

ORIGINAL

**AGREEMENT
BETWEEN
COUNTY OF MURRAY
AND
LAW ENFORCEMENT LABOR SERVICES, INC.
(LOCAL NO. 131)**

Effective January 1, 2021 through December 31, 2023

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This Agreement is entered into by the County of Murray, hereinafter referred to as the Employer, and Law Enforcement Labor Services, Inc., hereinafter referred to as the Union.

ARTICLE 1 - PURPOSE OF AGREEMENT

- 1.1 This Agreement has as its purpose the promotion of harmonious relations between the Employer, its Employees and the Union, the furtherance of efficient governmental services; the establishment of an equitable and peaceful procedure for the resolution of disputes that may arise without interference or disruption of efficient operation of the department, and the establishment of a formal understanding relative to all terms and conditions of employment.

ARTICLE 2 - RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative under Minnesota Statutes 179A.03, Subdivision 8, for all Employees of the Murray County Sheriff's Department bargaining unit as identified by the Bureau of Mediation Services, certification of Exclusive Representative dated January 29, 1985, Case No. 85-PR-455-A.
- 2.2 In the event the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.
- 2.3 The Employer agrees not to enter into any additional agreements with Employees, individually or collectively concerning any terms or conditions of employment.

ARTICLE 3 - EMPLOYER AUTHORITY

- 3.1 The Employer retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel; to establish work schedules; and to perform any inherent managerial function not specifically limited by this Agreement.
- 3.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.

ARTICLE 4 - EMPLOYER SECURITY

- 4.1 Neither the Union, its officers or agents, nor any of the Employees covered by this

Agreement will engage in, encourage, sanction, support or suggest any strike, slowdown, mass resignations, mass absenteeism, the willful absence from one's position, the stoppage of work or the abstinence in whole or in part of the full, faithful and proper performance of duties of employment for the purpose of inducing, influencing, or coercing a change in the conditions, compensation or the rights, privileges or obligations of employment.

ARTICLE 5 - UNION SECURITY

- 5.1 The Employer agrees to cooperate with the Union in the deduction of regular monthly dues, for those Employees who request in writing to have regular monthly Union dues checked off by payroll deduction. The Employer agrees to remit such regular monthly dues in a manner to be prescribed by the Union.
- 5.2 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this Article.
- 5.3 The Union may designate members to act as stewards or officers and will inform the Employer of such choice and of any changes in stewards or officers in writing.
- 5.4 The Employer agrees to make space available on the Employer bulletin board for the posting of official Union notice(s) and announcements and make space available for Union meetings when it does not conflict with the operation of the department.
- 5.5 The Employer agrees to allow the officers and representatives of the bargaining unit reasonable time off and leaves of absence, with prior approval and without pay, for the purpose of conducting Union business when such time will not unduly interfere with the operations of the department.
- 5.6 The Employer agrees to post all promotional opportunities within the departments; to publish the method by which promotions will be made within the department; and to make copies of all work rules and regulations available to Employees.

ARTICLE 6 - EQUAL APPLICATION

- 6.1 The Employer will not discriminate against, interfere with, restrain, or coerce an Employee from exercising the right to join or not to join the Union or participate in an official capacity on behalf of the Union which in accordance with the provisions of this Agreement. The Union will not discriminate against, interfere with, restrain, or coerce an Employee from exercising the right to join or not to join the Union and will not discriminate against any Employee in the administration of the Agreement because of non-membership in the Union.

ARTICLE 7 - LEGAL SERVICE

- 7.1 The Employer will provide liability insurance for each Employee covered by this Agreement that is equal to or greater than what is now available through the Minnesota Counties Intergovernmental Trust.

ARTICLE 8 - EMPLOYEE RIGHTS-GRIEVANCE PROCEDURE

- 8.1 Definition. A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

- 8.2 In the event of such grievance arising there will be no suspension of operations but an earnest effort will be made to resolve such grievances in the manner provided by this Agreement.

- 8.3 It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and the Union Representative shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the Employer during normal working hours provided the Employee and the Union Representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

- 8.4 Procedure. Grievances, as defined by Section 1, shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Sheriff. The Sheriff will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested and shall be appealed to Step 2 within ten (10) calendar days after the Sheriff's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the Union and discussed with the County Board's designated Step 2 representative. The Employer-designated representative shall give

the Union the Employer's Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 2A. If the grievance is not resolved at Step 2 of the grievance procedure, the Union may submit the matter to mediation with the Bureau of Mediation Services. Submitting the grievance to mediation preserves timeliness for submitting the grievance to Step 3 of the grievance procedure.

