

LABOR AGREEMENT

BETWEEN

CITY OF INVER GROVE HEIGHTS



AND

LAW ENFORCEMENT LABOR SERVICES, INC.

(LOCAL 540)



REPRESENTING:

POLICE COMMANDERS AND LIEUTENANTS

JANUARY 1, 2023 THROUGH DECEMBER 31, 2025

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ARTICLE 1. PURPOSE OF AGREEMENT

This AGREEMENT is entered into as of February 7, 2023, between the CITY OF INVER GROVE HEIGHTS, hereinafter called the EMPLOYER, and the LAW ENFORCEMENT SERVICES, INC., LOCAL 540, hereinafter called LELS, representing Police Commanders and Lieutenants.

The intent and purpose of this AGREEMENT is to:

- 1.1 Establish certain hours, wages, and other conditions of employment, and
- 1.2 Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application.
- 1.3 Specify the full and complete understanding of the parties; and
- 1.4 Place in written form the parties' agreement upon terms and conditions of employment for the duration of the AGREEMENT.

ARTICLE 2. RECOGNITION

The EMPLOYER recognizes LELS as the exclusive representative, as certified by the Bureau of Mediation Services, Case No. 23PCL1263, for the following:

All licensed peace officers of the Inver Grove Heights Police Department, Inver Grove Heights, Minnesota, in the classifications of Commanders and Lieutenants, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14; excluding the Supervisory, Confidential, and all other employees.

ARTICLE 3. UNION SECURITY

- 3.1 The EMPLOYER shall deduct from the wages of employees who authorize such a deduction in writing an amount necessary to cover monthly union dues. Such monies shall be remitted as directed by LELS.
- 3.2 LELS shall designate employees from the bargaining unit to act as steward and an alternate and shall inform the EMPLOYER in writing of such choice and changes in the position of steward and/or alternate.
- 3.3 The EMPLOYER shall make space available on the employee bulletin board for posting LELS notices and announcements.
- 3.4 LELS 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 ARTICLE 3.1

ARTICLE 4. EMPLOYER AUTHORITY

- 4.1 The EMPLOYER retains the full and unrestricted right to operate and manage all staff, 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 establish work schedules; and to perform any inherent managerial function not specifically limited by the AGREEMENT.
- 4.2 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 5. DEFINITIONS

- 5.1 BASE ANNUAL RATE: The Employee's annual wage (as specified in Appendix A).
- 5.2 CHIEF: The Chief of the Inver Grove Heights Police Department or designee.
- 5.3 DAYS: Calendar days unless otherwise specified.
- 5.4 DEPARTMENT: The Inver Grove Heights Police Department.
- 5.5 EMERGENCY: Situations so defined by the Police Chief or designee.
- 5.6 EMPLOYEE: An employee whose classification is within the exclusively represented bargaining unit.
- 5.7 EMPLOYER: The City Council of the City of Inver Grove Heights, or its designee.
- 5.8 SHIFT: A stipulated period of work within twenty-four (24) hours.
- 5.9 STEWARD: A representative of the UNION who carries out the responsibilities of the UNION within the City.
- 5.10 UNION: Law Enforcement Labor Services, Inc., (Local 540).
- 5.11 UNION MEMBER: A member of Law Enforcement Labor Services, Inc., (Local 540).
- 5.12 UNION OFFICER: An officer elected by LELS, Inc., (Local 540).

ARTICLE 6. SAVINGS CLAUSE

This AGREEMENT is subject to the laws of the United States, the State of Minnesota and the City of Inver Grove Heights. 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 provision shall be voided. All other provisions shall continue in full force and effect. The voted provision shall be renegotiated at the request of either party.

