

LABOR AGREEMENT

BETWEEN

CITY OF MAPLEWOOD

AND

LAW ENFORCEMENT LABOR SERVICES INC.,

(LOCAL 541)

July 1, 2023- December 31, 2025

Table of Contents

<i>ARTICLE 1: PURPOSE OF AGREEMENT</i>	1
<i>ARTICLE 2: RECOGNITION</i>	1
<i>ARTICLE 3: DEFINITIONS</i>	1
<i>ARTICLE 4: EMPLOYER SECURITY</i>	2
<i>ARTICLE 5: EMPLOYER AUTHORITY</i>	2
<i>ARTICLE 6: UNION SECURITY</i>	2
<i>ARTICLE 7: EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE</i>	2
<i>ARTICLE 8: SAVINGS CLAUSE</i>	5
<i>ARTICLE 9: SENIORITY</i>	5
<i>ARTICLE 10: DISCIPLINE</i>	5
<i>ARTICLE 11: CONSTITUTIONAL PROTECTION</i>	6
<i>ARTICLE 12: WORK SCHEDULES</i>	6
<i>ARTICLE 13: ANNUAL LEAVE</i>	7
<i>ARTICLE 14: HOLIDAYS</i>	7
<i>ARTICLE 15: POST LICENSE</i>	8
<i>ARTICLE 16: SEVERANCE PAY</i>	8
<i>ARTICLE 17: LEAVES OF ABSENCE</i>	9
<i>ARTICLE 18: INJURY ON DUTY</i>	9
<i>ARTICLE 19: INSURANCE</i>	10
<i>ARTICLE 20: PROBATIONARY PERIODS</i>	12
<i>ARTICLE 21: UNIFORMS</i>	12
<i>ARTICLE 22: WAGES</i>	12
<i>ARTICLE 23: FALSE ARREST AND LEGAL DEFENSE</i>	13
<i>ARTICLE 24: WAIVER</i>	13
<i>ARTICLE 25: DURATION</i>	13
<i>APPENDIX A</i>	15

ARTICLE 1: PURPOSE OF AGREEMENT

This Agreement is entered into between the City of Maplewood, hereinafter called the Employer, and Law Enforcement Labor Services, Inc., Local #541 hereinafter called the Union.

It is the intent and purpose of this Agreement to:

- 1.1 Establish certain hours, wages and other conditions of employment.
- 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 parties' Agreement upon 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, as certified by the Bureau of Mediation Services, BMS Case No. 23PCE1864, for the following:

All licensed peace officers of the City of Maplewood Police Department, Maplewood, Minnesota, in the classification of Lieutenant, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential, and all other employees.

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 541.
- 3.2 UNION MEMBER: A member of Law Enforcement Labor Services Inc. (Local 541).
- 3.3 EMPLOYEE: An employee whose classification is included in the exclusively recognized bargaining unit.
- 3.4 DEPARTMENT: The City of Maplewood Police Department.
- 3.5 EMPLOYER: The City of Maplewood.

3.6 CHIEF: The Chief of the Maplewood Police Department.

3.7 UNION OFFICER: Officer elected or appointed by Law Enforcement Labor Services Inc. (Local 541).

ARTICLE 4: EMPLOYER SECURITY

The Union agrees that during the life of this Agreement that employees 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 full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structures; to select, direct, and determine the number of personnel; to establish work schedules; and to perform any inherent managerial function not specifically limited by this Agreement.

ARTICLE 6: UNION SECURITY

6.1 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 Law Enforcement Labor Services, Inc.

6.2 The Union may designate employees from the bargaining unit to act as a steward and an alternate and shall inform the Employer in writing of such choice and changes in the position of steward and/or alternate.

6.3 The Employer shall make space available on the employee bulletin board for posting Union notice(s) and announcement(s).

6.4 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 Article 6.1.

ARTICLE 7: EMPLOYEE RIGHTS- GRIEVANCE PROCEDURE

7.1 Definition of a Grievance -A grievance is defined as a dispute or disagreement regarding the interpretation or application of this Agreement's specific terms and conditions.

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 representatives and/or their successors when so designated as provided by 6.2 of this Agreement shall be the sole representative of the Union.

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 Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and a 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 Employee and the Union representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

7.4 Procedure - Grievances, as defined by Section 7.1, shall be resolved in conformance with the following procedure.

Step 1. An Employee claiming a violation concerning the interpretation of the application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the Employer.

