

September 2019 – December 2019

Blaine PD - Sergeants – Local #340

Term: 3-Year CBA covering 2020 - 2022

Wages: 3% in 2020, 3% in 2021, 3% in 2022

Economic Changes: Increase on call from @200 to \$300 for Detective Sgt. DTF Sgt and Admin Sgt. Uniform allowance up to \$750. Sick Leave and Vacation accruals changed to match city policy. Guarantee of reinstatement to a previous position if a new Sgt does not pass probation. The city will pay all POST Board License fees.

Buffalo PD – Local #234

Term: 3 Year = 2020-2022

Wages: 2020 2.8% COLA, 2021 2.75% COLA, 2022 2.75% COLA

Economic Changes: Grade 8 to Grade 9 Adjustment (50% of the adjustment will happen in 2020 and 50% in 2021, Eliminate Senior Officer Pay, Add Shift Differential of \$.30 per hour from 1800-0600, \$100 increase in Uniform Allowance

Cambridge PD - Local #183

Term: 3-Year CBA covering January 01, 2020 through December 31, 2022

Wages: 2.75% COLA each year, Step increase for everyone in 2020 and Market Adjustment to comply with Pay Study

Economic Changes: 1) Add 9th Step to the Wage Scale for 2021. 2)Shift Differential increase to \$1.00/hour. 3) Part-time wages move from Step 1 to Step 3

Chisago County SO Local Name – Local #90

Term: 3-year CBA covering 2019 - 2021

Wages: 2.5% for 2019, 3% for 2020 and 2% for 2021

Clay County SO – Licensed Lieutenants - Local #354

Term: 3-Year CBA covering 2020- 2022

Wages: 2020 2% COLA, 2021 3% COLA, 2022 2% COLA

Economic Changes: Grade 22 to Grade 23 Adjustment, Overall Wage Adjustment from wage study of 5.42%, Uniform Allowance will be paid out at \$0.29 per hour (2080 max) vs receiving a reimbursement, Insurance Plan Adjustment

Clay County SO Non-Licensed Sergeants – Local #428

Term: 3-Year CBA covering 2020 - 2022

Wages: 7.42% 2020 (wage adjustment + Cola), 3% 2021, 2% 2022

Clay County SO Non-Licensed Corrections – Local #166

Term: 3-Year CBA covering 2020 - 2022

Wages: 7.42% 2020 (wage adjustment + Cola), 3% 2021, 2% 2022

Economic Changes:

Cottonwood County SO - Licensed – Local #144

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - 2.75% 2021 - 2.75% 2022 - 3%

Economic Changes: The county agreed to a premium classification for three (3) holidays: Independence Day, Thanksgiving, and Christmas Day paid at two (2) times regular rate of pay. If a member is called in to work on a holiday or if their shift is extended, they will be paid at two (2) times regular rate of pay. Increase in the uniform allowance to \$745 in 2020, \$790 in 2021 and 2022.

Cottonwood County SO – Jail / Dispatch – Local #346

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - 2.75% 2021 - 2.75% 2022 - 3%

Economic Changes: The county agreed to a premium classification for three (3) holidays: Independence Day, Thanksgiving, and Christmas Day paid at two (2) times regular rate of pay. If a member is called in to work on a holiday or if their shift is extended, they will be paid at two (2) times regular rate of pay. Shift differential increased to \$0.75/hour.

Crookston PD – Local #31

Term: 3-Year CBA covering 2019 - 2021

Wages: 2019 - 2.75%, 2020 - 2.75%, 2021 - 0% but step increase in 2021 of %2500 for three plus years step

Economic Changes: Shift Differential increase from .75 to \$1.00. Call back time increase from 2 hours to 4 hours at time and a half. Uniform allowance to \$750.

Detroit Lakes PD – Local #418

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - New Schedule 2021 - 3% 2022 - 2.5%

Economic Changes: New Pay Schedule with longevity added into new Schedule years 4 TO 8. Uniform Allowance to \$950, insurance 2020 \$1,275, 2021 \$1,325 2022 \$1,350

Fillmore County SO – Local #85

Term: 3-year CBA (2019-2021)

Wages: 2019: New wage schedule implemented with additional \$1.00 per hour added to all licensed classifications resulting in minimum of 5% increase for each member and 8%-25% increase to top wage for each job classification. 2020: 3.0% general wage increase. 2021: 2.0% general wage increase.

Economic Changes: PTO Cap of 500 hours effective 1/1/2020. Hours in excess of PTO cap on 1/1/202 paid into post-retirement health care savings.

Freeborn County SO - Dispatch – Local #434

Term: 3-year CBA covering 2019 - 2021

Wages: New wage table 2019, .5% increase in 2020, and 2% increase in 2021

Economic Changes: Employees are able to cash out compensation time twice a year, June and December.

Grand Rapids PD – Local #239

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020: 2.75%, 2021: 3%, 2022: 2.5%, plus a \$0.75 Market adjustment.

Economic Changes: Increase longevity.