ARTICLE 7. SENIORITY

- 7.1 Senior Employees will have preference in the scheduling of holiday leave, vacation leave, and personal leave. The City reserves and maintains the managerial authority to assign work, including work outside of the normal Police Commanders and Lieutenants schedule, such as needed for major incident investigations, background investigations, administrative duties, etc.
- 7.2 Seniority, for the purposes of this AGREEMENT, shall be determined by the Employee's length of employment in a classification covered in the bargaining unit.
- 7.3 A reduction of work force will be accomplished on the basis of seniority. In the event that there is a reduction in work or reorganization which results in a layoff of Employees within the unit, such Employees shall have the opportunity to "bump back" to their previous position in their former bargaining unit with the seniority they had previously accumulated within that unit. Employees shall be recalled from layoff on the basis of seniority. An Employee on lay off shall have the opportunity to return to work within one (1) year of the time of the Employee's layoff. The EMPLOYER shall not hire a new Employee in a classification where an Employee is laid off with the right of recall. Upon notice of recall, an Employee must, within fifteen (15) days, advise acceptance or refusal of recall in writing. Notice of recall shall be by certified mail/return receipt requested. Recall notice shall be sent to the Employee's last known address.
- 7.4 An Employee's bargaining unit seniority shall be terminated:
1. If the Employee resigns, retires, or is discharged for cause or is otherwise separated from employment.
 2. If, when recalled to work following a layoff, the Employee fails to report to work as directed by the EMPLOYER.
 3. If the Employee's rights to recall, following a layoff, expire.

ARTICLE 8. GRIEVANCE PROCEDURE – EMPLOYEE RIGHTS

8.1 Definition of a Grievance

A "grievance" is a written claim or complaint by LELS or an Employee over the interpretation or application of the express terms of this AGREEMENT.

8.2 Union Stewards

The EMPLOYER will recognize Stewards designated by LELS as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. LELS shall notify the EMPLOYER in writing of the names of such LELS Stewards and of their successors.

8.3 Processing of a Grievance

It is recognized and accepted by LELS and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and the 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 a LELS Steward 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 Employee and the LELS Steward 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.

For purposes of this Article, workdays mean Monday through Friday, exclusive of holidays.

8.4 Procedure

Grievances 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 fourteen (14) calendar days after such alleged violation has occurred, present such grievance to the Chief. Within seven (7) calendar days after receipt of the grievance, the Chief or designee shall meet with the aggrieved Employee to resolve the grievance. Within seven (7) calendar days after such meeting, the Chief or designee shall make a decision and communicate the same to the aggrieved Employee.

Step 2. If the Employee is not satisfied with the disposition of the grievance by the Chief, the aggrieved Employee after notifying LELS may within seven (7) calendar days after receipt of the disposition of the grievance submit the grievance to the City Administrator. The City Administrator shall meet with the aggrieved Employee and within seven (7) calendar days after such meeting, the City Administrator shall make a decision and communicate the same in writing to the aggrieved Employee and LELS.

Step 3. If the grievance is not resolved, either the EMPLOYER or LELS may submit the matter to mediation within seven (7) calendar days of the Step 2 response. Submitting the grievance to mediation preserves timelines for the arbitration in Step 4 of the grievance procedure.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by LELS shall be submitted to arbitration subject to the provisions of the Minnesota Public Employment Labor Relations Act of 1971, as amended, within fourteen (14) calendar days. 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 Minnesota Bureau of Mediation Services.

8.5 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 LELS and shall have no authority to make a decision on any other issue 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 decisions shall be submitted in writing within thirty (30) calendar days following close of the hearing or submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and LELS and shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to 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 LELS 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 If any Employee does not file a grievance in writing within fourteen (14) calendar days after the Employee knew or should have known the act or condition on which the grievance is based, then the grievance shall be deemed to have been waived and the Employee shall not have recourse to this grievance procedure. In the event a grievance is not appealed to the next step within the specified time limits or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYER'S last answer.
- 8.7 The number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may be extended only by mutual agreement in writing.
- 8.8 All decisions rendered shall be in writing, dated, and shall set forth the decision and reason for the decision and be transmitted promptly to LELS and to the EMPLOYER.
- 8.9 All grievances shall be presented in writing and contain the following elements:
- 1. Name of the aggrieved Employee.
 - 2. Reference to the specific portion of the AGREEMENT at issue in the grievance.
 - 3. The nature of the grievance, when it took place, and the informal actions taken in an attempt to resolve it.
 - 4. Requested action of the EMPLOYER to resolve the grievance.

