

April 2019 – August 2019

Anoka County Sheriff's Office – Detention Deputies – Local 198

Term: 3- year CBA covering 2018 - 2020

Wages: 2018: 3%, 2019: new PayScale (no one less than 3%), 2020: 3%, except Step 1 and 2 get 4%.

Benson Police Department – Local #58:

Term: 2-Year CBA covering 2019 – 2020

Wages: 2.5% increase in 2019; 3% for 2020

Economic Changes: FTO: increased from \$1.00 to \$1.50; added X-mas Eve as holiday pay if working between 17:00 to Midnight; \$100 bonus for passing PT test; Shift Differential > from \$.40 to \$.80 in 2019 and increased to \$.90 in 2020; new SRO pay starting at \$50 per in 2019 and \$75 in 2020; SWAT pay increased per month from \$40 to \$50 in 2019 and \$60 in 2020

Blaine Police Department – Captains – Local 392

Term: 3-Year CBA covering 2019 - 2021

Wages: 3% Increases in 2019, 2020, and 2021

Economic Changes: 2080 work year / No longevity / Wage scale has 7 annual step increases --- Increases in employer health insurance contributions

Increase vacation cap from 200 hours to 320 hours / Employer will now directly pay for POST license rather than providing reimbursement

Breezy Point Police Department – Local 359

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 3%; 2021 3%; 2022 3%

Economic Changes: Police Paramedics moved to Pay grade 12 (previously they received 7% increase over Police Officer)

Caledonia Police Department – Local 413

Term: 2-Year CBA covering 2018 – 2019

Wages: 4% general wage increase in 2018. 2% general wage increase in 2019.

Economic Changes: Increase in uniform allowance. Employer's insurance contribution is \$1100/mo in 2018 and \$1150/mo in 2019. City policy language re expense policy.

Extensive language revisions including definition section and using terms correctly throughout the contract. Section 7.23, 29.2, 15.11.

Clay County Sheriff's Office – Lieutenants – Local 354

Term: 1- Year CBA covering 2019

Wages: 2% General Wage Increase for 2019

Economic Changes: Uniform Allowance Increased from \$525.00 to \$586.50 per year. Life Insurance was increased from \$10,000 to \$25,000. The City will contribute \$1,294.00 per month towards health care premiums. Members will contribute 1.5% of their gross income per pay check towards HCSP versus \$25.00

Dakota County Communications Center Supervisors – Local 368

Term: 2 – year CBA covering 2020-2021

Wages: 2020 - 3%; 2021 - 3%

Economic Changes: Weekend Differential - 3% of starting salary 1700hrs Friday through 0600hrs Monday. PTO Cash Out Employees may cash out up to 100 hours of PTO that is accrued in the year of the cash-out. Employees must make an irrevocable election on the number of hours to cash out during the open enrollment period of the year before the cash out occurs. Employees hired after the open enrollment period can make an irrevocable PTO cash out election before December 31st of the year of their hire. Employees who do not make an election consistent with this provision will not be eligible for a cash payment in the applicable accrual year. The employee's election is valid only for one year. The cash out will take place in August.

Glenwood Police Department – Local 441

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019 - 3% 2020 - 2.75% 2021 -2.5%

Economic Changes: Increase in shift differential with hours defined and extended. Comp time bank increased to 60 hours. Court cancelation language added. Uniform allowance increased to \$775.

Goodview Police Department = Local 386

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019: Adopted a new wage schedule, resulting in 7.4% increase to top patrol.
2020: 2.75%. 2021: 2.5%

Economic Changes: Step movement annually on July 1. Satisfactory performance required for step movement. Insurance status quo.

Lyon County Sheriff's Office Non-Licensed – Local 350

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.

Mankato Police Department – Local 122

Term: 2 – Year CBA covering 2019 - 2020

Wages: 2019: 2.5% 2020: 3%

Economic Changes: Change to longevity with an additional .5% after completing the fifteenth (15th) year of service. Increase in shift differential from .50 per hour to .55 per hour. Increase in uniform allowance from \$975 to \$1000 in 2020.

