

LABOR AGREEMENT BETWEEN

THE CITY OF CHASKA

AND

LAW ENFORCEMENT LABOR SERVICES

LOCAL #447

Lieutenants

JANUARY 1ST 2024 THROUGH
DECEMBER 31, 2025

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ARTICLE 1 – PURPOSE OF AGREEMENT

This AGREEMENT is entered into as of January 1st, 2024 between the City of Chaska, hereinafter called the EMPLOYER, and Law Enforcement Labor Services, Inc. (LELS) Local #447 hereinafter called the UNION.

It is the intent and purpose of this AGREEMENT to:

- 1.1 Assure sound and mutually beneficial working and economic relationships between the parties hereto:
- 1.2 Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application, and
- 1.3 Place in written form the party's agreement upon terms and conditions of employment for the duration of this AGREEMENT.

The EMPLOYER and the UNION, through this AGREEMENT, shall continue their dedication to the highest quality Police service and protection to the residents of the City of Chaska. Both parties recognize this AGREEMENT as a pledge of this dedication.

ARTICLE 2 – RECOGNITION

- 2.1 The EMPLOYER recognizes the UNION as the exclusive representative, under Minnesota Statutes, Section 179.67, Subdivision 3, and Section 179.71, Subdivision 3, for all personnel in the following job classifications:

Lieutenant

- 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.

ARTICLE 3 – DEFINITIONS

- 3.1 UNION: Law Enforcement Labor Services Inc. Local #447.
- 3.2 UNION MEMBER: A member of LAW ENFORCEMENT LABOR SERVICES, INC. Local #447.
- 3.3 SUPERVISOR: A member of the exclusively recognized bargaining until LELS #447.
- 3.4 DEPARTMENT: The Chaska Police Department.
- 3.5 EMPLOYER: The City of Chaska.
- 3.6 UNION OFFICER: Lieutenant(s) elected or appointed by the UNION.
- 3.7 CHIEF: The Chief of the City of Chaska Police Department.

- 3.8 WORKWEEK: The workweek shall average forty (40) hours, making a normal work year of 2,080 hours.
- 3.9 DEPARTMENT HEAD: The Chief of Police.
- 3.10 SENIORITY: Length of continuous service with the EMPLOYER.
- 3.11 SCHEDULED SHIFT: A 8-hour consecutive work period including rest breaks and a lunch break.
- 3.12 LUNCH BREAK: A paid thirty (30) minute period during the scheduled/normal shift.
- 3.13 REST BREAK: Two fifteen (15) minute periods during the scheduled hours of a normal shift.
- 3.14 BASE PAY RATE: The SUPERVISOR'S monthly base wage exclusive of longevity pay, differential pay, or any other special allowance.

ARTICLE 4 – EMPLOYER SECURITY

The UNION agrees that during the life of this AGREEMENT it will not cause, encourage, participate in or support any strike, slow-down, or other interruption of or interference with the normal functions of the EMPLOYER.

ARTICLE 5 – EMPLOYER AUTHORITY

- 5.1 The EMPLOYER retains the sole right to operate and manage all manpower, facilities, and equipment in accordance with applicable laws and regulations of appropriate authorities.
- 5.2 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 6 – UNION SECURITY

- 6.1 The UNION may designate employees from the bargaining unit to act as representative(s) and shall inform the EMPLOYER in writing of such choice and changes in the position of representative(s). The representative(s) shall receive overtime, at time and a half, when attending contract negotiation meetings when off-duty, and when they will meet their overall scheduled hours for that week.
- 6.2 The EMPLOYER shall allow the use of internal e-mail and telephone for posting UNION notices and announcements that are non-partisan and anti-inflammatory communications.

- 6.3 The UNION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders, or judgments brought or issued against the EMPLOYER as a result of any action taken or not taken by the EMPLOYER under the provisions of this Article.
- 6.4 The EMPLOYER shall deduct from the wages of SUPERVISORS who authorize such a deduction in writing, an amount necessary to cover monthly UNION DUES. Such monies shall be remitted as directed by the UNION.

ARTICLE 7 – EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE

7.1 DEFINITION OF A GRIEVANCE

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

7.2 UNION REPRESENTATIVES

The EMPLOYER will recognize REPRESENTATIVES designated by the UNION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The UNION shall notify the EMPLOYER in writing of the names of such UNION representatives and of their successors when so designated, as provided by 6.1 of this AGREEMENT.

7.3 PROCESSING OF A GRIEVANCE

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 SUPERVISORS and shall, therefore, be accomplished during normal working hours only when consistent with such SUPERVISOR duties and responsibilities. The aggrieved SUPERVISOR and 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 that the SUPERVISOR and a UNION representative have notified and received the approval of the designated EMPLOYER representative who determined that such absence is reasonable and would not be detrimental to the work of the EMPLOYER.

7.4 PROCEDURE

Grievances, as defined by Article 7.1, shall be resolved in conformance with the following procedure:

Step 1. A SUPERVISOR 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 EMPLOYER. An EMPLOYER-designated representative 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 EMPLOYER-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the UNION within ten (10) calendar days will be considered waived.

Step 2. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER-designated Step 2 representative. The EMPLOYER-designated representative shall give the UNION the EMPLOYER'S Step 2 answer in writing with 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 3. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER-designated Step 3 representative. The EMPLOYER-designated representative shall give the UNION the EMPLOYER'S answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 with ten (10) calendar days following the EMPLOYER-designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the UNION within ten (10) calendar days shall be considered waived.

Step 3a. If a grievance is not resolved at Step 3 of the grievance procedure, the parties, by mutual agreement, may submit the matter to mediation with the Bureau of Mediation Services. Submitting the grievance to mediation preserves timelines for Step 4 of the grievance procedure. Any grievance not appealed in writing to Step 4 by the UNION within ten (10) calendar days of mediation shall be considered waived.

