

January 2020

Apple Valley PD- Local #71

Term: 2 years - 2020-2021

Wages: 2020 - 3% 2021 - 3%

Economic Changes: Added 2.5% to base wages and eliminated wellness compensation language, Increase in uniform allowance from \$950 to \$1000. An employee who provides a minimum of six (6) months notice in advance of resignation will receive a one-time cash payment of \$1,000 three (3) to six (6) months notice \$500 one-time payment.

Benson PD- Local #12

Term: 3 Year = 2020-2022

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

Economic Changes: Market Adjustment to each step on the pay grid, increase of \$.50 to shift differential, 100 per month stipend to SRO position and an additional increase of 4 hours in holiday pay on Christmas Eve.

Benton County SO Non Licensed- Local #323

Term: 3 year - 2020 -2022

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

Economic Changes: Increase in shift lead pay from \$1/hour to \$1.50/hour, increase in insurance contribution, funeral leave defined a shift rather than "day", wellness benefit; defined as shift rather than 8 hours for benefit, vacation maximum of 288 at end of the calendar year not pay period, remove peace officer work within the workers comp language.

Blaine PD- Local #165

Term: 3 years - 2020-2022

Wages: 3% increase each year

Economic Changes: Increase FTO from \$100/month to \$200/month; Increase Insurance contribution by \$50 per month per year; Increase Detective On-Call pay from \$200/month to \$300/month

Centennial Lakes PD- Local #154

Term: 3 year - 2020-2022

Wages: 3%, 2.75%, 2.75%

Economic Changes: Added 4th Step with \$.24 increase; increased Employer insurance contributions (from \$1080 to \$1100 to \$1125 to \$1150) per month

Centennial Lakes PD Sergeants- Local #328

Term: 3 year - 2020-2022

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

Economic Changes: FTO pay will be \$2.50 per hour of training versus 1.5 hours of comp time. Added \$.50 Shift Differential for all hours worked from 2230-0630.

Cold Spring PD- Local #264

Term: 3 year – 2020-2022

Wages: 3% each year of the contract

Economic Changes: Investigator Pay \$150/month; Increase Weekend Shift Differential from fifty cents to sixty cents/hour; Add Health Club membership of \$20/month; Increase Uniform Allowance 4% each year

Crosby PD Sergeants – Local #451

Term: 2 Year – 2020-2021

Wages: 2020 - 2% 2021 - 2.5%

Economic Changes: Initial Contract

Crow Wing County SO Dispatchers- Local #13

Term: 3 year – 2020-2022

Wages: 3% added to the Salary Schedule in 2020, 2021 and 2022

Economic Changes: Increase shift differential to \$.70 and training pay to \$2.00

Dakota County Communications – Local #336

Term: 3 year – 2020-2021

Wages: 3% Each Year

Economic Changes: Weekend Shift Differential \$1.00 per hour between 17:00 Friday and 06:00 Monday; CTO increased to \$3.75 per hour

Deephaven PD- Local #45

Term: 3 year – 2020-2022

Wages: 3% each year

Economic Changes: \$.50 shift Differential starting 1/1/2021

Deer River PD – Local #401

Term: 3 years – 2020-2022

Wages: 6% in 2020, 0 in 2021, 2022 - Compressed step to top out in 2 years

Economic Changes: Increase in longevity by \$28/month

Forest Lake PD – Local #111

Term: 3 year – 2020-2022

Wages: 01/01/2020 - 2%, 01/01/2021 - 2%, 01/01/2022 - 2%, 01/01/2021 - 1%, 01/01/2022 - 1%

Economic Changes: An additional \$75.00 annually for uniforms (now in a lump sum payment) , additional \$50.00 towards insurance each year (\$1265 in 2020, \$1315 in 2021 and \$1365 in 2022) School Resource officers will be paid an additional \$.50, one investigator will be designated as an 8 year rotational investigator and receive a monthly stipend of \$250/month (\$25 over other investigators)

Forest Lake PD Sergeants- Local #326

Term: 3 year - 2020-2022

Wages: 4%-3%-3%

Economic Changes: Added Investigative Sergeant Stipend of \$225 per month.

La Crescent PD - Local #121

Term: 3 years (2020-2022)

Wages: 3.0% in 2020, 3.25% in 2021, 3.5% in 2020.

Economic Changes: Increase city insurance contribution by \$50/mo each year.