Step 3. A grievance unresolved in Step 2 or Step 2A and appealed to Step 3 by the Union will be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act. Arbitration will be in writing and will set forth the issues to be arbitrated and the relief sought. The Bureau of Mediation Services will be requested to name a panel of arbitrators. The parties will then choose the arbitrator by the Union and the Employer alternately striking a name from the list until one remains as the arbitrator employed to arbitrate the dispute. The party to strike first will be determined by lot.

8.5 Arbitrator's Authority. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted. The arbitrator's decision shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings the cost shall be shared equally.

8.6 Waiver. If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union.

ARTICLE 9 - DISCIPLINE

- 9.1 The EMPLOYER will discipline employees for just cause only. Discipline will be in one of the following forms:
- a. oral reprimand;
 - b. written reprimand;
 - c. demotion; or
 - d. discharge.
- 9.2 Notices of suspension, demotions and discharges will be in written form and will state the reason(s) for the action taken. Suspension will set forth the time period for which the suspension will be effective. Demotions will state the classification to which the Employee is demoted. The Union will be provided with a copy of each such notice.
- 9.3 Written reprimands, notices of suspension and notices of discharge which are to become part of an Employee's personnel file will be read and acknowledged by signature of the Employee. The Employee will receive a copy of such reprimands and/or notices. Minor offenses, other than those that show a problem of a continuing nature, will be purged from an Employee's personnel file after one (1) year. Other incidents will be retained and will be given appropriate consideration for discipline. One factor in consideration will be the timeliness of the earlier incident.
- 9.4 Employees will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have a Union representative present at such questioning.
- 9.5 Grievances relating to this ARTICLE shall be initiated by the UNION at Step 3 of the grievance procedure under ARTICLE VIII of this AGREEMENT.
- 9.6 Employees may examine their own personnel files at reasonable times under the direct supervision of the Employer.

ARTICLE 10 - WORK SCHEDULES AND HOURS OF WORK

- 10.1 The normal work year for full-time employees is two thousand eighty (2,080) hours to be accounted for by each employee through:
- a) Scheduled hours of work;
 - b) Authorized leave time;
 - c) Training required by the Employer
- 10.2 Nothing contained in this or any other Article shall be interpreted to be a guarantee of a minimum or maximum number of hours the Employer may assign Employees.

- 10.3 The normal work week is an average forty (40) hours per week two thousand eighty (2080) a year with the understanding that shift assignments are made without reference to the standard seven (7) day period.
- 10.4 The Employer reserves the absolute right at its sole discretion to establish schedules without regard to usual or traditional practices.
- 10.5 Work schedules showing the Employees shifts, workday and hours will be maintained by the Employer. Once such work schedules are established and until they are changed by the Employer, such schedules will be the regular work schedule.
- 10.6 Employees will receive \$180.00 per month as compensation for on-call time.
- 10.7 Employees may voluntarily switch shifts with the prior approval of their supervisor. Voluntary switching of shifts will not obligate the Employer for overtime pay. Shifts must be repaid within one (1) year.
- 10.8 Employees have the obligation to work overtime or callbacks if directed by the Employer. Callbacks and court time will require a minimum of three (3) hour compensation at time and a half (1-1/2) rates.
- 10.9 Early reports or extension of shifts does not qualify an Employee for callback or court time minimum guarantee.

ARTICLE 11– OVERTIME PAY

- 11.1 Employees will be compensated at one and one-half (1-1/2) times the Employee's regular base rate of pay for hours worked in excess of a regularly scheduled shift. All overtime will be authorized in advance, except in an emergency situation. Changes in shifts do not qualify an Employee for overtime under this Article.
- 11.2 For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded, or paid twice for the same hours worked. Employees will be granted overtime either on the one and one-half (1-1/2) rate of pay or one and one-half (1-1/2) compensatory time for all hours worked beyond their scheduled shift. This choice will be mutually agreed to by the Employee and the Employer.
- 11.3 Overtime will be calculated and rounded to the nearest one quarter (1/4) hour.
- 11.4 No employee may accrue compensatory time in excess of 160 hours. No employee may carry over more than 80 hours of compensatory time into the following year.
- 11.5 Employees may obtain payment for all or part of their accrued compensatory time by making a written request on a form supplied by the employer and submitted along with any biweekly time sheet. The payment shall be made with the next

regularly-scheduled payroll.