Step 4. A grievance unresolved in Step 3 or Step 3a and appealed to Step 4 by the UNION shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances," as established by the Bureau of Mediation Services. For grievance matters involving written disciplinary action, discharge, or termination, the assignment of an arbitrator shall be consistent with Minnesota Statute 626.892. For all other grievances the selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services.

7.5 ARBITRATOR'S AUTHORITY

- A. 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 decide on any other issue not so submitted.

- B. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. 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 is later unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the UNION and shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and on the facts of the grievance presented.
- C. 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.

7.6 WAIVER

If a grievance is not presented within the time limits set forth 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 based on 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 take the grievance to the next step. The time limit for each step may be extended by mutual agreement of the EMPLOYER and the UNION in each step.

7.7 CHOICE OF REMEDY

If, as a result of the written EMPLOYER response in Step 3, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 4 of Article VII or to a procedure such as Civil Service, Veteran's Preference, or Fair Employment. If appealed to any procedure other than Step 4 of Article VII, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article VII. The aggrieved employee shall indicate in writing which procedure is to be utilized – Step 4 of Article VII or another appeal procedure – and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 4 of Article VII.

ARTICLE 8 – SAVINGS CLAUSE

This AGREEMENT is subject to the laws of the United States, the State of Minnesota, and the City of Chaska. In the event any provision of this AGREEMENT shall 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 provisions shall be voided. All other provisions of this AGREEMENT shall continue in full force and effect. The voided provision may be renegotiated at the request of either party.

ARTICLE 9 – SENIORITY

- 9.1 Seniority will be determined by the SUPERVISOR'S length of continuous employment with the DEPARTMENT and posted in an appropriate location. Seniority rosters may be determined by the Chief based on time in grade and time within specific classifications. A reduction of the workforce will be accomplished based on seniority. SUPERVISORS shall be recalled from layoff based on seniority. A SUPERVISOR on layoff shall have an opportunity to return to work within two years of the time of his or her layoff before any new employee is hired.
- 9.2 Vacation periods shall be selected based on seniority until March 15 of each calendar year. Requests from more senior employees must only be sought in the same assignment. An example of an assignment is patrol division, investigations, administration, etc. that could affect the specific scheduling of that assignment. Senior employees have a ten (10) day limit from the date of vacation request to respond back to the requesting Peace Officer. No response back after the ten (10) days automatically grants permission to that requesting officer.
- 9.3 Seniority shall prevail. Senior qualified SUPERVISORS shall have first preference on the job.

ARTICLE 10 - DISCIPLINE

- 10.1 The EMPLOYER will discipline SUPERVISORS for just cause only. Discipline will be in the form of:
 - a) Oral reprimand,
 - b) Written reprimand,
 - c) Suspension,
 - d) Demotion, or
 - e) Discharge
- 10.2 Suspension, demotions, and discharges will be in written form.

- 10.3 Written reprimands, notices of suspension, and notices of discharge which are to become part of a SUPERVISOR'S personnel file shall be read and acknowledged by signature of the Peace Officer. Peace Officers and the UNION will receive a copy of such reprimands and/or notices at the time of discipline. SUPERVISORS shall also be notified of any document(s) which are added to or part of the peace officer's personnel file. In the event that a Peace Officer discovers that any such notice was placed in his or her personnel file without their knowledge, the formal grievance process may be applied based upon the time of discovery. SUPERVISORS will also be notified of any document removed from their personnel file.
- 10.4 SUPERVISORS may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 10.5 Discharges will be preceded by a five (5) day suspension without pay.
- 10.6 SUPERVISORS will not be questioned concerning an investigation of disciplinary action unless the SUPERVISOR has been given an opportunity to have a UNION representative present at such questioning, as defined in the Peace Officer Discipline Procedures Act – Minnesota State Statute 626.89. The EMPLOYER and UNION will coordinate to ensure the process moves in a timely manner.
- 10.7 Grievances relating to this Article shall be initiated by the UNION in Step 3 of the grievance procedure under Article VII.

ARTICLE 11 – CONSTITUTIONAL PROTECTION

SUPERVISORS shall have the rights granted to all citizens by the United States and Minnesota State Constitutions.

ARTICLE 12 – OVERTIME

- 12.1 SUPERVISORS will be compensated at one and one-half (1.5) times the SUPERVISOR'S regular base pay rate for hours worked more than 80 hours in a pay period. Changes of shifts do not qualify a SUPERVISOR for overtime under this Article. All continuous assigned work by a SUPERVISOR after fourteen (14) hours is double time.

EMPLOYER-forced hours in excess of eight (8) hours on a regularly scheduled day or any forced time on a regular day off shall be paid at the applicable overtime rate.

- 12.2 Overtime hours worked shall be paid either in the form of salary during the pay period in which they are earned or as compensatory time off. The final determination of the form of payment shall be the EMPLOYER'S responsibility. Determination of salary or compensation will be determined on a case-by-case basis. A maximum of eighty (80)

hours of compensatory time may be carried over from year to year. Approval must be granted by the DEPARTMENT HEAD in advance of compensatory time off. A SUPERVISOR may cash out their compensatory time throughout the year. Any compensatory overage for the year will automatically be paid out on the last pay period of each year.

- 12.3 Overtime will be distributed as equally as practicable.
- 12.4 Overtime refused by SUPERVISORS will, for recordkeeping purposes, be considered as unpaid overtime worked.
- 12.5 For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded, or paid twice for the same hours worked.
- 12.6 Overtime will be calculated to the nearest fifteen (15) minutes.

