

AGREEMENT BETWEEN

KANDIYOHI COUNTY

AND

LAW ENFORCEMENT LABOR

SERVICES, INC.

LOCAL #191

Essential Sheriff Unit Public Safety
Telecommunicator
January 1, 2024 - December 31, 2026

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ARTICLE 1 PURPOSE OF AGREEMENT

This Agreement is entered into for three years, effective January 1, 2024 to December 31, 2026, between the Kandiyohi County Board of Commissioners (hereinafter called Employer) and Law Enforcement Labor Services, Inc., (Local #191) (hereinafter called Union). It is the intent and purpose of this Agreement to:

- 1.1 Establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application; and
- 1.2 Place in written form the parties' agreement on terms and conditions of employment for the duration of this Agreement.

ARTICLE 2 RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative for the following bargaining unit:

Civilian Public Safety Telecommunicator employees of the Sheriff's Office of the County of Kandiyohi, Minnesota, who are employed for more than fourteen (14) hours per week and more than sixty-seven (67) work days per year, excluding the Sheriff, supervisory, and confidential employees. Part time or temporary employees excluded from the definition of public employees contained in Minnesota Statutes 179A.03, Subd. 14 are also excluded from this unit.

In the event of a dispute regarding the inclusion or exclusion of employees from the bargaining unit, the matter shall be decided by the Bureau of Mediation Services.

- 2.2 The Employer agrees not to enter into any agreement individually or collectively with employees in this unit, or with any other labor organization with regard to the terms and conditions of this Agreement.
- 2.3 No discrimination shall be exercised against any employee, because of LELS membership or non-membership.
- 2.4 The Employer agrees to deduct Union dues from the earnings of employees subject to reasonable rules and to remit such funds promptly to the Union along with the name(s) and address(es) of any new employee(s) for whom the dues were not deducted.

ARTICLE 3 DEFINITIONS

- 3.1 **EMPLOYER:** The County of Kandiyohi, its Board of Commissioners, or its authorized representative.

- 3.2 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.3 FULL TIME EMPLOYEE: An employee who has completed the probationary period and normally works a full time week (30 hours per week or more) as demanded by the position and work schedule to which the employee is assigned.
- 3.4 LELS MEMBER: Member of Local #191, Law Enforcement Labor Services, Inc.
- 3.5 LELS OFFICER: Duly elected officer of Local #191, Law Enforcement Labor Services, Inc.
- 3.6 DATE OF EMPLOYMENT: Date of commencement of continuous service with Kandiyohi County, which shall be the actual date on file with the County Auditor or the date of employment under a federal, state, or local grant, or program of financial aid or assignment to the Kandiyohi County Sheriff's Office, whichever is earlier.

Beginning on January 1, 2002, when employees are promoted or moved to a new job classification they will continue to receive their annual step on the anniversary date of their employment.

- 3.7 Immediate Family: The employee's or employee's spouse's children, grandchildren, parents, grandparents, brothers, sisters, guardian, ward or any other member of the employee's household living with the employee. This includes step and adoptive relationships.

DEPARTMENT HEAD: The Department Head will be defined as the Sheriff or his/her designated representative.

- 3.7 FIELD TRAINING OFFICER (FTO): A field training officer is an experienced or senior member of an organization who is responsible for the training and evaluation of a junior or probationary level member.

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, slowdown, other interruption of, or interference with, the normal functions of the Employer.

ARTICLE 5 EMPLOYER AUTHORITY

It is recognized that except as expressly stated herein, the Employer shall retain whatever rights and authority necessary to operate and direct the affairs of the County in all of its various aspects, including, but not limited to, the right to direct the working forces; to plan, direct, and

control all the operations and services of the County, to determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; to assign and transfer employees; to schedule working hours and to assign overtime; to determine whether goods or services should be made or purchased or contracted for; to hire, promote, demote, suspend, discipline, discharge, or relieve employees due to lack of work or other legitimate reasons; to make and enforce rules and regulations; and to change or eliminate existing methods, equipment, or facilities. It is also recognized that the Employer shall retain the authority and prerogative to:

- a. Operate and manage affairs in all respects in accordance with existing and future laws and regulations or appropriate authorities including County Personnel Policies and Work Rules;
- b. Maintain the efficiency of government operations; and
- c. Take whatever actions may be necessary to carry out the missions of the County in emergencies.

