department - Local 311

Term: 3 - Year CBA covering 2019- 2021

Wages: 1/1/2019-2.5% increase; 7/1/2019-.5% increase; 1/1/2020-3.0% increase; 1/1/2021-3.0% increase

Economic Changes: Include Eid Al-Fitr as a holiday; increase City deferred comp contribution from \$425 to \$450; Add Community Policing position to specialty pay; Increase comp bank to 60; increase City insurance contribution hours

Columbia Heights Police Department - Sergeants Local 342

Term: 3 - Year CBA covering 2019- 2021

Wages: 3.5% for 2019 / 4.0% for 2020 / 4.0% for 2021

Economic Changes: Added EID as holiday option v. Easter; "New" FTO compensation of \$4.00 per hr. when on FTO; Added lateral hire language regarding vacation accrual upon hire; Increase insurance opt-out by \$50 to \$250 per month paid into deferred comp.

Coon Rapids Police Department - Local 207

Term: 2 years - (2019-2020)

Wages: 2019 "Start" wage increases by 6.4%; 2019 "After 1 year" wage increases by 4.37%; 2019 "After 2 years" wage increases by 3.12%; 2019 Top wage (after 3 years) increases by 2.75%. The general increase for all in 2020 is 3.0%.

Coon Rapids Police Department - Sergeants - Local 362

Term: 2 years - (2019-2020)

Wages: 2019 wage increase of 2.75% --- 2020 wage increase of 3.25%

Economic Changes: longevity 5% after 8 years, 7.5% after 12 years, 10% after 16 years --- Fixed wage with no pay steps. Sick time accrual to match shift length, 10 hours, formerly 8 hours for each "day" earned --- Overtime compensation for training outside of regular work schedule, formerly straight time.

Crow Wing County SO - Corrections - Local 16

Term: 3 years - (2019-2021)

Wages: 2019 starts new Performance Based Pay for this group - range moves 3% per year, performance pay is on top of that.

Economic Changes: Per CBA: Jail Programmers start pay will be no less than \$44,524; CO starting pay no less than \$43,680.

Eagan Police Department - Local 170

Term: 2 years (2019-2020)

Wages: 3% general wage increase each year.

Economic Changes: Advanced retirement notice of \$1,000.00-- 4 month notice requirement. Double time of 4th of July for certain assignments. Special Duty Recognition

of 8hr additional time off per year for certain assignments. FTOs will be permitted earn comp time for each shift spent on FTO. Vacation MOU incorporated into contract. Retirement Savings MOU incorporated into contract. Seniority shift bidding MOU incorporated into contract. Maintain insurance language. Funeral leave changed to bereavement leave.

East Grand Forks Police Department – Local 152

Term: Modified Contract 2019-2020 (Original contract was 2018-2020)

Wages: 2019 - Sec/Disp start 20.84%, top 19.38%; patrol start 11.31%, top 9.98%; Sgt start 4.52%, top 3.27%; Lt start 5.24%, top 4%; 2020 - 2.5%

Economic Changes: Commencing on January 1, 2019, EMPLOYEES that received a grade change because of the wage study will be placed on the appropriate pay grade in the updated Compensation Plan commensurate to the EMPLOYEE'S job classification, and on the pay step that is at least 4% above current compensation.

Elk River Police Department – Local 231

Term: 2019-2020

Wages: 2019 - 3%, 2020 - 2.75%, with a market adjustment 7/1 retro to 1/1 to get group to average.

Economic Changes: Uniform allowance increased to \$905 in 2019, \$925 in 2020. Shift diff increased to \$0.50 per hour. FTO increased to 2 hours of pay per shift. 1 hour of comp time if investigator is on call on his non-on call day (covering for investigator on vacation/sick).

Farmington Police Department – Sergeants - Local 387

Term: 2019-2021

Wages: 2019 - 3%; 2020 - 3%; 2021 - 3%.

Economic Changes: Shift Diff of \$0.25/hour; FTO pay of 2-hours comp time or 3 hours straight time per shift. Included language to ensure a newly promoted sergeant will be demoted, not fired without cause, during the 1-year probationary period.