ARTICLE 13 – COURT TIME

- 13.1 A SUPERVISOR who is required to appear in court during his or her scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1.5) times the SUPERVISOR'S base pay rate or three (3) hours minimum compensatory time at one and one-half times the SUPERVISOR'S base pay rate at the SUPERVISOR'S discretion. An extension or early report to a regularly scheduled shift for a court appearance does not qualify the SUPERVISOR for the three (3) hour minimum.
- 13.2 A SUPERVISOR who is scheduled for court during his or her off-duty time shall check the Carver County Attorney's website after 4:30 pm the day before confirming if their court case is still listed. If the SUPERVISOR'S scheduled court appearance is not canceled by email, phone, or on the website before 4:30 pm the business day prior, the SUPERVISOR shall receive two (2) hours of pay at their regular base rate. An extension or early report to a regularly scheduled shift for a court appearance does not qualify the SUPERVISOR for the two (2) hour minimum.
- 13.3 A SUPERVISOR formerly employed by the DEPARTMENT shall be paid their last earned hourly wage for any court time performed.
- 13.4 In the event a SUPERVISOR is subpoenaed to testify in private party litigation in a capacity other than that of an expert witness regarding an incident that has occurred within the scope of employment for the EMPLOYER involving facts which the SUPERVISOR came to know while on duty as a SUPERVISOR, then the SUPERVISOR shall receive court time pay from the EMPLOYER in accordance with the requirements as outlined in Article XIV. The SUPERVISOR shall not be required to take vacation, Paid

Personal Leave (PPL), or compensatory time if the appearance occurs during their work shift.

ARTICLE 14 – CALL-BACK TIME

A SUPERVISOR who is called to duty during his or her scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half times the SUPERVISOR'S base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the SUPERVISOR for the three (3) hour minimum.

ARTICLE 15 – VACATIONS

15.1 Vacation is earned and granted according to the following schedule:

Years of Service	Hours earned per month
Start 0 through 5 years	6.67 hours (80 hours annual)
6 through 10 years	10 hours (120 hours annual)
11 years	10.67 hours (144 hours annual)
12 years	11.33 hours (152 hours annual)
13 years	13 hours (160 hours annual)
14 years	14 hours (168 hours annual)
15 years	14.67 hours (176 hours annual)
20 years	16.67 hours (200 hours annual)

15.2 A SUPERVISOR may not accumulate vacation leave in an amount greater than one and one-half (1.5) times the amount that the SUPERVISOR earns in one (1) year without the EMPLOYER'S written approval.

15.3 All existing SUPERVISORS are eligible to choose to be on the Paid Personal Leave (PPL) plan on an annual basis. Once this decision has been made, the SUPERVISOR may not choose to go back on the vacation/sick time program.

PPL is earned and granted according to the following schedule:

Years of Service	Annual Accrued Personal Leave/Hours Per Month
Start through completion of year 5	18 days (144 hours) 12 hours
Year 6 through completion of year 10	22 days (176 hours) 14.66 hours
Year 11	23 days (184 hours) 15.33 hours

Year 12	24 days (192 hours) 16 hours
Year 13	25 days (200 hours) 16.66 hours
Year 14	26 days (208 hours) 17.33 hours
Year 15	27 days (216 hours) 18 hours
Year 16	28 days (224 hours) 18.66 hours
Year 17	29 days (232 hours) 19.33 hours
Year 18	30 days (240 hours) 20 hours
Year 19 or more	31 days (248 hours) 20.66 hours

SUPERVISORS choosing to convert over to the PPL shall have their existing banked vacation leave converted to personal leave on a 1:1 basis and will be able to keep their sick leave bank available for future use, as defined by the Personal Leave Plan and Salary Continuation Plan. SUPERVISORS at no time may accumulate personal leave to exceed two (2) times the annual rate at which the SUPERVISOR earns PPL.

- 15.4 PPL and vacation periods shall be selected based on seniority until March 15 of each calendar year as stated in Article 9.3.
- 15.5 PPL time may be used in increments of less than 30 minutes.
- 15.6 SUPERVISORS under the PPL and/or vacation plan shall receive two (2) floating holidays (24 hours) and observe the same Holidays as stated in Article 18.1.
- 15.7 For the purpose of PPL, the definition of good standing means that the SUPERVISOR must give a minimum of two weeks (10 working days) notice unless a mutual agreement has been made between the SUPERVISOR and EMPLOYER to end employment earlier or the SUPERVISOR ends employment due to an injury/disability.
- 15.8 A SUPERVISOR under the PPL plan requesting leave under FMLA may use up to fifteen (15) days of accrued sick leave in accordance with FMLA Article 30. This is supplemental to the benefits in the Personal Leave Plan and Salary Continuation Plan.

All supervisors under the PPL Plan will be governed by the EMPLOYER'S Personal Leave Plan and Salary Continuation Plan unless stated in this agreement. All SUPERVISORS continuing under the vacation/sick time program will continue to be governed by the language of this Labor Agreement unless stated in this agreement.

Annually, SUPERVISORS may designate fifty (50) PPL hours to fund their Deferred Compensation Plan, Health Savings Account, or paycheck.

ARTICLE 16 – SICK LEAVE

- 16.1 A SUPERVISOR who has not elected the PPL plan shall accumulate one day of sick leave per month.
- 16.2 The EMPLOYER shall follow Minnesota State Statute 181.9445, 181.9446, 181.947, and 181.9448.
- 16.3 Sick leave usage shall not be subject to approval and verification by the EMPLOYER.

ARTICLE 17 – HOLIDAYS

- 17.1 The EMPLOYER shall recognize eleven (11) paid Holidays plus two (2) Floating Holidays as specified below:

New Year's Day	January 1
Martin Luther King Day	Third Monday of January
President's Day	Third Monday of February (Lincoln's and Washington's Birthday)
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving Day
Christmas Day	December 25

In the event that the State of Minnesota adopts any new Holidays, the EMPLOYER agrees to recognize and adopt said Holiday as an observed Holiday.