ARTICLE 6 SAVINGS CLAUSE

- 6.1 This Agreement is subject to the laws of the United States of America and of the State of Minnesota.
- 6.2 In the event that any provision of this Agreement shall be held to be contrary to the 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 of this Agreement shall continue in full force and effect. The voided provisions shall be renegotiated upon written request of either party.

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 will notify the Employer in writing of the names of such Union Representatives and of their successors.
- 7.3 **PROCESSING OF A GRIEVANCE:** It is recognized and accepted by the Union and the Employer the processing of grievances is limited by the job duties and responsibilities of the employees and will therefore be accomplished during normal working hours when consistent with such employee's' duties and responsibilities. The aggrieved employee and the Union Representative will be released from work, without loss in pay,

to investigate a grievance and to attend meetings or hearings pursuant to this Article provided the employee and the Union Representative have notified and received the approval of the Employer who has determined such absence is reasonable and would not be detrimental to the work programs of the Employer.

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

STEP 1. An employee claiming a violation concerning the interpretation or application of this Agreement will, within twenty-one (21) calendar days after such alleged violation has occurred; present such grievance to the employee's immediate supervisor. The supervisor will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt.

STEP 2. If appealed, the written grievance will be presented by the Union and discussed with the Sheriff. The Sheriff will give an answer to the Step 2 grievance in writing within ten (10) calendar days after receipt.

A grievance not resolved in Step 1 and appealed to Step 2 will 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 will be appealed to Step 2 within ten (10) calendar days after the supervisor'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.

A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Sheriff's Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days will be considered waived.

STEP 3. If appealed, the written grievance shall be presented by the Union and discussed with the County Administrator. The County Administrator will give answer to such Step 3 grievance 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 within ten (10) calendar days following the County Administrator'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. A grievance unresolved in Step 3 may, by mutual agreement of the parties, be submitted to mediation through the Bureau of Mediation Services. A submission to mediation preserves the time lines for filing Step 4.

STEP 4. A grievance unresolved in Step 3 and appealed to Step 4 will be submitted to

arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971 as amended. The selection of an arbitrator will 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 will 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 issues(s) submitted in writing by the Employer and the Union, and will have no authority to make a decision on any other issue not so submitted.
- b. The arbitrator will 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 will be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision will be binding on both the Employer and the Union and will be based solely on the arbitrator's interpretation or application of the express terms of this contract and to the facts of the grievance presented.
- c. The fees and expenses for the arbitrator's services and proceedings will be borne equally by the Employer and the Union provided that each party will 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 will be shared equally.

7.6 **WAIVER.** If a grievance is not presented within the time limits set forth above, it will be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it will 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.

7.7 **CHOICE OF REMEDY.** The filing of a grievance or the seeking of remedy through the provisions of this Agreement shall serve as a bar from seeking resolution or remedy through any other means; the filing of a grievance or the seeking of remedy other than in accordance with the provisions of this Agreement shall serve as a bar from seeking resolution or remedy through this Agreement. The election set forth above shall not apply to claims subject to the jurisdiction of the United States Equal Employment

Opportunity Commission.