The Employer-designated representative will discuss and answer 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, 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 shall be considered waived.

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

Step 4. A grievance unresolved in Step 3 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. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Medication Services, except that for grievance matters involving written disciplinary action, discharge, or termination, the assignment of an arbitrator shall be consistent with Minnesota Statute 626.892.

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 shall have no authority to make a decision 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 decisions shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The 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 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 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 above, it shall be considered "waived". If a grievance is not responded to 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 written Agreement of the Employer and the Union in each step.

7.7 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 7 or a procedure such as: Veteran's Preference or Fair Employment. If appealed to any procedure other than Step 4 of Article 7 the grievance is not subject to the arbitration procedure as provided in Step 4 of Article 7. The aggrieved Employee shall indicate in writing which procedure is to be utilized -- Step 4 of Article 7 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 7.

ARTICLE 8: SAVINGS CLAUSE

This Agreement is subject to the laws of the United States, the State of Minnesota, and the City of Maplewood. 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 written request of either party.

ARTICLE 9: SENIORITY

9.1 Seniority shall be determined by the Employee's length of continuous employment as a Lieutenant with the Police Department and posted in an appropriate location.

9.2 During the probationary period, a promoted Employee may be returned to their previous position at the sole discretion of the Employer. The probationary period is six months from the date of promotion.

9.3 A reduction of the workforce will be accomplished on the basis of seniority. Prior to any layoff, Employees in this group will be returned to their previous positions (ranks) before any layoff occurs, based on the time at the rank of Lieutenant. Layoffs will be based on total seniority with the agency as a sworn officer. Employees shall be recalled from layoff based on seniority. Employees on layoff, or reduced in rank because of a

layoff, shall have an opportunity to return to work within two years of the time of their layoff before any new employee is hired or promoted.

9.4 Assignments of the Employee are at the sole discretion of the Employer.

ARTICLE 10: DISCIPLINE

10.1 The Employer will discipline employees for just cause only. Discipline will be in one or more of the following forms.

- A. oral reprimand.
- B. written reprimand.
- C. suspension.
- D. demotion; or
- E. discharge.

10.2 Suspensions, 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 an employee's personnel file, shall be read and acknowledged by signature of the Employee. Employees and the Union will receive a copy of such reprimands and/or notices.

10.4 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.

10.5 Employees will not be questioned concerning an investigation that may lead to disciplinary action unless the Employee has been given an opportunity to have a Union representative present at such questioning.

10.6 Grievances relating to suspensions, demotions, or terminations shall be initiated by the Union in Step 3 of the grievance procedure under Article 7.

10.7 The Employer will remove old disciplinary letters from the Employee's personnel file after five (5) years if no further discipline, above that of a verbal reprimand, has occurred within that five-year period.

ARTICLE 11: CONSTITUTIONAL PROTECTION

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

ARTICLE 12: WORK SCHEDULES

12.1 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.

12.2 Employees are considered exempt under the Fair Labor Standards Act. Employees are expected to work during normal hours of business and are normally required to work the number of hours necessary to fulfill their duties. Employees may be required to work beyond forty (40) hours per week. Employees may occasionally be required to work other hours to perform their duties or meet the needs of the agency.

12.3 In recognition of working extra hours, these Employees may take time off during their normal working hours with supervisory approval. Employees are required to use paid leave when on personal business or away from the office for four (4) hours or more, on a given day. Absences of less than four (4) hours do not require paid leave as it is presumed that the staff member regularly puts in extra hours above and beyond the normal Monday through Friday requirement.

ARTICLE 13: ANNUAL LEAVE

13.1 Full-time employees shall earn annual leave as per the following schedule:

Annual Leave Accrual Rates for FT employees -

Years of Service	Annual Accrual Rates
1 - 4 Years	19 days (152 hours per year)
5 - 11 Years	24 days (192 hours per year)
12 - 20 Years	29 days (232 hours per year)
After 20 Years	34 days (272 hours per year)

13.2 Annual leave shall accrue on a pay-period basis. Employees may accumulate up to 62 days (496 hours). Employees may carry over up to their full balance as long as the total balance never exceeds the 62-day cap. No additional accrual will occur above the cap.