SUPERVISORS beginning employment after January 1st of a calendar year shall receive Holiday leave beginning on the first full pay period in which they are employed. Such SUPERVISORS shall receive an advance of Holiday leave based on their assigned work shift length multiplied by the number of Holidays left through December 31 of the calendar year in which they were first employed.

- 17.2 Holiday leave shall be advanced to the SUPERVISOR on January 1st of each calendar year. The Holiday leave shall be placed in a Holiday leave bank and calculated based on the SUPERVISOR'S assigned work shift and/or assignment. SUPERVISORS will receive a

Holiday bank of hours on January 1 of each calendar year based on the Peace Officer's assigned work shift and/or assignment:

- A SUPERVISOR on an eight (8) hour work shift shall receive ninety-six (96) hours of Holiday leave.

- 17.3 For SUPERVISORS on a fixed Monday to Friday schedule, if any of the Holidays falls on a Sunday, then Monday is the official Holiday, and if any falls on a Saturday, then Friday will be the official Holiday.
- 17.4 A SUPERVISOR who works on any of the Holidays listed in 18.1 shall be compensated at the rate of double time for all hours worked on the actual Holiday. This time may be taken as pay or compensatory time at the Peace Officer's discretion at their hourly rate.
- 17.5 A maximum of sixteen (16) hours of Holiday time may be carried over from year to year. Any Holiday overage will be automatically paid out on the last pay date in December of each calendar year at the Peace Officers' hourly rate at straight time.
- 17.6 A SUPERVISOR on sick leave before or after a Holiday may be required to have a certificate stating the nature of illness before holiday pay will be granted; however, a SUPERVISOR may use a vacation day. PPL hours, or compensatory time and still receive Holiday pay.
- 17.7 A SUPERVISOR who works any hours on Christmas Eve or New Year's Eve shall receive four (4) hours of vacation/PPL time toward their vacation/PPL bank. A SUPERVISOR on a fixed Monday to Friday schedule that leaves on an early close time shall not receive this additional benefit but will not be charged vacation or compensatory time for the time that City Hall is closed. A SUPERVISOR who is on a regular or scheduled day off is not eligible for this benefit.

ARTICLE 18 – BEREAVEMENT LEAVE

SUPERVISORS shall receive up to three (3) days for bereavement, memorials, family gatherings, or to attend funerals of members of the SUPERVISOR'S immediate family defined as: spouse, children, stepchildren, mother, father, brother, stepbrother, sister, stepsister, grandchildren, grandparent, and step-grandparents of either the SUPERVISOR or SUPERVISOR'S spouse. Up to two (2) days shall be granted for the death of great-grandparents, aunts, uncles, nieces, nephews, or if the SUPERVISOR is asked to perform the service of a pallbearer. Funeral leave will be deducted from a separate city-held bank and not the SUPERVISOR'S accrued leave time. Any additional bereavement time is to be taken from the SUPERVISOR'S vacation time, PPL, compensatory time, or without pay. Funeral leave is per occurrence.

ARTICLE 19 – HEALTH AND WELFARE

- 19.1 Establishment of VEBA: The EMPLOYER shall make available a VEBA Plan and Trust described in summary and attached hereto as VEBA Attachment #1, to all qualified bargaining unit members who exercise their option to enroll in the High Deductible Health Plan (HDHP) offered in Section 4.2 of this Article. The EMPLOYER and SUPERVISOR assent to and ratify the appointment of the Trustee and Plan Administrator for the VEBA Plan Trust identified in VEBA Attachment #1. It is intended that this arrangement constitutes a voluntary SUPERVISOR beneficiary association under Section 501 (c) (9) of the Internal Revenue Code. The Plan Year will begin on January 1 and end on December 31 of each year.
- 19.2 Benefits provided through the VEBA: The EMPLOYER shall provide a Health Reimbursement Arrangement (HRA) welfare benefit arrangement through the VEBA Plan.
- 19.3 Payment of Administrative Fee: Administrative fees allocable to individual accounts of active SUPERVISORS who are active participants in the VEBA and HRA Plans shall be paid by the EMPLOYER. Administrative fees allocable to the individual accounts of former SUPERVISORS shall be paid from the VEBA Account and deducted from the total accrued amount of dollars that are allocated to that former SUPERVISOR in the VEBA Account. If the VEBA Plan is terminated, or if Employee Contributions cease by agreement between the parties, administrative fees shall be paid from the VEBA Account.
- 19.4 EMPLOYER Contributions to the Health Reimbursement Arrangement (HRA) for Active SUPERVISORS:

Subd. 1 Contribution to the Active Employees' Plan:

The EMPLOYER will make an annual contribution to individual accounts under the Health Reimbursement Arrangement (HRA) for qualifying bargaining unit members in accordance with the following schedule:

\$1,248 for each qualified SUPERVISOR who elects single coverage under the group health plan described in Subdivision 2; and

\$2,496 for each qualified SUPERVISOR who elects Employee + Spouse, Employee + Child(ren), or Family coverage under the group health plan described in Subdivision 2.

These contributions will be made in thirds, with the first contribution on January 1st, the second contribution on May 1st, and the third contribution on September 1st. The

EMPLOYER will contribute \$416 to the individual account each period for SUPERVISORS who elect single coverage, and \$832 to the individual account for each period for those SUPERVISORS who elect family coverage under the group health plan described in Subdivision 2. Dollars in individual accounts shall not be eligible to use until they have been accrued.