ARTICLE 9. DISCIPLINE

- 9.1 Employees who have completed the orientation period may be disciplined for just cause only.
- 9.2 Discipline may be in one or more of the following forms:
- 1. Oral reprimand;
 - 2. Written reprimand;
 - 3. Suspension;
 - 4. Demotion;
 - 5. Discharge.

- 9.3 Notices of suspensions, demotions, and discharges will be in written form and will state the reasons for the action taken. Suspensions will set forth the time period for which the suspension shall be effective. Demotions will state the classification to which the Employee is demoted. LELS shall be provided with a copy of each such notice.
- 9.4 Employees may examine their own personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 9.5 Employees shall be on a six (6) month orientation period and may be discharged by the EMPLOYER in its sole and exclusive discretion at any time during such six (6) months' orientation period. Notwithstanding the foregoing, the Employee, during the orientation period, will be deemed to retain the position that they were in prior to their promotion to lieutenant or commander, and retain the right to "bump back" to that prior position based upon the Employee's seniority. Upon completion of the orientation period, the Employee will be deemed to have seniority in this bargaining unit based upon the date the Employee began the orientation period within the unit.

ARTICLE 10. HOURS OF WORK & OVERTIME

- 10.1 The normal work year is two thousand and eighty hours (2,080) to be accounted for by each employee through:
- a) hours worked on assigned shifts;
 - b) holidays;
 - c) assigned training;
 - d) authorized leave time
- 10.2 Employees may work law-enforcement related overtime, that is grant or contract funded, in accordance with the Employer's rules and regulations. Employees may only perform this work when not scheduled to work. Employees shall be paid at the overtime rate of the top Sergeant.
- 10.3 An employee who is formally assigned to work out of class as acting Chief of Police shall be paid 5% above their normal base rate of pay for each day they spend working out of class.

ARTICLE 11. WAGES

- 11.1 The wage rates are set forth in Appendix A attached.

ARTICLE 12. TUITION REIMBURSEMENT

- 12.1 Tuition Reimbursement:

In order to make education more affordable for prospective students, employees may elect to receive Tuition Reimbursement in an amount of up to \$3,000 per year for a maximum of 4 calendar years (\$12,000) in total. Tuition Reimbursement must be pre-budgeted and preapproved by the Police Chief or his/her designee. The following guidelines apply:

- The courses must be for post-secondary education or specialized law enforcement related training as pre-approved by the Chief.
- The education must relate to the current position or a higher position within law enforcement.
- The employee must receive a passing grade and submit proof along with a request for reimbursement detailing the tuition and fees.

ARTICLE 13. HOLIDAYS

- 13.1 Employees shall receive full time off with pay for the legal holidays of New Year’s Day, Martin Luther King Jr’s Birthday, President’s Day, Good Friday (half-day), Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve (half-day), and Christmas Day as such holidays are defined in Minnesota Statutes Section 645.44, Subd. 5.
- 13.2 In addition to the holidays listed in 13.1, Employees will be allowed one floating holiday per calendar year. This holiday must be requested and approved in advance of its use. The employer retains the right to deny when the floating holiday can be used. Floating holidays not used by the end of the calendar year shall be lost.

ARTICLE 14. VACATIONS

- 14.1 Vacation leave is authorized absence from duty, with pay, earned by all regular full-time Employees and probationary employees based upon the most recent date of hire in accordance with the following schedule:

<u>Continuous Years of Service</u>	<u>Hours Per Year</u>
0 through End of 5 years of service	80 hours
Beginning of 6 through End of 8 years	120 hours
Beginning of 9 through End of 12 years	144 hours
Beginning of 13 through End of 17 years	168 hours
Beginning of 18 through End of 22 years	192 hours
23+ years	208 hours

- 14.2 Regular full-time Employees and probationary employees may accrue vacation leave to a maximum of 280 hours. Employees shall use vacation leave in amounts of not less than one-half hour.
- 14.3 Vacation leave may be used as earned, subject to the approval of the Chief. In the event any Employee terminates employment with the EMPLOYER, the Employee shall be paid for

accumulated vacation hours as of the termination date, provided the Employee has given two weeks' written notice of termination and has returned all assigned City property to the EMPLOYER.