Maple Grove Police Department – Captains – Local 435

Term: 3-Year CBA covering 2019 - 2021

Wages: 1/1/2019 = 3%, 1/1/2020 = 3%, 1/1/2021 = 2%, 7/1/2021 = 2%

Economic Changes: 7% Specialty Pay for Acting Chief, Increased Vacation Time, Increase in Uniform Allowance, Eligible to Work Contract for Police Services

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.

Marshall Police Department – Sergeants – Local 245

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019 = 2% COLA + \$.40/hr market adjustment / 2020 = 3.25% COLA / 2021 = 3.25% COLA

Economic Changes: increase shift differential from \$.30/hr to \$.50/hr. Clarification of uniform allowance, removal of vacation use restriction during first 6 months

Metropolitan Transit Police Department – Full Time Officers – Local 432

Term: 3-Year CBA covering 2018 - 2020

Wages: 2.5% in 2018 and 2.5 in 2019, 2.5% in 2020

Economic Changes: Uniform allowance \$1000.00 in 2019 and 2020. Insurance language update to single contribution not to exceed 10% of premium and family contribution not to exceed 20% of premium. Training days of 8 hours shall be counted as a full day of work for employees working 10-hour shifts.

Mille Lacs County SO – Licensed Deputies – Local 99

Term: 2 – Year CBA covering 2018 - 2019

Wages: 2018: 2.25%; 2019: 2.5%

Economic Changes: Increase comp time max accrual to 48 hours, addition of FTO pay, addition of court cancellation pay, increase shift diff to \$1.00/hour, increase to on-call pay to \$3.00/\$4.00 on holidays.

New Prague Police Department – Local 88

Term: One Year CBA covering 2019

Wages: 3% increase in 2019

Economic Changes: Additional floating holiday, increase in uniform allowance from \$900 to \$925.

North Mankato Police Department – Lieutenants – Local 394

Term: 2 – Year CBA covering 2019 - 2020

Wages: 2019: 3% 2020:3%

Economic Changes: Acting Chief receives 1 hour (pay or time) at time and one half.

** Note wages in 2020 have \$100 month removed for uniform allowance as that was rolled into wages prior contract.

North St. Paul Police Department – Sergeants – Local 298

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019: 3% 2020: 2.5% 2021:2.5%

Economic Changes: Addition of longevity with an additional 2.5% after completing the tenth (10th) year of service, minimum of five years as a sergeant. Increase in Investigator pay from \$150/month to \$200/month.

Osakis Police Department – Local 262

Term: 2 – Year CBA covering 2019 - 2020

Wages: 2019 - 2.5%; 2020 - 2.75%

Economic Changes: Health ins: 2019 - 1325/month; 2020 - 1400/month HCSP \$90/mo if ee contributes \$75/mo; Shift Differential begins at 4:00pm; Compensatory Time MOU implemented.

Perham Police Department – Local 62

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - 3%; 2021 - 3%; 2022 - 3%

Economic Changes: Severance increased to 75% of accumulated sick leave maximum of 550hrs in 2020, 600hrs in 2021 and 650 hours in 2022. Christmas eve holiday added in exchange for reducing comp accumulation to 60-hours; HCSP Match increased to \$15.00/pay check; Uniform allowance increased to 2020 - \$850, 2021 - \$875. Add Christmas Eve Holiday as incentive to reduce comp max to 60-hours.

Ramsey County Sheriff's Office – Sergeants – Local 423

Term: 3-Year CBA covering 2018 - 2020

Wages: 1/1/18 - 2% and 7/1/18 - 1%; 1/1/19 - 2% and 7/1/19 - 1%; 1/1/20 - 2% and 7/1/20 - 1%

Economic Changes: Increase Investigator Pay to \$200/month Parental Leave Policy

Rochester Police Department – Sergeants – Local 445

Term: 3-Year CBA covering 2019 - 2021

Wages: 2.75% in 2019, 2.5% in 2020, 2.5% in 2021

Economic Changes: Adopted City's multi-tiered insurance plan with H.S.A contributions in the first pay period of each year of the Agreement

Sherburne County Sheriff's Office – Dispatchers – Local 158

Term: 3-Year CBA covering 2019 - 2021

Wages: 2.5% general wage increase annually, plus 2.4%--4.5% performance pay increase annually

Economic Changes: County pattern on insurance, including increase to H.S.A. and addition of \$5,000 deductible plan, increase in uniform allowance, Christmas eve holiday added.