If a qualified bargaining unit member enters the VEBA Plan as a participant on a date after the first day of the VEBA Plan Year, the EMPLOYER shall prorate the amount of the EMPLOYER contribution to reflect the late entry. This prorated share of the EMPLOYER contribution shall be based on the number of months remaining in the Plan Year. Any SUPERVISOR entering the VEBA Plan on a date other than the first day of that month shall receive the entire SUPERVISOR contribution amount for the month in which they enter (e.g. a SUPERVISOR entering the VEBA Plan anytime during the month of April would receive 9/12 of the total year's SUPERVISOR contribution toward the individual's VEBA Account).

All EMPLOYER contributions on behalf of a VEBA Plan participant shall cease on the date the participant is no longer covered under the High Deductible Health Plan in Subdivision 2 below, or on a date that the individual is no longer employed by the City of Chaska.

Subd. 2 High Deductible Health Plan/VEBA:

The EMPLOYER shall make available a High Deductible Health Plan (HDHP) described in summary and attached hereto as Insurance Attachment #1, to all qualified bargaining unit members who elect to participate in said plan. With respect to qualifying bargaining unit members in the 2024 Plan Year, the EMPLOYER shall contribute an amount not to exceed \$1061.00 toward the monthly premium cost for single group health coverage, and \$1,494.00 toward the monthly premium cost for Employee + Spouse, Employee + Child(ren), or Family group health coverage. The EMPLOYER'S contribution toward the employee's premium shall be negotiated on an annual basis.

Current SUPERVISORS choosing the HDHP will be able to utilize dollars in the individual VEBA Account to pay for medical services that are currently covered under the HDHP described in summary and attached hereto as Insurance Attachment #1. After an individual leaves employment with the City of Chaska, they will be eligible to utilize the dollars accumulated in their VEBA Account to pay for any medical services covered under IRS Code 213 (d).

19.5 HSA-Qualified High Deductible Health Plans:

The EMPLOYER shall also make available the Group Health Plan described in summary and attached hereto as Insurance Attachment #2, to SUPERVISORS who do not elect coverage provided for under the provision of the HDHP described in Section 4.2. With respect to all qualified bargaining unit members, The employer for 2021 shall contribute an amount not to exceed \$1,036.00 toward the monthly premium cost for single group health coverage, and \$1514.00 toward the monthly premium cost for Employee + Spouse, Employee + Child(ren), or Family group health coverage. The employer's contribution toward the employee's premium shall be negotiated on an annual basis.

Qualified bargaining unit members who elect coverage under this Section 5 shall not be entitled to receive Employer Contributions to the VEBA Plan. If a participant changes coverage from a high deductible plan in Section 4, Subdivision 2, to the alternative group health plan in Section 5 above, all contributions on behalf of a VEBA Plan participant shall cease.

As one of the health insurance plans being offered, the employer is making available a Health Savings Account (HSA). Those choosing an HSA will receive the employer contribution laid out in section 20.5, with the employer covering the administrative costs of the HSA accounts.

All supervisors employed in a position in the appropriate unit shall, at a minimum, be enrolled in single coverage in one of the group health plans provided for under the provisions of this Article. In the event, an eligible supervisor does not make a choice of plan coverage the Employer shall enroll the supervisor in the CORE medical benefit of the plan, which is the single-coverage VEBA high deductible medical plan.

- 19.6 The EMPLOYER will permit permanently disabled or retired SUPERVISORS over 50 and under 67 years of age to participate in the EMPLOYER'S Group Health, VEBA, and Welfare Insurance Plans provided that the SUPERVISOR pays 100% of the monthly premium for the Plan chosen.
- 19.7 In addition to the EMPLOYER'S contribution toward life insurance, SUPERVISORS shall be permitted to utilize a portion of a cafeteria plan to purchase additional life insurance. (Long-term Disability, and Long-Term Care insurance.)
- 19.9 The EMPLOYER'S 2024 contribution toward the employee's premium shall be negotiated on an annual basis.
- 19.10 Survivors Health Insurance Coverage shall be defined under Minnesota State Statute 299A.465 in the event of the death or injury of an active SUPERVISOR.

19.11 The Minnesota Health Care Savings Plan (HCSP) is an EMPLOYER-sponsored program that allows Chaska Peace Officers to save money, tax-free, to use upon separation of employment to pay for eligible health care expenses. The HCSP is a tax-free account, which means contributions and eligible reimbursements are not reportable on state or federal income tax returns.

This program will enrich the EMPLOYER'S benefit plan. The City of Chaska appreciates peace officers who, through long-term service and dedication, contribute to making the City a successful and positive service provider. In recognition, the City acknowledges the following plan:

All eligible Chaska SUPERVISORS under this contract shall participate in the Minnesota Post Employment Health Care Savings Plan established under Minnesota State Statutes, Section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the EMPLOYER on the behalf of the SUPERVISOR will be deposited into the Peace Officer's post-employment health care savings plan account.

On January 1, the SUPERVISOR and EMPLOYER contribution shall be per pay period based on the SUPERVISOR'S monthly base wage and shall be placed into the SUPERVISOR'S HCSP account.

4 Years of service or more:	EMPLOYER contribution: 1%
	2024 SUPERVISOR contribution: 4.0%
	2025 SUPERVISOR contribution: 4.5%

SUPERVISORS with Paid Personal Leave (PPL) and/or Vacation Pay shall contribute 50% of their accrued leave upon separation of employment/service into their health care savings plan account, not to exceed two-hundred (200) hours, at their final hourly rate. This program is designed for all SUPERVISORS of the Chaska Police DEPARTMENT that are members of LELS #447.