ARTICLE 12 - COURT TIME

- 12.1 An Employee required to appear in court during their scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the Employee's base pay rate. An extension or early report to a scheduled shift for duty does not qualify the employee for the three (3) hour minimum.

ARTICLE 13 - CALL BACK TIME

- 13.1 An employee who is called to duty during their scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the employee's base pay rate. An extension or early report to a scheduled shift for duty does not qualify the employee for the three (3) hour minimum.

ARTICLE 14 - SENIORITY

- 14.1 County seniority will be determined by the Employee's length of continuous employment with Murray County. County seniority will apply to vacation and sick leave accumulation.
- 14.2 Bargaining unit seniority will be determined by the Employee's length of continuous service within the bargaining unit.
- 14.3 Classification seniority will be determined by the Employee's length of continuous employment in a job classification.

ARTICLE 15 - LAYOFF AND RECALL

- 15.1 A reduction in the work force will be accomplished on the basis of inverse classification seniority, provided all probationary and temporary Employees in the classification are laid off first. An Employee may bump into a previously held lower classification on the basis of bargaining unit seniority, provided he/she is qualified to perform all the duties of the lower classification to avoid a layoff, his/her new salary will be the lesser of his/her present salary or the maximum rate for the new classification.
- 15.2 An Employee who is laid off retains recall rights for eighteen (18) months. Employees will be recalled in irverse order of layoff. Employees must remain qualified to be eligible for recall.
- 15.3 Notice of recall will be sent to the Employee's last known address by certified or registered mail. If an Employee fails to report to work as directed within fourteen

(14) days of the mailing of the notice, the Employee will be deemed to have resigned. It is the Employee's obligation to maintain a current address and telephone number with the Employer during a layoff.

ARTICLE 16 - PROBATION

- 16.1 All new Employees will serve a six (6) month probationary period.
- 16.2 During the probationary period, a new Employee may be terminated at the sole discretion of the Employer.
- 16.3 A new Employee will earn vacation and sick leave from the date of hire, however, vacation credits and sick leave will not be used until the Employee has completed his/her probationary period. No vacation or sick leave will be due an Employee who fails to complete the probationary period.
- 16.4 A promoted Employee will serve a six (6) month trial period. During the trial period a promoted Employee may be returned to the Employee's former position at the sole discretion of the Employer. During the trial period the Employee may elect to return to the Employee's former position.

ARTICLE 17 - HOLIDAYS

Employees will be granted Holiday benefits in accordance with Murray County Policy 709b with the following exceptions: (a) two (2) hours to be given for Christmas Eve – Weekday to be scheduled on a time agreed to by the Sheriff; and (b) In the event an Employee works more than an eight-hour shift on a Holiday, that Employee will receive Holiday pay for all hours actually worked on the Holiday.

ARTICLE 18 – VACATION

Employees will be granted Vacation benefits in accordance with Murray County Policy 718.

ARTICLE 19 - INSURANCE

- 19.1 The Employer shall provide health insurance coverage in the Employer's comprehensive major medical group plan to regular employees scheduled to work thirty (30) hours or more per week. An employee will be eligible for insurance coverage upon successful completion of the first whole month of employment.

For the duration of this contract term, 2021-2023, the Employer will contribute amounts equal to those contributed by the Employer for its non-organized employees.

ARTICLE 20 – COMPENSATION

Employees will be granted Compensation in accordance with Appendix A.

ARTICLE 21 - SICK LEAVE / INJURED ON DUTY

Employees will be granted sick leave and severance pay benefits in accordance with Murray County Policy 728.