ARTICLE 8 DISCIPLINE

- 8.1 The Employer will discipline for just cause only. Each overt act by an employee warranting discipline shall be corrected by one form of discipline, to wit, one of the following:
- a. Oral reprimand
 - b. Written reprimand
 - c. Suspension
 - d. Demotion, or
 - e. Discharge
- 8.2 Notices of suspension, demotion, and discharge 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 Business Agent will be provided with a copy of each such notice.
- 8.3 Oral reprimands, written reprimands, notices of suspensions, and notices of discharge which are to become part of an employee's personnel file will be read and acknowledged by the signature of the employee. The employee and the Union will receive a copy of such reprimands and/or notices. Provided that there have been no further disciplinary actions taken against the employee during the interim period, written reprimands will be purged from the employee's personnel file and be of no further effect two (2) years after the date on which the reprimand was delivered to the employee or placed in his or her file. The Sheriff may, at his discretion, remove written reprimands after one (1) year. Documented infractions related to harassment (including sexual harassment and/or discrimination) shall become part of the employee's permanent record and will not be purged for the employee's personnel file.
- 8.4 Employees will not be questioned concerning an investigation of disciplinary action unless the employee has been given adequate opportunity to have a Union representative present at such questioning. The Employer will inform each employee of his or her rights under this clause.
- 8.5 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer. Employees may place written responses to specific charges recorded in his/her personnel file into said personnel file at any time.
- 8.6 The Employer will not conduct investigations nor discipline employees for any alleged work related action or inaction if the complaint relating to the allegations is one (1) year old or more, unless the actions are criminal in nature and after initial inquiry conducted.

- 8.7 The Employer will use progressive discipline and will use the least discipline determined to be reasonably necessary to correct an employee's actions. However, some conduct may be so severe that disciplinary action steps will only prolong the inevitable termination and subject the County to increased liability. Kandiyohi County reserves the right to take any action at any time.
- 8.8 Grievances: Grievances relating to this Article may be initiated by the Union in Step 2 of the grievance procedure.

ARTICLE 9 WORK SCHEDULE

- 9.1 The normal work year will consist of 2,080 hours; including hours worked, holidays, assigned training, and authorized leave time. Regular work shifts and work schedules shall be set by the Sheriff or his/her designated representative.
- 9.2 Employees shall receive time and one-half pay for overtime, unless the employee requests and the Employer permits accrual of compensatory time at the rate of one and one-half hours for each overtime hour worked. Overtime shall be defined as work in excess of eighty (80) hours in a work period consisting of fourteen (14) consecutive days.
- 9.3 Off-duty call back for any matter, including, but not limited to, police affiliated matters will be considered overtime compensable as such and will be for a minimum of two (2) hours each. An extension or early report to a regularly scheduled shift does not qualify the employee for the two (2) hour minimum.

Any employee required to appear and testify in Criminal Court other than during such employee's regularly scheduled work shifts shall be compensated at one and one-half (1.5) times their appropriate straight time hourly rate of pay with a minimum of two and one-half (2.5) hours of compensation (at the overtime rate of time and one-half). Employees scheduled for court appearances cancelled with less than 24 hours' notice will be paid for 2.5 hours at the above defined rate.

- 9.4 Employees may voluntarily switch shifts, with the approval of the Sheriff or designee. Voluntary switching of shifts will not obligate the Employer for overtime pay.

ARTICLE 10 PROBATIONARY PERIOD

- 10.1 All newly hired or rehired employees shall serve a one (1) year probationary period during which time they may be terminated at the sole discretion of the Employer. During the probationary period a promoted or reassigned employee may be returned to his/her previous position at the sole discretion of the Employer.
- 10.2 Vacation time and sick leave shall be earned by probationary employees at the same

rate as non-probationary employees.

ARTICLE 11 SENIORITY

- 11.1 Seniority shall be the employee's length of time with the Sheriff's Office. Seniority shall not be interrupted by any paid leave or an unpaid leave of less than twelve (12) weeks.
- 11.2 Any layoff will be in the reverse order of seniority. Recall from layoff will be in the inverse order of layoff. Recall rights shall continue for two (2) years from the time of layoff.
- 11.3 Senior employees will be given preference for transfer, assignments, and promotions when the job relevant qualifications of the applicants are substantially equal.
- 11.4 Available overtime shall be offered on the basis of the senior employees on a day off, then by seniority to other employees. Exceptions may be made for any and all emergencies.