ARTICLE 20 – SEVERANCE PAY

20.1 For all SUPERVISORS, the EMPLOYER will pay 100% of accumulated, unused vacation or PPL time at the time of separation. However, a SUPERVISOR who voluntarily terminates his or her employment must notify the EMPLOYER at least two (2) weeks ahead of the termination date or the SUPERVISOR will forfeit the above severance pay. No severance pay will be given to any SUPERVISOR who is discharged from his or her position because of disciplinary reasons by the EMPLOYER.

20.2 Before the last day of service, a SUPERVISOR in good standing will receive a letter from the DEPARTMENT stating that he or she left employment in good standing and stated length of service to the EMPLOYER with such letter signed by the DEPARTMENT HEAD.

ARTICLE 21 – JURY DUTY

In the event a SUPERVISOR is called for jury duty, he or she will receive his or her full salary while on jury duty if his or her jury fee, less expenses, is turned over to the City Treasurer.

ARTICLE 22 – TRAINING

- 22.1 TRAINING is defined as continuing education for Peace Officers, which is necessary to promote and ensure professional competence.
- 22.2 For all off-duty Police Explorer functions, extra duty assignments, mandatory or non-mandatory department meetings in person and/or virtual as well as any training for SUPERVISORS who are off duty will be paid at one and one-half (1.5) times, for a minimum of one (1) hour at the SUPERVISOR'S current hourly rate of pay. This may be taken as pay or as compensatory time at the SUPERVISOR'S discretion. Billable (contract work) hours paid through the EMPLOYER must be taken as pay. If the SUPERVISOR attends a training opportunity that enhances or benefits job performance when the SUPERVISOR is not on duty and the professional training opportunity exceeds sixteen (16) hours, the EMPLOYER may seek a flexible schedule with the SUPERVISOR. In these cases, the SUPERVISOR'S duty schedule may be adjusted to enable the attendance at the training opportunity at the SUPERVISOR'S normal hourly compensation rate. The EMPLOYER will make efforts to adjust hours in a mutually agreed upon manner when necessary.
- 22.3 FTO COMPENSATION: A SUPERVISOR shall be compensated three (3) hours of additional pay at the SUPERVISOR'S current hourly rate for each shift or partial shift the SUPERVISOR is assigned to work as a Field Training Officer with a trainee, Community Service Officer or a CERT member. This includes initial orientation, firearms, Taser, use of force training, or evaluation of the trainee.
- 22.4 SCHEDULED SHIFT REPLACEMENT: A SUPERVISOR who attends a training, approved by a department head or his or her designee, that replaces their regular scheduled normal shift shall be compensated as stated in Article XII (HOURS OF WORK – normal shift) and shall be paid for group breaks taken during the training.
- 22.5 A SUPERVISOR who attends mandatory or non-mandatory training on a regularly scheduled day off shall be paid for group breaks during the training and is eligible to submit per diem requests for meals not provided during the training. Mandatory training is defined as annually mandated specific training by the Minnesota Post Board

or training determined to be mandatory that is assigned by the DEPARTMENT HEAD, a Chaska Police Supervisor, or a Department Training Instructor. Meal reimbursement only applies to training outside of the City of Chaska and does not apply to any meals provided by the training. To be eligible for meal reimbursement requests, the training must be five (5) hours or longer.

22.6 MEALS: When a Peace Officer must stay overnight while traveling on official EMPLOYER business to attend professional training or conferences that are authorized shall receive a per diem allowance for meals and incidental expenses at the Daily Federal Per Diem Rate authorized for the travel location. This rate can be found at: <http://www.gsa.gov/portal/content/142071>. Expenses exceeding authorized per diem allowances are the personal responsibility of the Peace Officer.

On the first and last day of travel, SUPERVISORS will be reimbursed using the GSA partial day rate for the first/last day of travel. If a full day of training occurs on a travel day, the total meals and incidentals per diem rate are reimbursed.

When meals are included as part of a conference, seminar, or registration fee, or are provided by or paid for by third parties, SUPERVISORS must deduct those meals from the per diem reimbursement. Lodging is not included in per diems. SUPERVISORS should make arrangements at the preferred conference hotels when possible. SUPERVISORS may use a p-card for lodging or can request reimbursement with an original receipt. When SUPERVISORS are traveling on official EMPLOYER business to attend professional training or conferences and an overnight stay is not required, SUPERVISORS are still authorized and shall receive a per diem allowance for the particular meals required for the day, even though they are not authorized incidental expenses. The EMPLOYER will pay a modified per diem rate per meal based on the Federal Per Diem Rate authorized at the travel location and in accordance with their meal (after looking up per diem rate for location, the meal rate breakdown can be found at <http://www.gsa.gov/portal/content/101518>).

Peace Officers on official EMPLOYER business attending professional training or conferences that do not require an overnight stay shall receive a per diem allowance for the following meals (if not provided during the training or conference):

- Breakfast (if travel to the conference/training and/or the conference/training occurs prior to 7:00 a.m.)
- Lunch (if travel or the conference/training occurs during lunch)
- Dinner (if travel from the conference and/or the conference/training occurs after 6:00 p.m.)
 - The EMPLOYER will pay the per diem rate per meal based on the Federal Per Diem Rate authorized for the travel location. The meal rate

breakdown can be found at <http://www.gsa.gov/portal/content/101518>. Per diem will be included in the SUPERVISOR'S gross income and the appropriate taxes will be withheld if overnight travel is not required.

Expense claims must be submitted to the Finance Department within fifteen (15) business days of return from the training/conference. Although it is no longer necessary to submit receipts for meals or incidental expenses, all other claimed expenses must have the appropriate documentation (lodging/airfare receipts, mileage reimbursement log or map, etc.)

22.7 TRAVEL DEFINITION: Travel time is defined as the actual time taken to travel by vehicle from the Chaska Police DEPARTMENT to the training location and back to the DEPARTMENT.