Hennepin County SO – Supervisors – Local 393

Term: 2019-2021

Wages: 2019 – 2.5%; 2020 – 2.5%; 2021 - 2%.

Economic Changes: On Call pay increased by \$200 each year. Sick/Vacation was converted to PTO (severance was enhanced by this change). Note: Stability Pay not calculated because it's paid in a lump sum in December.

Hermantown Police Department – Local 47

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.5% increase in 2019; 2.75% in 2020; 3% in 2021

Economic Changes: Shift differential increase by \$0.10 each year of contract to \$1.00 in 2021. K-9 officer to receive an additional \$200/year in uniform allowance. Sgt 24-Hour Contact pay to 1.75% of base wage from \$.45/hour. Adjustment to Sgt PayScale - Start is higher and reach top pay faster.

Inver Grove Heights Police Department – Local 84

Term: 2-Year CBA Covering 2019 – 2020

Wages: 1/1/2019 - 2.75% (on top of adjustment made 7/1/2018); 1/1/2020-3%

Economic Changes: \$100 for MAAG Duty; Ed incentive: Associate-7%, Bachelor-9%;

Uniform Allowance - \$890 cash or \$1,000 on account. \$200 for MAAG/SWAT Equipment allowance

Inver Grove Heights Police Department – Sergeants - Local 189

Term: 2-Year CBA Covering 2019 – 2020

Wages: 2019 - 2.75%; 2020-3%

Economic Changes: Uniform Allowance increased to \$890 in 2019 and \$950 in 2020;

Education Incentive increased to 4% for AA Degree; 7% for bachelor's degree; 10% for

master's degree. Traded Columbus Day for Christmas Eve Day as paid Holiday; up to 650

hours converted to Personal Leave upon promotion from patrol to sergeant

Kanabec County SO – Non-Licensed – Local 107

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2% increase in 2019; 2020: Minimum 1.75% increase / max 2.75% (based on CPI);

2021: minimum 1.75% increase / max 2.25% (based on CPI)

Economic Changes: Increase to Shift Diff from \$0.85 to \$1.00/hour and increase hours to

6:00pm-6:00am. Increase Uniform allowance from \$300 to \$350 in 2019; \$400 in 2020;

\$450 in 2021.

Kanabec County SO – Licensed – Local 106

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2019: 2%; 2020: minimum 1.75% max 2.75% (based on CPI); 2021: minimum

1.75% max 2.25% (based on cpi)

Economic Changes: Increase to Shift Diff from \$0.85 to \$1.00/hour and increase hours to

6:00pm-6:00am. Increase Uniform allowance from \$600 to \$700 in 2019; \$800 in 2020;

\$900 in 2021. Daylight savings time language. Holidays paid at regular scheduled shift

length (10 or 12 hours).

Lakes Area PD – Local 373

Term: 2-Year CBA Covering 2019 - 2020

Wages: 3.5% increase in 2019 and 3.5% in 2020. Sergeants: 4% increase in 2019 and 4% in 2020.

Economic Changes: Increase in employer's monthly contribution to family health premiums from 65% to 70%.

Lino Lakes Area PD – Supervisors - Local 260

Term: 2-Year CBA Covering 2018 - 2019

Wages: 2.75% general increase + .2% market adjustment for 2018; 2.5% general increase + .5% market adjustment for 2019.

Economic Changes: Firefighter premium pay of \$1.40 per hour in 2018; \$1.44 per hour in 2019.

Little Falls Police Department – Local 68

Term: 2-Year CBA Covering 2019 - 2020

Wages: Patrol officers (only) are moved from pay grade 7 to pay grade 8 effective 1/8/2019. In addition, Officers and Sergeants receive a 2.5% general pay increase 1/1/2019, and a 3.0% general pay increase 1/1/2020.

Lyon County SO - Deputies – Local 229

Term: 3-Year CBA Covering 2019- 2021

Wages: 5% in 2019 and 2 in 2020, 2% in 2021

Economic Changes: Termination and severance leave changed so employees receive the benefit after 15 years, rather than 20. Bereavement leave changed to 24 hours per year.