Steele County Sheriff's Office – Licensed Sergeants – Local 110

Term: 2 – Year CBA covering 2019 - 2020

Wages: 2.75% in 2019 and 3% in 2020

Economic Changes: Daylight saving time language, employees will be paid for actual hours worked. Overtime language to mirror Sergeant contract. Beginning 1/1/2020 Holiday hours will accrue equal to the regular shift hours worked by the officer. For 2020, The Employer and Employee will share any increase/decrease in health insurance premium 50/50, up to a monthly maximum out of pocket increase to the employee of \$30.00 for single coverage, \$75.00 for employee +1 coverage, and \$75.00 for family coverage. HSA/VEBA employer contributions shall remain the same in 2020. Employees assigned to FTO duty shall receive one half hour (1/2) for each five (5) hour time block or the majority thereof, at the Deputies standard hourly rate of pay in comp time or overtime pay at the employee's discretion for each period actually worked as an FTO. South Central Drug Investigation Unit (SCDIU): Deputies who are able to qualify for and are placed in a leadership role as Commander or Assistant Commander shall be paid 1 hour of comp time or overtime, at the employee's discretion, per month.

Steele County Sheriff's Office – Licensed – Local 344

Term: 2 – Year CBA covering 2019 - 2020

Wages: 2.75% in 2019, 3.0% in 2020

Economic Changes: Instructor pay added (1.5 times regular rate). Split insurance increases in 2020 by 50/50, but with total \$ cap on employee's portion of increase. Holiday pay increase to be commensurate with shift length. Post-retirement health care savings account language added.

Tri-County Community Corrections – Local 169 (AKA Northwest Regional Corrections)

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019 -2.75% COLA, 2% Adjustment; 2020 - 2.75% COLA, 1% Adjustment; 2021 - 2.75% COLA, additional 3% step 11

Economic Changes: Insurance - 2019 \$840; 2020 - \$890; 2021 - \$915

Wadena County Sheriff's Office - Jail/Dispatch – Local 439

Term: 3-Year CBA covering 2019 - 2021

Wages: Up to 16.5% over three-year period after transitioning on to new 10 step pay scale in 2019 plus COLAs in 2020 and 2021.

Economic Changes: On their anniversary date in 2019 employees will receive their step increase and then transition on to the new 10 step plan at a rate no less than their 2019 step increase under the 20-step plan. COLA will be 2.25% for 01/01/20, and 2.25% for 01/01/21. Additionally, employees will receive their step increases on their anniversary dates in 2020 & 2021. Employees above scale range in 2019, 2020 & 2021 will receive an additional 1% on their anniversary date. Shift Diff. is increased .25 to \$1.00 per hour. Insurance cost increases/decreases are split 50/50 in 2020 & 2021. Ins. opt-out is \$300. Uniform allowance increased \$25 to \$400. Uniform roll-over increased \$100 to \$800.

Wadena County Sheriff's Office – Licensed -

Term: Term: 2 – Year CBA covering 2019 - 2020

Wages: 2019 - 2% 2020 - 2.25% 2021 -2.25%

Economic Changes: Increase in shift differential. Comp time bank increased to 80 hours.

Uniform allowance increased to \$780 in 2019 & 20 and to \$795 in 2021. New Wage schedule 10 steps vs. 20 steps

Winona County Sheriff's Office- Licensed – Local 64

Term: 2 – Year CBA covering 2019 - 2020

Wages: 2019 - 2.75% +\$0.50/hour for elimination of shift differential; 2020-2.50%

Economic Changes: Increase court time minimum from 2 to 2.5 hours; K9 handler time in pay, not comp; FTO increased from 1 hour to 1.5 hours per shift; Instructor Pay of 1 hour straight pay for instructing.

Winona County Sheriff's Office – Non-Licensed – Local 61

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019: 2.75% general wage increase + roll \$0.60 per hour shift diff into base wage applicable to all employees. 2020: 2.5% general wage increase. 2021: 2.5% general wage increase.

Economic Changes: Implement trainer pay @ 1.5 hours straight time per shift. Increase floating holiday to 10hrs. Insurance language remains as is.