SUPERVISORS attending any training will receive straight time for travel time as defined by 22.7. SUPERVISORS will not receive travel time for any training occurring in the City of Chaska and/or training within fifteen (15) minutes of the Chaska Police Department. SUPERVISORS attending a scheduled shift replacement training will not be paid for travel time unless it exceeds the time of their normal work shift.

AIR TRAVEL: Any air travel time shall include travel time to and from the airport from the Chaska Police DEPARTMENT; terminal and airtime; and travel time to the end destination. A SUPERVISOR shall receive straight time for air travel time. Air travel scheduled during a SUPERVISOR'S normal work shift shall be considered a normal work shift.

ARTICLE 23 – NEGOTIATION MEETINGS

The UNION representative(s), or an authorized alternate, upon approval of the DEPARTMENT HEAD, may be absent from duty to attend UNION meetings.

For de minimis union activities, or when a UNION meeting is called, members shall be allowed to attend such meetings with DEPARTMENT HEAD'S approval, subject to calls, where police services are required and shall not count against the SUPERVISOR'S break time.

ARTICLE 24 – UNIFORM/EQUIPMENT/TECHNOLOGY COMPENSATION

24.1 The EMPLOYER will provide required approved initial issue uniforms and equipment items to all new SUPERVISORS.

- 24.2 The EMPLOYER will provide for all badges (including maintenance and repair), patches (police, badge, shoulder and name, nameplates, insignia, and/or stitching) on uniforms. All departmental purchased items will remain the property of the EMPLOYER. Upon termination, separation, or retirement from employment, all initially issued items and departmental patches, insignia, and nameplated shall be returned to the EMPLOYER upon request.
- 24.3 The EMPLOYER will provide SUPERVISORS with mandated OC spray, reflective vests, reflective rain jackets, and two (2) body-worn camera mounts, which will remain the property of the EMPLOYER.
- 24.4 Uniform items, clothing, and equipment worn while performing police duties (including footwear, watches, and eyewear) which are damaged or contaminated rendering it unwearable in the line of duty by an individual that is being arrested, detained, fought with, chased or that is seized as evidence shall be replaced in whole by the EMPLOYER. Any restitution will be paid to the EMPLOYER. A uniform item that is damaged as the result of wear and tear or while performing normal duties (other than described above) will be replaced at the cost to the SUPERVISOR from his or her uniform compensation.
- 24.5 The EMPLOYER will provide each SUPERVISOR with an annual uniform and equipment compensation of \$1,700.28 for 2024, and \$1,751.29 for 2025.
- 24.6 It is recognized by the EMPLOYER and the SUPERVISOR that SUPERVISORS have unique uniforms and equipment needs above the beyond those of Patrol Officers. To address these additional requirements, the EMPLOYER will provide SUPERVISORS with an additional annual uniform and equipment compensation of \$484.07 for 2024, and \$498.59 for 2025. This SUPERVISOR allowance will be paid in the same check as the normal uniform allowance. For newly appointed SUPERVISORS, this amount will be available upon successful completion of their initial probation period. The allowance shall be prorated for the remaining months in the calendar year after probation ends.
- 24.7 SUPERVISORS shall receive a monthly technology allowance of \$50, intended to offset the use of personal data/internet plans for work purposes, for a total of \$600 annually.
- 24.8. An allowance for uniform/equipment and the SUPERVISOR'S uniform shall be paid on or about January 1st of each year. Any uniform/equipment allowance, once paid, is considered compensation, and shall not be returned to the EMPLOYER.
- 24.9 The EMPLOYER shall provide the amount as defined in Minnesota State Statute 299A.38 for the purchase of body armor for Peace Officers, every five years, or from when the body armor is initially purchased. The body armor shall be of a certain quality and description as the (Level 3A) body armor. An internal vest carrier shall be included with the purchase of body armor. Should the State funds for the purchase of law enforcement body armor be canceled at any time, this agreement shall be re-opened.

If an agreement is not reached within 30 days of re-opening, either party may refer the issue to binding arbitration.

24.10 All SUPERVISORS are required to purchase their own duty, backup, or off-duty weapon(s).

ARTICLE 25 – CELL PHONE

25.1 A SUPERVISOR will be provided a cell phone and usage plan by the EMPLOYER.

ARTICLE 26 – FALSE ARREST

The EMPLOYER shall provide False Arrest Insurance.

ARTICLE 27 – INJURED ON DUTY

- 27.1 SUPERVISORS on an eight (8) hour work shift who are injured on duty will receive full pay for a maximum of seven hundred twenty (720) hours while unable to work due to such injury. Supplementary payments from the EMPLOYER will be deducted from a SUPERVISOR'S accumulated Sick Leave, PPL, or Vacation only after the seven hundred twenty (720) hours have expired per injury.
- 27.2 Any compensation payable to the SUPERVISOR under Worker's Compensation insurance will be reported to the EMPLOYER. The EMPLOYER shall make supplementary payments to the SUPERVISOR to make up the difference between worker's compensation and his or her normal rate of pay. Supplementary payments from the EMPLOYER will be deducted from a SUPERVISOR'S accumulated sick leave or vacation only after seven hundred twenty (720) hours of working days have expired. The EMPLOYER shall pay a supplementary payment for the first seven hundred twenty (720) hours.
- 27.3 A SUPERVISOR who claims an absence from work due to an injury sustained on the job shall provide, if requested by the EMPLOYER, a statement from the SUPERVISOR'S attending physician as to the nature of the injury.
- 27.4 An SUPERVISOR who claims an absence from work due to an injury sustained on the job is subject to an examination to be made on behalf of and paid for by the EMPLOYER. The examination shall be conducted by a person competent to perform such and will be designated by the EMPLOYER.
- 27.5 As provided for through the EMPLOYER'S Worker's Compensation policy coverage, treatment for exposure and/or acquiring a communicable disease directly related to

work-related activities shall be considered a workplace injury subject to all the benefits and employee requirements listed above in this section of the agreement.