Lyon County SO – Non-Licensed Supervisors – Local 356

Term: 3-Year CBA Covering 2019- 2021

Wages: 2019 - 5% increase to Merit Grid; 2020 - 2% increase to Merit Grid; 2021 - 2% increase to Merit Grid

Economic Changes: Reduce years of service for severance eligibility from 20 years to 15. Additional bereavement leave added

Maple Grove Police Department – Local 132

Term: 3-Year CBA Covering 2019-2021

Wages: 2019 - 3%; 2020 - 3%; 2021 - 2% / 2% on July 1

Economic Changes: Increase in uniform allowance to \$940 in 2021. Double time for all holiday hours worked when not regularly scheduled. Increase comp time to 60 hours.

Marshall Police Department – Local 190

Term: 3-Year CBA Covering 2019-2021

Wages: 2019 - 3.23%; 2020 - 3.25%; 2021 - 3.25%

Economic Changes: Increase shift diff by \$0.20/hour; Increase FTO by \$0.25/hour. Holiday day off can be taken at employee's discretion, paid out at end of year if not taken.

Menahga Police Department – Local 426

Term: 1-Year CBA Covering 2019

Wages: 2019 - 3% increase

Economic Changes: Initial contract. Holidays from 9 paid days to 10. Post License pay \$325/year.

Morrison County SO – Licensed – Local 43

Term: 2-Year CBA Covering 2019 - 2020

Wages: 2019=3% increase and 2020=2% increase

Economic Changes: Increase Holiday hours from 8/day to 10/day; Increase Uniform Allowance by 5% each year. Shift K-9 vet costs from deputy stipend to County

Nicollet County SO – Licensed – Local 280

Term: 2-Year CBA Covering 2019 - 2020

Wages: 2019 - 3% Market Adjustment --- 2020 - 2.5% with a Market Adjustment

Economic Changes:

Nicollet County SO – Non-Licensed – Local 285

Term: 2-Year CBA Covering 2019 - 2020

Wages: 2019: 3% increase 2020:2.5% increase

Economic Changes: Increase in compensatory time maximum from 80 hours to 100 hours.

Uniform allowance; Correctional Officer 2019: \$620 to \$635 and 2020: \$635 to \$650

Dispatcher 2019: \$245 to \$260 and 2020 \$260 to \$275. Increase in life insurance. (Pay Scale is a mix - steps (3) than performance)

Northfield Police Department – Local 293

Term: 2-Year CBA Covering 2019 - 2020

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

Economic Changes: Increase comp time cap from 40 hours to 80 hours; Increase shift differential from \$35 per pay period to \$70 per pay period; Increased assignment pay from \$150 per month to \$300 per month;

Pope County SO – Local 437

Term: 2-Year CBA Covering 2019 - 2020

Wages: 2019: 2.5% increase, 2020: 2.5% increase

Economic Changes: Court Cancellation pay if member isn't notified by 4:30 day before.

Uniform Allowance increased to \$865 in 2019 and \$890 in 2020. SWAT and K9 handler receive an additional \$100 in uniform allowance.

Ramsey County SO Deputies – Local 322

Term: 3-Year CBA Covering 2018 - 2020

Wages: 2% increase on 1/1/19 + 1% on July 1 of each year of the contract.

Economic Changes: \$.10 added to base wage on 1/1/18. Increase in Assignment and PTO pay. Increase in the tuition reimbursement amount. Paid Parental Leave language added.

Ramsey County SO Dispatchers – Local 349

Term: 3-Year CBA Covering 2018 - 2020

Wages: 2.5% increase in 2018; 2019: 2.5% increase, 2020: 2.5% increase

Economic Changes: CTO Pay: Increase to \$5.25/hour from \$3.00/hour. Weekend differential expanded to Friday at 1700 to Monday at 0630. Differential Rate: \$0.75/hour increased to \$0.80 in 2020. Deferred Comp match increased to \$35/month

Ramsey Police Department – Local 109

Term: 2-Year CBA Covering 2019 – 2020

Wages: 2019 - 2.75% increase; 2020 - 3.0% increase

Economic Changes: Increase Standby Time increased by \$25 to \$100; Comp time accrual max increased to 36 hours, 60 hours max usage for the year; May earn up to 12 hours of time off for passing fitness goals.