Lakeville PD Lieutenants- Local #384

Term: 2 year - 2020-2021

Wages: 3% each year

Economic Changes: New Wage Scale Negotiated

Maple Grove PD Sergeants- Local #308

Term: 3 year - 2020-2022

Wages: 3% for 2020, 3% 2021, 3% 01/01/2022 and 1% 07/01/2022

Menahga PD - Local #426

Term: 3 year - 2020-2022

Wages: 2020 -New pay plan 2021 -2.25% 2022 - 2.5%

Economic Changes: Change in pay plan 2019 was 16 steps; new is 5 steps, time and one half for holidays, one and one-half (1 ½) times for hours worked in excess of regularly scheduled shift, 48 hours of comp time with 24 hours carry over.

Mendota PD - Local #76

Term: 2 year - 2020-2021

Wages: 3% for 2020 and 2021

Economic Changes: Went to PEIP for insurance

Montgomery PD & Sergeants - Local #87

Term: 2 year = 2020-2021

Wages: 2 % each year

Economic Changes: 2019 compensation study completed / The new pay grid has 7 steps for Officer and Sergeant with no longevity / Upward placement into the new wage scale, and then 2% COLA each year of the agreement.

Mountain Lake PD – Local #360

Term: 3 year – 2020-2022

Wages: 10%, 5%, 5%

Economic Changes: The local was anywhere between 20% and 30% below the market average for start and top wages, depending on which of the three market comparisons which were made is considered. The employer has been responsive and by the end of this contract will have made up about half of that gap by providing a 10% increase for 2020, and 5% increases for 2021 and 2022.

New Ulm PD – Local #150

Term: 2 year – 2020-2021

Wages: 3 %, 3%

Economic Changes: Added: Social Media Pay, floating holiday, reimbursement for membership at community center

Ortonville PD – Local #443

Term: 2 year – 2019-2020

Wages: 3 % each year

Economic Changes: Wage reopener

Osseo PD– Local #182

Term: 3 Year - 2020-2022

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

Economic Changes: 4.25% market adjustment to the starting wage, revised longevity schedule moving the 6 year step to 5 years, 11 year step to 10 years, and the 16 year step to 15 years. Stand-by pay goes from straight time to time and one-half. Added \$.50 shift differential from 1800-0600 hours. \$40 annual increase to uniform allowance.

Otter Tail County SO Licensed – Local #397

Term: 3 year - 2020, 2021, 2022

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

Economic Changes: Shift diff increase - \$1.55 2020, +3% cola in 2021 and 3% cola in 2022. FTO increase - \$2.50 2020, +3% cola 2021, +3% cola in 2022. Investigator pay increase - \$2.27/hour 2020, +3%cola 2021, +3%cola 2022. Uniform allowance increase - \$978.50 each year, +3%cola 2021, +3%cola 2022.. Specialty pay for SWAT and Drive Team increase - \$.10/hour up to 2080 hours 2020, +3%cola 2021, +3%cola 2022.

Redwood County SO Licensed – Local #404

Term: 3 year - 2020-2022

Wages: 2.5%-3%-3%

Economic Changes: Stewards will be paid for two negotiation rounds if on duty (won't need to use benefit time). Field training compensated at \$125 per week. Task Force language to contract = \$350 stipend per month.

Redwood County SO Non Licensed – Local #114

Term: 3 year – 2020-2022

Wages: 2.5%-3%-3%

Economic Changes: FTO Pay Added to Contract (\$1.00 per hour); 2 contract rounds paid if on duty (no use of benefit time);

Sauk Rapids PD– Local #366

Term: 1 year - 2020

Wages: 3%

Scott County SO Licensed Sergeants – Local #332

Term: 3 years - 2020-2022

Wages: General wage increases of: 2.75% in 2020, 2.5% in 2021, 2.75% in 2022.

Economic Changes: Increase PTO max to 480, increase shift diff to \$1.25/hr, increase detective diff to \$250.00/mo

Spring Lake Park PD – Local #7

Term: 2 year – 2020-2021

Wages: 2020 3% COLA and 2021 3% COLA

Economic Changes: 2020 = \$500 Lump Sum Payout and 2021 = \$500 Lump Sum Payout

Spring Lake Park PD Sergeants – Local #265

Term: 2 year – 2020-2021

Wages: 3% each year

Economic Changes: \$500 market adjustment each year (paid in January, first pay cycle)

Three Rivers Park Police Sergeants – Local #296

Term: 3 year - 2020 -2022

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

Economic Changes: Increase in uniform allowance from \$325 to \$350 .

Virginia PD – Local #195

Term: 3-year - 2020-2022

Wages: 2020: 3%, 2021: 3%, 2022: 2.75%, Add 7 year step at 2% and a 10 year step at another 2%

Economic Changes: 1% Deferred Comp dump for all, then match. Employee puts in 4%, Employer puts in 5%. Sick severance of upto 200 hours; and one day of vacation for each of service when retiree with at least 20 years.