- 14.4 Regular full-time employees may elect to cash-out up to 40 hours of Vacation Leave annually, in December of each year.

ARTICLE 15. PERSONAL LEAVE

- 15.1 Employees covered by this agreement shall be subject to the accrual rates of personal leave as set forth in the City's Personnel Policy. The City shall provide the Union with notice of its intent to change the accrual rates at least thirty (30) days prior to implementation of the change.
- 15.2 Personal leave may be used for purposes of the employee's own rest, relaxation or to conduct personal business. Personal leave may also be used for the employee's own illness or injury, legal quarantine, to receive medical or dental care or other sickness preventative measures and may be used for similar purposes for the employee's family members as defined and circumscribed in Minnesota's parenting leave act (Minn. Stat. 181.940, et seq). Personal leave to be used for purposes of rest, relaxation or to conduct personal business may be refused by the EMPLOYER if it reduces the effectiveness of the department.
- 15.3 An employee may accrue personal leave without limit but may not carry over more than 520 hours from one year to the next. After November 30th of each year, up to 96 hours of any excess accrued personal leave shall be cashed out for deposit into the employee's MSRS HCSP account.
- 15.4 An employee who is within their probationary period shall accrue personal leave and be eligible to use accrued personal leave.
- 15.5 An employee who gives proper notice of their termination of employment shall be compensated for their unused accumulated personal leave as of their date of separation, as set forth in Article 22. Upon an employee's death, the spouse, designated beneficiary or estate shall be paid the benefit.

ARTICLE 16. PAID PARENTAL LEAVE

- 16.1 For the duration of this contract only (calendar years 2023, 2024 and 2025), the employer shall provide two weeks (80 hours) of paid leave to any eligible employee upon the birth or adoption of a child, without deduction from the employee's accrued vacation or personal leave time. To be eligible, the EMPLOYEE must have successfully completed the orientation period as of the date of the birth or adoption and the birth or adoption must have occurred on or after January 1, 2023. The paid leave may be taken intermittently, but in increments of no less than one full shift. The paid leave must be used simultaneously with FMLA and/or Parental Leave, to the extent the employee is eligible for such forms of leave. The paid leave must be used within the first twelve-months following the birth or adoption of a child. Employees separating from employment with

the city shall not be eligible for any pay-out of unused paid parental leave. Employees shall give their supervisor reasonable notice of the desire for and intended timing of such leave.

ARTICLE 17. FUNERAL LEAVE

- 17.1 A maximum of three (3) working days of absence from duty shall be permitted for a death in the Employee's immediate family. Immediate family is defined as the Employee's spouse or domestic partner, or the following kin of either the Employee, Employee's spouse, or domestic partner: children, mother, father, sister, brother, grandchildren, grandparents, or any of the above step relations. One (1) working day of absence may be granted for a death outside of the immediate family if approved by the Chief.

ARTICLE 18. LEAVE OF ABSENCE

- 18.1 Upon formal written request, Employees may be granted a Leave of Absence without pay with the approval of the Chief and the City Administrator.

ARTICLE 19. INJURED ON DUTY

- 19.1 Employees who file a First Report of Injury and are unable to report for work shall use accumulated personal leave or vacation leave until such time as their Worker's Compensation claim is accepted or denied by the City's insurance provider or until they are medically able to return to duty, whichever comes first. If the Worker's Compensation claim is approved, the accumulated leave time used shall be reinstated to the employee's personal leave or vacation leave bank upon the Employee providing the Worker's Compensation check to the Employer or making arrangements to return the pay received from the City. Such alternative arrangements are subject to the HR Manager's approval.
- 19.2 An Employee receiving wage replacement benefits from Worker's Compensation shall have such benefits supplemented by the City for a maximum of ninety (90) calendar days from the date of injury. The amount of the supplement shall be calculated so that when added to the Employee's Worker's Compensation benefit, the total equals the employee's regular gross base pay.

ARTICLE 20. INSURANCE

- 20.1 All eligible employees shall be offered participation in the employer's health insurance program. An eligible employee is defined as an individual who would be covered under the health insurance coverage provisions of the City personnel policies.