- 21.1 INJURY ON DUTY: The parties recognize that Employees working for the Murray County Sheriff's Department and covered by this Agreement face a high potential for injury due to the nature of their employment. Such Employee, who, in the ordinary course of employment and while acting in a reasonable and prudent manner and in compliance with the established rules and procedures of the Employer incurs a disabling injury, will be compensated in an amount equal to the difference between the Employee's regular rate of pay and benefits paid under Worker's Compensation, without deduction from the Employee's accrued sick leave. Such compensation will not exceed an amount equal to six (6) months of the Employee's regular monthly rate of pay per disabling injury. In no instance will the total amount of monies received by the Employee exceed the Employee's current rate of pay.

ARTICLE 22 - FUNERAL LEAVE

Employees will be granted Funeral Leave in accordance with Murray County Policy 711.

ARTICLE 23 - LEAVES OF ABSENCE

- 23.1 Any request for leave of absence without pay will be submitted in writing by the Employee to the Sheriff and the County Board. The request will state the reason the leave of absence is being requested and the approximate length of time off the Employee desires. Approval shall be at the discretion of the Employer. Authorization for or disapproval of leave of absence will be furnished to the Employee by the County Board. It will be in writing.

ARTICLE 24 – JURY DUTY

Employees will be granted Jury Duty benefits in accordance with Murray County Policy 713.

ARTICLE 25 - MILEAGE REIMBURSEMENT

25.1 The Employer will reimburse Employees for the use of their personal vehicle at the rate established by the County Board when such use is authorized by the Sheriff.

ARTICLE 26 - UNIFORM ALLOWANCE

26.1 The Employer will provide Employees with an annual uniform allowance of one thousand two hundred dollars. (\$1,200.00). Said allowance will be payable in two equal semi-annual payments as follows:

January 1	\$600.00
July 1	\$600.00

If an employee leaves employment in the bargaining unit for any reason during the year, the employee must refund a pro-rata portion of the payments received equal to the proportion of the number of elapsed calendar days in the year to the number of total days in the year. The employer may deduct the refund from the employee's final paycheck. In addition to the above, the Employer will provide a vest, the type and quality of which will be mutually agreed to by the Employee and Employer.

The Employer will pay for the initial uniform of a new employee. The items to be included in the initial uniform are subject to the approval of the Sheriff. New employees will be eligible for their first uniform allowance payment on the next scheduled date after successful completion of their six-month probation period.

ARTICLE 27 - TRAINING

27.1 An Employee attending approved schooling or training on the Employee's scheduled day off will receive straight time at the Employee's regular rate of pay for all hours attending such a course.

27.2 An Employee qualifying for the use of the Employee's service weapon will be compensated at time and one-half (1-1/2) the Employee's regular rate of pay for all hours required to qualify.

27.3 The Employer will pay the cost of an Employee's Peace Officer (P.O.S.T.) License each three-year period.

ARTICLE 28 - SAVINGS CLAUSE

28.1 The Agreement is subject to the laws, ordinances, and regulations of the United States, the State of Minnesota, and the County of Murray. In the event any

provisions of this Agreement will be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision will be voided. All other provisions of this Agreement will continue in full force and effect.

28.2 The voided provision may be renegotiated at the written request of either party.

ARTICLE 29 - WAIVER

29.1 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any terms or conditions of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The Employer and the Union each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement or with respect to any term or condition of employment not specifically referred to or covered by this Agreement, even though such terms or conditions may not have been within the knowledge or contemplation of either or both parties at the time this contract was negotiated or executed.

ARTICLE 30 - DURATION

30.1 This Agreement shall be effective as of January 1, 2021, and shall remain in full force and effect until the 31st day of December, 2023.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 23rd day of February, 2021.

FOR LAW ENFORCEMENT LABOR SERVICES, INC.:

Jeffery Tol 2-18-2021
#5124 2/23/2021

FOR THE COUNTY OF MURRAY:

David Shumir 2/23/2021
Q W J 2.23.2021

APPENDIX A

SALARY SCHEDULE for Employees in the LELS Bargaining Unit

LELS Contract

2021	Grade	Min(1)	B(2)	C(3)	D(4)	E(5)	F(6)	G(7)	H(8)	I(9)	Max (10)
	11	\$25.58	\$26.43	\$27.29	\$28.14	\$28.99	\$29.85	\$30.70	\$31.55	\$32.40	\$33.26
	12	\$27.12	\$28.02	\$28.92	\$29.83	\$30.73	\$31.64	\$32.54	\$33.44	\$34.35	\$35.25