ARTICLE 12 VACATION TIME

- 12.1 Full time employees shall accumulate vacation time on the following basis:

Public Safety Telecommunicators Vacation Accrual		
Year	Accrual	Maximum
0 - 1	3.69	96
1 - 2	4.00	104
2 - 3	4.31	112
3 - 4	4.62	120
4 - 5	4.92	128
5 - 6	5.23	136
6 - 7	5.54	144
7 - 8	5.85	152
8 - 9	6.15	160
9 - 10	6.46	168
10 - 11	6.77	176
11 - 12	7.08	184
12 - 13	7.38	192
13 - 14	7.69	200
14 - 15	8.00	208
15 - 16	8.31	216

16 - 17	8.62	224
17 - 18	8.92	232
18 - 19	9.23	240
19 - 20	9.54	248
20 -21+	9.85	256

264 max accrual

Changes in the rate of accumulation shall be effective at the beginning of the next payroll period following the completion of the specified length of employment. There shall be twenty-six (26) pay periods in a calendar year.

- 12.2 Regular part time employees shall accumulate vacation time on a prorated basis. The rate of accumulation shall be computed by dividing the number of hours worked per week by forty (40) hours.
- 12.3 Temporary, part time employees shall not earn vacation benefits.
- 12.4 Accumulated vacation time shall not exceed two hundred sixty-four (264) hours.
- 12.5 Employees shall request vacation leave from their department head in advance of the leave; however, under no circumstances shall request include time not earned. Vacation requests shall be considered on the basis of seniority until March 1st of each year, after which time requests shall be on a first notice basis.
- 12.6 In the event of an emergency, the department head may cancel vacation or call back employees from vacation leave.
- 12.7 Any employee who is separated from County employment by layoff, resignation, leave of absence, or death shall be paid for the working hours of unused vacation leave accumulated to his/her credit. The payment shall be computed by multiplying the employee's current hourly rate of pay by the number of accumulated vacation hours. Payment of vacation time shall not exceed two hundred sixty-four (264) hours.
- 12.8 Employees who have accumulated a total of at least 200 vacation hours may cash in 40 hours of vacation one time per year.

ARTICLE 13 SICK LEAVE

- 13.1 Full time employees (working thirty (30) hours per week or more) shall be granted 3.70 hours of sick leave with pay for each pay period of service. Sick leave not used shall be carried from one (1) year to the next year.

- 13.2 Regular part time employees shall have sick leave accruals prorated by dividing the number of hours worked by forty (40), then multiplying by the above sick leave rate and rounding to the nearest hour.
- 13.3 Temporary part time employees shall not receive sick leave with pay.
- 13.4 The employer may request a doctor's certificate for sick leave after three (3) days absence or when abuse is suspected.
- 13.6 Employees using sick leave shall notify the department head, or Chair 1 Dispatcher if the department head is not available, of his/her inability to report to work as soon as practical, but no later than the time scheduled to work.
- 13.7 Employees may be allowed up to three (3) working days with pay, per incident, as bereavement leave for a death of an immediate family member.
- 13.8 Employees using not more than 25 percent of their sick leave during the period from the first pay period in January to the last pay period in December shall be credited with twenty-four (24) additional hour's vacation time. However, at no time shall vacation time exceed 264 hours. Vacation time credit for regular part time employees shall be prorated.
- 13.9 Upon resignation, employees with 15 years continuous service shall be eligible for severance pay by multiplying the employee's current hourly rate by the number of unused accumulated sick hours, but not to exceed 800 hours, or \$10,000, whichever is less. In case of death of the employee, severance pay shall be paid to the legal heirs.
- Upon resignation, employees with 20 years continuous service shall be eligible for severance pay by multiplying the employee's current hourly rate by the number of unused accumulated sick hours, but not to exceed 800 hours, or \$15,000, whichever is less. In case of death of the employee, severance pay shall be paid to the legal heirs.
- 13.10 Upon resignation, employees with 25 years continuous service shall be eligible for severance pay by multiplying the employee's current hourly rate by the number of unused accumulated sick hours, but not to exceed 800 hours, or \$20,000, whichever is less. In case of death of the employee, severance pay shall be paid to the legal heirs. Regular part-time employees with fifteen (15), twenty (20), or twenty-five (25) years continuous service shall receive severance pay for unused sick leave on a prorated basis.
- 13.11 Employees shall be granted family and medical leave in accordance with all current State and Federal laws.