Ramsey Police Department – Sergeants - Local 313

Term: 2-Year CBA Covering 2019 – 2020

Wages: 2019 - 2.75% increase; 2020 - 3.0% increase

Economic Changes: Standby pay increased to \$100.00, Longevity increases in 2020 as follows: After 5 years = 2%, After 8 years = 3%, after 12 years = 4%. Established an HCSP, 2019 = 1% of annual salary, 2020 = 2% of annual salary. Kelley time (Time owed to Officer) at a rate of 4 hours per pay period with a cap of accrual at 48 hours. Compensation time not to exceed 36 hours for a balance and cannot earn more than 60 hours annually.

Rice County SO Non-Licensed - Local 367

Term: 3-Year CBA Covering 2019 – 2021

Wages: \$.40/hr plus step in 2019 and 2.5% in 2020, 1.5% in 1/1/21, and 1.5% on 7/1/21

Economic Changes: Uniform allowance up \$30.00 to \$175.00/month. Insurance contribution remains the same, 50/50 split on increases, county moving towards self-insured.

Rice County SO Non-Licensed Supervisors - Local 438

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2019 - Salary Study and step increase 9.43% at start, 15.15% at top ; 2020 - 2.5%; 1/1/21 - 1.5%; 7/1/21 - 1.5%

Economic Changes: Uniform Allowance: \$175/monthly (\$30.00 increase); FTO Pay: \$3.00/hr (\$1.50 increase); Life Insurance: \$30,000; Insurance: 2019 - no increase; 2020 - split increase 50/50, 2021 - split increase 50/50. First Contract: Entire Contract language taken from Correctional Officer contract as draft. Article 2 – Recognition / will Incorporate BMS language. Overtime: 30-hour carry over and 50-hour max accumulation

Rochester Police Department – Supervisors – Local 371

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.75% for 2019; 2.5% for 2020; 2.5% for 2021

Economic Changes: All captains and lieutenants will now receive \$145.00 bi-weekly as compensation for carrying a work cell phone and their immediate return to work when necessary.

Roseville Police Department –Local 112

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2019 - 3% increase, 2020 - 3% increase, 21 - 3% increase

Economic Changes: Uniform Allowance 3% increase each year; Court Cancellation pay; Add Severance to Post-Retirement Health Care Plan; Increase Longevity pay by 3% each year

Roseville Police Department – Lieutenants - Local 431

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3.0% general increase 2019; 3.0% general increase 2020; 3.0% general increase 2021.

Economic Changes: First contract – not previously represented

Roseville Police Department – Sergeants - Local 436

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3.0% general increase each year of the contract

Economic Changes: Addition of 10-year step at 2.5%. Increase Detective Sergeant pay to 5% above base pay from \$235/month.

Sherburne County SO – Deputies - Local 158

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.5% general increase each year of contract

Economic Changes: Shift differential increased from .80 to \$1.00 per hour; Uniform Allowance increases by \$25.00 each year of contract.

Sherburne County SO – Supervisors - Local 202

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2.5% general increase each year of contract

Economic Changes: Increase Shift Differential from \$.80 to \$1.00; Add Christmas Eve as a Holiday; Increase Uniform Allowance from \$1,131 to \$1,156 in 2019, \$1,181 in 2020 and \$1,206 in 2021

South St. Paul Police Department – Local 95

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3.0% in 2019 and 3.0% in 2020 – Reopener in 2021

Economic Changes: Education pay of up to \$150.00 annually removed in exchange for \$100.00 per month added to top patrol. New hires with experience can be placed above starting wage. City may pay for K9 boarding while officer on vacation. Longevity compressed from 5,10,15 and 20 years to 4,8,12, and 16 years.