2022	Grade	Min(1)	B(2)	C(3)	D(4)	E(5)	F(6)	G(7)	H(8)	I(9)	Max (10)
	11	\$26.22	\$27.10	\$27.97	\$28.84	\$29.72	\$30.59	\$31.47	\$32.34	\$33.21	\$34.09
	12	\$27.79	\$28.72	\$29.65	\$30.57	\$31.50	\$32.43	\$33.35	\$34.28	\$35.21	\$36.13

2023	Grade	Min(1)	B(2)	C(3)	D(4)	E(5)	F(6)	G(7)	H(8)	I(9)	Max (10)
	11	\$26.87	\$27.77	\$28.66	\$29.56	\$30.45	\$31.35	\$32.24	\$33.14	\$34.04	\$34.93
	12	\$28.48	\$29.43	\$30.38	\$31.33	\$32.28	\$33.23	\$34.18	\$35.13	\$36.08	\$37.03

The Employer will pay .5 hour per day to Canine Deputy Sheriff for the purpose of caring for the canine.

Effective January 1, 2021 and retroactive to January 1, 2021, Employees who are assigned by the Employer to act as a Field Training Officer (“FTO”) will receive an additional \$2.00 per hour for each hour actually worked in the capacity of a FTO.

Effective January 1, 2021 and retroactive to January 1, 2021, Employees who have been employed in, and members of, the bargaining unit for the one full prior calendar year shall receive a step increase.

Effective January 1, 2022, Employees who have been employed in, and members of, the bargaining unit for the one full prior calendar year shall receive a step increase.

Effective January 1, 2023, Employees who have been employed in, and members of, the bargaining unit for the one full prior calendar year shall receive a step increase

The Employer has the right to hire a new employee at any step shown on the wage scale above. “Grade 11” on the wage scale represents those who are employed in the position of “Deputy Sheriff.” “Grade 12” on the wage scale represents those who are employed in the position of “Deputy Sheriff/Emergency Manager Director” or “Drug/General Investigator.”

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the County of Murray (hereafter “County”) and Law Enforcement Labor Services, Inc., Local #131 (hereafter “Union”).

WHEREAS, the County and the Union are parties to the January 1, 2021 through December 31, 2023 collective bargaining agreement negotiated (“CBA”) pursuant to PELRA covering the terms and conditions of employment for employees of the Murray County Sheriff’s Department bargaining unit as identified by the Bureau of Mediation Services in a certification decision dated January 29, 1985, BMS Case No. 85-PR-455-A; and

WHEREAS, the Union and County have expressed a desire to establish an agreement to meet and negotiate in the event any legislation is enacted and becomes effective during the term of the CBA that either (1) changes the manner in which a licensed police officer/deputy is indemnified by the County by reducing the County’s statutory indemnification obligation or (2) requires a licensed police officer/deputy to personally maintain liability insurance coverage covering claims against the officer for acts or omissions during paid on-duty time.

NOW, THEREFORE, the County and the Union agree as follows:

1. In the event the Minnesota legislature amends Minn. Stat. §§ 471.44, 466.07, or statutes pertaining to licensure of police officers/deputies in a manner that (1) reduces the County’s current statutory obligation to defend and indemnify deputies or (2) requires members of the Union as a condition of peace officer licensure to personally maintain liability insurance for acts or omissions during paid on-duty time, the County and the Union agree to meet and negotiate regarding the impact of any such amendments on the terms and conditions of employment for members of the Union.
2. The Parties’ agreement to meet and negotiate is limited only to issues created by any future legislative changes to the current manner in which the County is required by law to defend and indemnify deputies acting in good faith and in the performance of the duties of their position or any future legislation requiring peace officers to personally maintain liability insurance coverage for acts and omissions during paid on-duty time as a condition of peace officer licensure. The Parties will document any mutually agreeable changes to the CBA in an appropriate written agreement.
3. This Memorandum of Agreement will sunset and automatically terminate on December 31, 2023.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Agreement on this 23rd day of February, 2021.

COUNTY OF MURRAY

LAW ENFORCEMENT LABOR SERVICES, INC.

David J. Hiner 2/23/21

J. B. Johnson 2-18-2021

Dated: _____

Dated: _____

D. W. [Signature]

[Signature] #5124

Dated: 2-23-2021

Dated: 2/23/2021