- 20.2 In 2023, the EMPLOYER shall contribute toward the cost of health insurance in accordance with the amounts and provisions of Appendix B. The EMPLOYER and LELS agree to a re-opening of this Article only for the purpose of agreeing upon EMPLOYER contributions toward the cost of health insurance for calendar year 2024 and 2025.
- 20.3 The EMPLOYER will select and provide the Employee with long term disability insurance, accidental death and dismemberment insurance and term life insurance, in an amount equal to the Employee's annual base salary.

ARTICLE 21. UNIFORM ALLOWANCE

- 21.1 Employees shall receive a clothing allowance for the purchase or maintenance of uniforms and equipment. Employees shall receive the following amounts

2023: \$1,050

2024: \$1,100

2025: \$1,150.

The EMPLOYEE shall decide how to allocate the uniform allowance (e.g., 100% cash, 50/50 split between account and cash or 100% on account); however, the Chief may elect to direct employees to purchase certain uniform items if their uniforms are not duty ready.

- 21.2 If the Department requires Class A uniforms for Union Members, the city will pay directly for one Class A uniform per employee, without deduction from the Uniform Allowance.

ARTICLE 22. POST EMPLOYMENT HEALTH CARE SAVINGS PLAN

- 22.1 Employees whose accumulation of personal leave exceeds 520 hours shall have the excess, up to the cash equivalent of 96 hours, deposited into their HCSP account. This deposit will occur annually in the month of December at a time to be determined by the Finance Department.
- 22.2 Upon termination of employment, any unused personal leave shall be deposited into the employee's HCSP account.

ARTICLE 23. P.O.S.T. LICENSE

- 23.1 The EMPLOYER shall reimburse employees the cost of renewing the employee's P.O.S.T. License expiring during the term of this agreement.

ARTICLE 24. DRUG AND ALCOHOL TESTING

- 24.1 Employees covered by this AGREEMENT agree to abide by and comply with the policies and procedures of the Drug and Alcohol Testing Policy as adopted by the City Council. Any changes to the policy shall be negotiated with the Union except as such change is required by law or other authority.

ARTICLE 25. LABOR/MANAGEMENT CONFERENCES

- 25.1 The UNION and the EMPLOYER agree that it is desirable that periodic meetings be held at mutually agreed upon times between representatives of the UNION and the EMPLOYER. Such meetings may be requested at reasonable intervals at least seven (7) days in advance by either party by placing in writing the request with a suggested agenda.

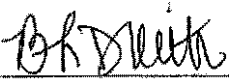
ARTICLE 26. NO STRIKE

- 26.1 There shall be no strikes, stoppages, slowdowns, picketing or other interference with the operation of the EMPLOYER (all of which are referred to as "strikes"). A strike shall mean concerted action in failing to report for duty, the willful absence from one's position, the stoppage of work, slowdown or the absence in whole or in part from the full, faithful and proper performance of the duties of employment. No officer or representative of LELS shall authorize, instigate, aid or condone any strike affecting the EMPLOYER, and no Employee shall participate in any strike affecting the EMPLOYER.
- 26.2 Penalties. Any Employee who violates the provisions of this Article shall have their employment terminated by the EMPLOYER effective the date the violation first occurs. Such termination shall be effective upon written notice served upon the Employee. An Employee who is absent from any portion of their work assignment without permission, or who abstains wholly or in part from the full performance of their duties without permission from the EMPLOYER on the date or dates when a strike occurs, is presumed to have engaged in a strike on such date or dates. Employees who violate the provisions of this Article may, subsequent to such violation, be employed or re-employed, but the Employee shall be on probation for two (2) years with respect to tenure of employment. No Employee shall be entitled to any daily pay, wages or per diem for the days on which they engaged in a strike.

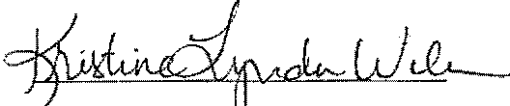
ARTICLE 27. DURATION AND AGREEMENT

This AGREEMENT shall be effective as of February 7, 2023, and shall remain in full force and effect through the 31st day of December 2025. All terms and conditions of employment contained in this AGREEMENT will be in force for the duration of this AGREEMENT.