Grand Rapids PD – Sergeants – Local #345

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 2.75% COLA, 2021 3% COLA, 2022 2.5% COLA

Economic Changes: \$0.75 market adjustment for 2022 and a longevity adjustment of \$.35 for 2020, \$.45 for 2021 and \$.55 for 2022. Employees to place 40 hours of FTO into the HCSP, with the stipulation that employees use 84 hours of FTO during the year vs 80.

Employees contribute \$100 into the HCSP per pay period.

Hubbard County SO - Licensed – Local #400

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - 2.75%, 2021 - 2.5%, 2022 - 2.25%

Economic Changes: \$1.00/hour increase to FTO pay; \$0.50/hour increase to Shift Differential; \$100/year increase to Uniform Allowance. Insurance - 2020 contribution remains unchanged. 2021-22: Any increase exceeding 8% will be split equally between employer/employee.

Hubbard County SO – Dispatch / Jail – Local #402

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 2.75% COLA, 2021 2.5% COLA, 2022 2.25% COLA

Economic Changes: Each employee working 12-hour shifts for the day will receive 15 minutes of overtime for briefing their relief. For contract years 2021 and 2022, Hubbard County and employee will share equally any premium increase above 5% per year, for so long as Hubbard Co employee health insurance is provided through Prime Health.

Isanti PD – Local #217

Term: 3-Year CBA covering 2020 - 2022

Wages: 3% increase each year of the contract

Economic Changes: Increase Uniform Allowance to \$100/month

Isanti PD - Lieutenants – Local #416

Term: 3-Year CBA covering 2020 - 2022

Wages: 3% increase each year of the contract

Economic Changes: Increase the uniform allowance to \$100 per month.

Jackson County SO – Local #53

Term: 3-year CBA covering 2019 - 2021

Wages: 2020 - 3%; 2021 - 3.25%; 2022 - 3.25%

Economic Changes: Field Training Officers will receive 0.25 hours of overtime for every 2-hour block of training; \$15 Uniform Allowance increase in 2022. For Outside Employment: remove the clause "does not involve the use of police powers" which allows deputies to work for Cities part-time; Deputies may use their Uniform Allowance to purchase a handgun for off duty once every 10 years with approval from the Sheriff

Jackson County SO - Supervisors - Local #233

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - 3%; 2021 - 3.25%; 2022 - 3.25%

Economic Changes: Field Training Officers will receive 0.25 hours of overtime for every 2-hour block of training; \$15 Uniform Allowance increase in 2022. For Outside Employment: remove the clause "does not involve the use of police powers" which allows deputies to work for Cities part-time; Deputies may use their Uniform Allowance to purchase a handgun for off duty once every 10 years with approval from the Sheriff.

Mankato PD - Commanders - Local #276

Term: 2019

Wages: 2.5% COLA January 1st through June 30th / Additional 5.48% increase as a result of transition to the new City pay plan effective July 1st (Grade 16, all current Commanders installed at "max" pay step)

Economic Changes: Health insurance language and calculation clarifications / agreement as to comparable employers to be used for external market comparisons

Mankato PD - Sergeants - Local #424

Term: 3-year CBA covering 2019 - 2021

Wages: 2019 2.5% COLA, 2020 3% COLA, 2021 2.75% COLA

Economic Changes: Complete realignment in steps to accommodate an additional wage adjustment, Uniform Allowance will be increased to \$1,000, Shift Differential will be paid out at \$135 per month if the employee is assigned to the mid or night shift. Sergeants split in this contract from the Commanders. Insurance to remain the same with a "me too" clause if another bargaining unit gets anything better in their settlement, sick leave language brought into compliance with MN 181.9413, working out of class pay was established when assigned as acting Commander, employee putting in \$30 per pay check in HCSP

Metro Transit - Supervisors - Local #203

Term: 3-Year CBA covering 2018 - 2020

Wages: Arbitration Award: 2018: 2.5%; 2019: 2.5%; 2020:2.5%, 1% market adj.

Metro Transit PD - Part Time - Local #192

Term: 3-Year CBA covering 2018 - 2020

Economic Changes: Statutory minimum part-time work year / five pay steps, the first four based on tenure and the last beginning after five years and also requiring at least 2,000 cumulative hours worked / COLA = 2.5% effective January 1st of each year / increases in uniform allowance and the severance cap.

Morrison County SO Corrections – Local #409

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 2% COLA, 2021 3% COLA, 2022 3% COLA

Economic Changes: Uniform Allowance Increase: 2020 = \$414.75, 2021 = \$435.48, 2022 = \$457.25. 2021 = 5 hours comp and 5 hours pay on a holiday, 2020 = 6 hours comp and 6 hours pay on a holiday. Comp Bank will have a cap of 85 hours with no restrictions on its use. All employees shall contribute 2.5% of their gross of each paycheck into their HCSP. No changes to insurance. Article #16.4 will incorporate the existing MOU for training. Article #17.2 revised language for PTO use.