ARTICLE 14 HOLIDAYS

- 14.1 Full time and regular part time employees shall be entitled to 8 hours of holiday pay while not scheduled to work and 8, 10, or 12 hours of holiday pay for length of shift actually

worked on the designated holidays:

New Year's Day	Martin Luther King Day	Presidents' Day
Memorial Day	Juneteenth	Independence Day
Labor Day	Veterans Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day	

Regular employees shall receive 4 hours of holiday pay for Christmas Eve.

- 14.2 All work performed on designated holidays shall be paid as cash overtime or compensatory time at time and one-half rate and added to the employee's total compensatory bank defined in Article 17 of this contract.
- 14.3 Fulltime employees who have been employed one (1) full year shall receive two (2) days of personal leave for time equal to their normal work shift. The personal days must be used in the calendar year and will not transfer to another calendar year if not used. Work performed on a designated personal leave day shall not be considered as premium time at the time and one-half rate, unless the Employer directs the employee to do so. This interpretation is consistent with other benefits provided under Article 14.

ARTICLE 15 LEAVES OF ABSENCE

UNPAID LEAVE: Leaves of absence without pay may be granted for reasonable periods, not to exceed one (1) year, without the loss of seniority for any of the following:

- a. Illness (physical or mental). Extensions for a similar period may be granted upon request.
- b. Other reasons acceptable to the Employer.

Employees may request to return to work prior to the termination date of approved unpaid leave, however, it shall be the sole discretion of the Employer to grant such a request.

ARTICLE 16 WAGES

- 16.5 All employees covered by this Agreement shall be paid in accordance with attached schedule hereto and made a part of this Agreement. The attached schedule reflects a 3% general wage adjustment for each year of the agreement. In the event a successor Agreement is not entered into subsequent to the termination of this Agreement, employees shall be compensated at the December 31, 2026 pay rate until such time that a successor Agreement is ratified.
- 16.6 Lead chair employees will receive a one (1) step increase on salary schedule upon movement to chair one. Lead chair employees who are compensated on the final step

of the wage scale, will receive \$1.50 per hour as assigned lead chair. Employees who are assigned as lead chair and not at the top step of the wage scale will receive \$.50 per hour as assigned lead chair.

- 16.7 If an employee is called in to cover a shift for any reason, the employee called in will be compensated \$40.00 per shift. If the employee agrees to split a work shift with another employee, the employees will share the \$40.00 pay. Change of an employee's scheduled shift with less than 24 hours' notice provided will receive \$40 compensation. Change of shift includes an extension of shift and/or requiring employees to report early for a scheduled shift.
- 16.8 Employees promoted to a new classification shall be placed within the new salary range on the lowest step that provides a salary increase.
- 16.9 In the absence of the Assigned Chair 1 Dispatcher, the Assigned Chair2 Dispatcher will receive an additional \$0.75 per hour.
- 16.10 Employees shall be paid \$1.25 shift differential per hour when 25 percent of their regular schedule starts at 2:00pm or later. Employees scheduled to work the day- night rotation will receive the defined shift differential.
- 16.11 Employer shall not require nondisclosure by an employee of his or her wages as a condition of employment. Employer shall not require an employee to sign a waiver or other document that purports to deny an employee the right to disclose the employee's wages. Employer shall not take any adverse employment action against an employee for disclosing the employee's own wages or discussing another employee's wages that have been disclosed voluntarily.
- 16.12 Employees assigned as a Field Training Officer (FTO) shall receive an additional one hour of pay for each full shift they are assigned as an FTO. In the absence of the FTO or the probationer working less than a full scheduled shift together, the FTO will receive one-half hour of pay for the shift they are assigned as an FTO. In order to qualify for pay under this article the FTO must document the trainee's performance on the observation report paperwork.