FOR THE CITY OF INVER GROVE HEIGHTS



Mayor

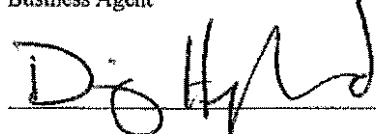


Kristina Lynda Wiley
City Administrator

FOR LAW ENFORCEMENT LABOR SERVICES,
INC., LOCAL No. 540



Business Agent



LELS, Local 540, President

APPENDIX A

2023 WAGES (Effective February 7, 2023)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LT	\$49.08	\$50.50	\$51.91	\$53.34	\$54.76	\$56.20	\$57.62	\$59.04	\$60.47	\$62.34
CMDR	\$53.81	\$55.38	\$56.93	\$58.49	\$60.05	\$61.62	\$63.18	\$64.74	\$66.30	\$68.38

2023 WAGES (Effective July 1, 2023)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LT	\$52.55	\$54.04	\$55.58	\$57.11	\$58.63	\$60.16	\$61.68	\$63.21	\$64.72	\$66.75
CMDR	\$57.28	\$58.90	\$60.58	\$62.25	\$63.91	\$65.57	\$67.23	\$68.90	\$70.54	\$72.76

2024 WAGES (Effective January 1, 2024)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LT	\$54.13	\$55.66	\$57.25	\$58.82	\$60.39	\$61.96	\$63.53	\$65.11	\$66.66	\$68.75
CMDR	\$59.00	\$60.67	\$62.40	\$64.12	\$65.83	\$67.54	\$69.25	\$70.97	\$72.66	\$74.94

2025 WAGES (Effective January 1, 2025)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LT	\$55.75	\$57.33	\$58.97	\$60.58	\$62.20	\$63.82	\$65.44	\$67.06	\$68.66	\$70.81
CMDR	\$60.77	\$62.49	\$64.27	\$66.04	\$67.80	\$69.57	\$71.33	\$73.10	\$74.84	\$77.19

Initial placement in the range will be determined by Promotional Offer. In no case will this result in a wage equal to or less than that of the Employee's previous classification with the city. Employees will move through the steps either on a common anniversary date for the department, or will follow the 6-month, 12-month, and annual review cycle, based on their promotional anniversary date.

2023 Employee Health Insurance with Employer Contributions

APPENDIX B

\$3,000 / \$6,000 HSA Plan	Total Monthly Premium	Monthly City Contribution	Monthly Employee Cost / (Excess)	Change in Employee Cost from 2022	Deductible	City's HSA Contribution
Single	\$727.02	\$1,113.12	(\$386.10)	\$0.00	\$3,000	\$1,500
Single + 1	\$1,635.58	\$1,390.24	\$245.34	-\$47.04	\$6,000	\$2,100
Family	\$1,897.58	\$1,423.19	\$474.40	-\$49.90	\$6,000	\$2,100
\$2,500 / \$5,000 HRA Plan	Total Monthly Premium	Monthly City Contribution	Monthly Employee Cost / (Excess)	Change in Employee Cost from 2022	Deductible	City's HRA Contribution
Single	\$791.18	\$1,177.28	(\$386.10)	\$0.00	\$2,500	\$1,250
Single + 1	\$1,779.91	\$1,390.24	\$389.67	-\$91.00	\$5,000	\$1,750
Family	\$2,065.03	\$1,423.19	\$641.85	-\$100.91	\$5,000	\$1,750

NOTES:

1. The "Monthly City Contribution" listed above reflects the sum of what has previously been called the City's Premium Contribution, plus the City's Flex Cash benefit amount. The listed City HSA and HRA Contribution Amounts are annual amounts.
2. The Excess City Contribution available to those electing single health insurance coverage (shown in parenthesis) may be used to purchase any of the optional benefits offered by the City (e.g., dental, vision, supplement life) or it may be taken as taxable income on the employee's paycheck.
3. Employees electing to waive all health insurance coverage shall receive \$386.10 per month for use in purchasing any of the optional benefits offered by the City (e.g., dental, vision, supplemental life) or may receive this amount as taxable income on their paycheck. Employees wishing to waive health insurance coverage must certify that they have coverage through another source.