ARTICLE 28 – PEACE OFFICER LICENSE

The EMPLOYER will assume the cost of the Peace Officer license required by the State of Minnesota. Each SUPERVISOR is responsible for maintaining and renewing the license.

ARTICLE 29 – PROBATIONARY PERIOD

A probationary period for SUPERVISORS shall be one year from the date of promotion. If the DEPARTMENT HEAD does not feel a SUPERVISOR meets the expectations of a SUPERVISOR'S role during probation, they shall be assigned back immediately as a Sergeant. This does not affect situations where a SUPERVISOR could be terminated from employment for just cause.

ARTICLE 30 – FAMILY AND MEDICAL LEAVE ACT (FMLA)

A SUPERVISOR requesting leave under the Family and Medical Leave Act (FMLA) shall, at the SUPERVISOR'S discretion, be able to take leave from an accrued leave time banks provided for by this contract, however, a supervisor will be limited to fifteen (15) days of sick leave use per occurrence.

Accrued leave time shall include PPL, Vacation, Sick Leave, Compensatory Time, and Floating Holiday Time.

The SUPERVISOR may request a leave of absence without pay, pursuant to the FMLA, as well.

ARTICLE 31 – COMPENSATION

31.1. WAGES

On 1/1/2024, the supervisor's shall receive a 3% COLA increase and a 3.61% market rate adjustment.

1/1/2024 \$60.82/hr. (\$10,542/monthly)

On 1/1/2025 the supervisor's shall receive a 3% COLA increase.

1/1/2025 \$62.65/hr. (\$10859.33/monthly)

The EMPLOYER and UNION have agreed upon the following list of comparable agencies for wages: (Brooklyn Center, Champlin, Cottage Grove, Elk River, Golden Valley, Hastings, Hopkins, Inver Grove Heights, Minnetonka, Maplewood, New Brighton, Oakdale, Prior Lake, Savage, Shakopee, South St. Paul, Stillwater, and West St. Paul). The EMPLOYER and UNION agree to obtain contract adjustments percentages (COLA) for 2024 year from the aforementioned agencies. An analysis will be completed to find the percent average for those contract increases. If it is found that a 3% increase was lower than the average percent calculated in 2024, the difference will be applied to the base wages in Section 31.1 effective December 31, 2024, at 11:59 pm. The EMPLOYER and UNION will negotiate wage increases for the subsequent contract.

31.2. LONGEVITY PAY

In addition to their base pay, SUPERVISORS will receive the following additional percent of their monthly pay:

Longevity Pay	
After 4 years of service	3%
After 8 years of service	5%
After 12 years of service	7.5%
After 16 years of service	11%

31.3 SUPERVISOR MONTHLY "ON-CALL"

A SUPERVISOR shall receive nine (9) hours of straight time compensation based on the SUPERVISOR'S normal hourly rate for each month. This time may be taken as pay or compensatory time at the SUPERVISOR'S discretion. A monthly "on-call" SUPERVISOR is expected to answer their phone or return a call as soon as possible or practical during the month they are the primary "on-call" SUPERVISOR. No other geographical or other restrictions shall apply.

31.4 SUPERVISOR "ON-CALL" INVESTIGATOR/DETECTIVE "ON-CALL"

SUPERVISORS assigned to the investigator/detective "on-call" rotation shall receive eighteen (18) hours of straight time pay or compensatory time per week (7 days) or two and one-half (2.5) hours per day for each day (except Saturday) of "on-call" at the SUPERVISOR'S current hourly rate at the SUPERVISOR'S discretion. Each day of "on-call" shall consist of twenty-four (24) hours of "on-call" service.

31.5 SUPERVISORS working an investigative/detective "on-call" may have another Peace Officer substitute and fulfill their SUPERVISOR/detective "on-call" obligations. The

substituting Peace Officer shall be the only one that shall receive SUPERVISOR/detective "on-call" compensation.

- 31.6 A SUPERVISOR working "on-call" on a Saturday shall receive three (3) hours of straight time pay or compensatory time at the Peace Officer's current hourly rate at the SUPERVISOR'S discretion.
- 31.7 A SUPERVISOR working an investigative/detective "on-call" on a designated Holiday, as stated in Section 18.1, shall receive eight (8) hours of straight time pay or compensatory time at the SUPERVISOR'S discretion.
- 31.8 If a SUPERVISOR/detective "on-call" SUPERVISOR is requested to return to duty, that SUPERVISOR shall be compensated in accordance with Article XV.

ARTICLE 32 – WORK OUT ON DUTY

- 32.1 The DEPARTMENT will implement a work schedule that provides time for a SUPERVISOR to exercise during their SCHEDULED SHIFTS, subject to the needs of the DEPARTMENT. The scheduled exercise time may be suspended for one or more SUPERVISORS, with just cause. A SUPERVISOR may utilize work out on duty as long as the SUPERVISOR works 50% of their assigned schedule shift.

ARTICLE 33 – DURATION

This AGREEMENT shall be effective as of the 1st of January 2024 and shall remain in full force and effect until the 31st day of December 2025 and shall automatically renew from year to year unless either party gives notice of their desire to modify or amend this agreement.

IN WITNESS THEREOF, the parties hereto have extended this AGREEMENT on this ___14th day of April, 2024 (year).

FOR (THE CITY OF CHASKA)



City Administrator Matt Podhradsky

Date 4-15-24

FOR (The UNION)



Union Steward Lieutenant Tony Kjorstad

Date 4/17/2024



LELS Business Agent Jeffrey Giles

Date 4/18/2024