ARTICLE 17 COMPENSATORY TIME

- 17.1 Overtime accumulation may be accrued as compensatory time if requested by the employee, in lieu of overtime compensation. The maximum accumulation of compensatory time shall be 130 hours for employees working 8 hour shifts, 150 hours for employees working 10 hour shifts, and 170 hours for employees working 12 hour shifts.

Employees have the option of taking the compensatory time as days off or receiving

cash payment. Compensatory time is to be taken at a time that does not disrupt the normal working pattern of the Sheriff's Office. Requests for the use of compensatory time must be made two weeks prior to their use; however, this requirement may be waived by the Department Head/Supervisor.

- 17.2 Employees may account for time spent at training by logging hours in a Training Bank with a 48 hour rolling limit. This time accrues at an hour for hour rate and must be used as time off. There will be no cash payout of hours not used or accrued over the limit.

ARTICLE 18 INSURANCE

- 18.1 Employees working thirty (30) hours or more per week shall be provided the following insurance:

- a. The Employer shall establish and maintain a group hospital and medical insurance program for participation in by eligible employees subject to the limitations, benefits, and conditions established by a contract between the Employer and the insurance carrier
- b. For subsequent Agreement years, any determined premium increase will be calculated on each plan and coverage level using the following formula:

The first 5% of the insurance increase is covered by the Employer;
the second 5% of the insurance increase is covered by the Employee;
any increase above a 10% increase will be split 50/50 by Employer and Employee;

It is agreed that in subsequent Agreement years, premium increases will be calculated on the Employee and Employer contribution amounts from the preceding year.

- c. Notwithstanding the foregoing, in no event shall the Employer's contribution to the group insurance plan exceed the total monthly premium payment for an employee participating in the group insurance plan.
- d. The Employer shall provide a term life and accidental death and dismemberment insurance program for regular employees that contains a forty-five thousand dollar (\$45,000.00) death benefit.
- e. Employee and Dependent dental insurance coverage will be provided through employee authorized payroll deductions as outlined in Employee Benefit offerings. Employees will contribute \$5 per month for single coverage, family contributions are calculated following existing procedure.
- f. In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the

Employer to be subject to penalties, taxes, or fines, the parties agree to meet immediately to renegotiate revisions to this Agreement that will restore the Employer's health insurance plan(s) to compliance, provided that there will be no decrease in benefits to the employees.

- 18.2 An employee on an approved leave of absence may continue his/her group health coverage by paying the total cost of the insurance premiums in advance.
- 18.3 Under the FMLA the Employer will continue its health coverage responsibilities for the employee on an approved leave of absence.

ARTICLE 19 UNIFORMS

The Sheriff maintains the right to modify the Personal Appearance Guidelines, or any Uniform requirements. If needed, Class A Uniforms will be purchased and provided by the County.

ARTICLE 20 CONSTITUTIONAL PROTECTION

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

ARTICLE 21 WAIVER

Any and all prior agreements, resolutions, practices, policies, rules, and regulations regarding terms and conditions of employment to the extent inconsistent with the provisions of the Agreement, are hereby superseded.

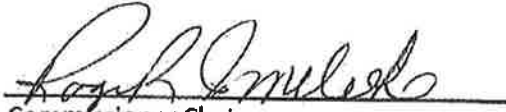
ARTICLE 22 DURATION

This Contract shall be in full force and effect from January 1, 2024 to December 31, 2026, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing on or before July 1, 2026, that it desires to modify or terminate this Contract. Failure to give notice shall cause this Contract to be renewed for a period of twelve (12) months from year to year, automatically.


IN WITNESS WHEREOF, the parties hereto have set their hands this day of December 2023.

COUNTY OF KANDIYOHI

INC.



Commissioner Chair
Kandiyohi County Board



LELS #191
Business Agent

Date

Date



County Administrator



Steward
LELS #191

Date

12/21/2023

Date

LAW ENFORCEMENT LABOR SERVICES,

Kandiyohi County And Law Enforcement Local #191 Labor Services, Inc.
Essential Sheriff Unit Public Safety Telecommunicator January 1, 2024-December 31, 2026