Orono PD – Local #40

Term: 3-Year CBA covering 2020 - 2022

Wages: 3% each year

Economic Changes: 1) Eliminate Start and 6-month steps at bottom of pay scale 2) Add 11% longevity step at 18 years 3) Add 16 hours of vacation at the 20-year step 4) Increase Comp Bank to 48 hours

Orono PD Sergeants – Local #168

Term: 3-Year CBA covering 2020 - 2022

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

Economic Changes: 3 years : 3% each year, comp increase to 48 hours with 24-hour carryover, additional 2% longevity step

Ortonville PD – Local #443

Term: 2-Year CBA covering 2019 - 2020

Wages: First Contract

Economic Changes: Wage reopener for 2020

Otter Tail County SO – Local #396

Term: 3 Year CBA covering 2020-2022

Wages: 2020 3% COLA, 2021 3% COLA, 2022 3% COLA

Economic Changes: \$.50 per hour on top of wages for Uniform Allowance, additional \$.08 per hour on top of wages for Specialty Uniform Allowance, \$.39 increase to On-Call, \$.50 increase to FTO, \$.20 increase to Shift Differential, and a \$.07 increase to those serving in the capacity of Investigative Supervisor.

Pierz PD – Local #446

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 Pay Grid Implemented, 2021 3% COLA, 2022 2% COLA

Red Lake County SO – Local #175

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 - 2.5% 2021 - 2.5% 2022 - 3%

Economic Changes: \$1.00/ hour shift differential for all employees who are working the following shifts: a. 5pm-3am Mon-Thurs; b. 5pm-3am Fri- Mon including daytime hours.

On-call to get \$3.00/hour

Rochester PD- Local #194

Term: 3-Year CBA covering 2019 - 2021

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

Economic Changes: Add high deductible insurance plan with HSA contributions from the City. Add Patrol Specialist Pay program. Investigators eligible for on-call pay. Language changes to holiday article and insurance article in reference to high deductible plan.

St. Cloud Firefighter Captains - Local #448

Term: 2-Year CBA covering 2019 - 2020

Wages: 2%: 1/1/2019; 1% 7/1/2019 and 3% 1/1/2020

Economic Changes: Increase in electronic communications pay to 2.5 hours per pay period.

Stevens County SO - Local #5

Term: 2-Year CBA covering 2020 - 2021

Wages: 2020 - 1.25% 2021 - 2%

Economic Changes: Shift diff increase to \$1.35/hour starting 2021. Created New Step 6 this contract with 5.5% increase overstep 5. Increased "component benefit plan" contribution from \$750 to \$800. Insurance reopener if increase in 2021 is 5% or more. Already had longevity - +\$.15/hr. at start of year 6; =\$.25/hour at start of year 11; +\$.30/hour at start of year 16; +\$.35/hour at start of year 21; +\$.40/hour at start of year 26.

Swift County SO - Local #10

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020-2.5% COLA, 2021-2.25% COLA, 2022-2.25% COLA

Economic Changes: Overall Wage Adjustment from Wage Study, \$0.50 Shift Differential for all hours worked between 1800-0600, Uniform Allowance will be increased \$15 each year for dispatch/jail and \$25 each year for deputies.

Health Care will remain the same, Sick Leave language will be in compliance with MN 181.9413, Employees will contribute 2.5% of their gross wages into the HCSP

Tracy PD - Local #140

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 2.5% COLA, 2021 2.5% COLA, 2022 2.5% COLA

Economic Changes: Complete Grid Adjustment which increased every step. \$0.25 per hour Shift Differential. Allowed to accrue up to 80 hours comp and put 40 hours in at the end of the year into HCSP. Severance goes into HCSP. Attendance at MPPOA Conference approved.

Traverse County SO - Local #148

Term: 2-Year CBA covering 2020 - 2021

Wages: 2.25% cola for 2020, wage reopener for 2021

Economic Changes: Shift Differential from \$1.00 to \$1.25/hour. Increase unused vacation carry over bank from 250 to 258. Amend language to cover all on-call hours. Used to have two unpaid hours on-call.

Wabasha PD – Local #472

Term: One year - 2020

Wages: 2.0% general wage increase

Wadena County SO - Local Name – Local #433

Term: 3-Year CBA covering 2019 - 2021

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

Waterville PD – Local #135

Term: 3-Year CBA covering 2020 - 2022

Wages: 2020 2% COLA 01/01 and .5% COLA 07/01, 2021 2% COLA 01/01 and .5% COLA 07/01, 2022 2% COLA 01/01 and .5% COLA 07/01

Economic Changes: Eliminate 0-6-month step and add a 6% 10-year step. Add shift differential of \$0.25 per hour for all hours worked from 1700-0500.

Wayzata PD – Local #37

Term: 3-Year CBA covering 2020 - 2022

Wages: 3% increase each year

Economic Changes: 25/month increase in FTO and Firearm Instructor; \$50/month increase to Investigator Pay; \$30/month Fitness membership payment

Winnebago PD – Local #379

Term: : 2-Year CBA covering 2020 - 2021

Wages: 3% for 2020 and 2021

Economic Changes: Wage scale was reduced from 8 steps to 7, moving the percentages of step 8 into steps 6 and 7. Insurance, City to increase to \$850.00 with a reopener in 2021. Court time provision.