Stearns County SO - Local 316

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2019 - 2.25% increase; 2020 - 3% increase; 1/1/2021 - 2% increase; 7/1/2021 - 1% increase

Economic Changes: Increase deferred comp by \$100; Increase employer contribution to single insurance \$20 2019, \$10 2020, \$10, 2021; Increase employer contribution to family insurance \$55 2019, \$25 2020, \$25 2021; Shift diff increased by \$0.20/hour, to \$1.30; FTO and Instructors receive a \$1.00/hour differential on all 2080 hours.

Stearns County SO – Supervisors - Local 317

Term: 3-Year CBA Covering 2019 – 2021

Wages: 2019 - 2.25% increase; 2020 - 3% increase; 1/1/2021 - 2% increase; 7/1/2021 - 1% increase

Economic Changes: Shift responsibility pay increased \$50/year; no overtime payment increased by 20 hours. Increased the PTO cap 300 hours to 1500 hours. Increased clothing allowance \$20 to \$890. Increased clothing maintenance \$20 to \$360.

Stillwater Police Department - Local 257

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3% 1/1/2019; 3% 1/1/2020

Economic Changes: Uniform Allowance increase by \$50 to \$800/year; \$20/month increase to insurance 2019, \$17.50/month increase to insurance 2020. Switch new officers to standard sick leave schedule, leave current officers on current plan.

Stillwater Police Department - Local 257

Term: 3-Year CBA Covering 2019 – 2021

Wages: 3% 1/1/2019; 3% 1/1/2020

Economic Changes: Uniform Allowance increase by \$50 to \$800/year; \$20/month increase to insurance 2019, \$17.50/month increase to insurance 2020. Switch new officers to standard sick leave schedule, leave current officers on current plan.

Washington County SO – Captains & Commanders – Local 372

Term: 2-Year CBA Covering 2019 – 2020

Wages: 2.5% each year

Economic Changes: Range Min/Max Adjustment: 2.5% each year; Range Movement on Anniversary: 3.75% in 2019 and 3.5% in 2020; Flex Credits to \$75 per month of which \$73 can be applied to premiums or taken in cash; Paid Parental Leave

Washington County SO – Deputies – Local 214

Term: 2-Year CBA Covering 2019 – 2020

Wages: General Adjustment 2.5% each year; Salary Range 2.5% each year; Range Movement 3.75% in 2019 and 3.5% in 2020

Economic Changes: 3 Weeks Paid Parental Leave; Holiday Premium Pay for Overtime on Holidays; \$25 increase Uniform Allowance each year; Court Cancellation language; Increase Shift Diff to \$1.00/hour; Increase FTO Pay to 1.5 hours/shift; Increase Comp Bank to 60 hours. Weeks Paid Parental Leave; Holiday Premium Pay for Overtime on Holidays; \$25 increase Uniform Allowance each year; Court Cancellation language; Increase Shift Diff to \$1.00/hour; Increase FTO Pay to 1.5 hours/shift; Increase Comp Bank to 60 hours

Washington County SO – Sergeants – Local 215

Term: 2-Year CBA Covering 2019 – 2020

Wages: 2.5% in 2019 and 2.5% in 2020, Range adjustment of 2.75% in 2019 and 2.5% in 2020

Economic Changes: Shift differential to \$1.00, uniform allowance increase of \$25.00 per year, Flex credits to \$75.00/month, 5% minimum increase when promoted, Life insurance 1-time annual salary plus \$10,000.00.

White Bear Lake Police Department – Sergeants – Local 286

Term: 2-Year CBA Covering 2019 – 2020

Wages: 3.0% each year

Economic Changes: Insurance contribution amounts. Vacation accrual modified.

Winona Police Department – Local 75

Term: 2-Year CBA Covering 2019 – 2020

Wages: 2.5% in 2019 and 2.8% in 2020

Economic Changes: Increase shift differential to \$0.85/hr., increase uniform allowance to \$1050 in 2019 and \$1075 in 2020.