13.3 Promoted employees who have deferred sick leave shall retain the balance.

ARTICLE 14: HOLIDAYS

14.1 All full-time employees shall be entitled to observe the following ten (11) statutory holidays and shall be compensated at their regular pay rate for these days. Holiday hours will be made available on January 1st of each year. If employment is separated, the employer will withhold the balance based on the actual holidays earned.

New Year's Day	Labor Day
Martin Luther King's B-day	Veteran's Day
President's Day	Thanksgiving
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Juneteenth	

These holidays shall be credited toward the normal work year as per 12.1 of the Labor Agreement.

14.2 If employees are required to work, on an observed holiday (listed in 14.1), they shall retain their holiday hours and take off another day in lieu of the holiday. An Employee may choose to work a holiday, with the Chief or designee's approval, and retain their holiday time.

14.5 In addition to the holidays listed in 14.1, all full-time employees shall receive twenty (20) hours of Personal holiday time per year. The time shall be requested off by the Employee and approved by the Employer. The hours must be used during the year and will not carry over to the next year. Any unused hours as of December 31st will be converted to the Employee's Retirement Health Savings (RHS).

ARTICLE 15: POST LICENSE

The Employer shall pay the POST license fee on behalf of each Employee.

ARTICLE 16: SEVERANCE PAY

16.1 All regular Employees who leave employment of the City in good standing by retirement or resignation shall receive severance pay for 100% of unused personal holidays and annual leave.

16.2 Employees who retire, resign or are laid off and have unused deferred sick leave shall be entitled to severance pay which shall be computed at their regular rate of pay at the time of severance and shall amount to one-half (1/2) of any deferred sick leave with a maximum payout of 1,200 hours.

16.3 In the case of the death of an Employee who has become eligible for severance pay, the beneficiary of the Employee shall be eligible to receive the Employee's severance pay as provided above. In case of death in the line of duty for any employee covered under this Agreement who has deferred sick leave, 100% of the accumulated

deferred sick leave shall go directly into the Employee's RHS plan in accordance with the Plan.

16.4 If an Employee moves from one bargaining unit to another, the hours accrued and unused before the change will be covered by the applicable union contract in effect at the time of the change.

ARTICLE 17: LEAVES OF ABSENCE

17.1 Funeral/Bereavement Leave. A maximum of up to three (3) days of funeral/bereavement leave with pay shall be extended to regular full-time employees upon the death of a member of the immediate family of said Employee or his/her spouse (i.e., spouse, children, sons-in-law, daughters-in-law, grandchildren, parents, grandparents, brothers, sisters, legal guardian, or individuals who are under the Employee's legal guardianship) for the attendance at the funeral or other demonstrated need. The actual time off, and funeral leave approved, will be determined by the department head depending on individual circumstances (such as the closeness of the relative, arrangements to be made, distance to the funeral, etc.).

17.2 Military Leave. Employees shall be granted military leave with pay for training, not to exceed fifteen (15) working days per calendar year, when ordered by the appropriate authorities. Military leave in excess of fifteen working days shall be awarded in accordance with State and Federal law.

17.3 Jury Duty Leave. Employees shall be granted paid leaves of absence for required jury duty. Such Employees shall be required to turn over any compensation received for jury duty, minus mileage, meal, or expense reimbursement, to the City in order to receive their regular wages for the period. If the jury is dismissed more than two (2) hours prior to the end of the Employee's regular shift, the Employee shall report to work. Employees must notify the City as soon as possible after receiving notification of their order to serve.

17.4 Educational and Training Leave. Employees shall be granted educational or training leave with pay for work-related conferences and seminars which occur during regular working hours when attendance is required and approved by the Employer. Any associated costs related to the conferences or seminars shall be paid by the Employer.

ARTICLE 18: INJURY ON DUTY

Employees injured during the performance of their duties for the Employer and thereby rendered unable to work for the Employer will be paid no more than the difference between the Employee's regular take-home pay and Worker's Compensation insurance payments for a period not to exceed ninety (90) working days per injury, not charged to the Employee's vacation, sick leave, annual leave, or other accumulated paid benefits.

ARTICLE 19: INSURANCE

2019 Health Care Costs/Contributions

19.1 For all full-time employees hired prior to January 1st, 2013, the Employer will pay 100% of the cost of Employee (single) health insurance premium less \$20, and 50% plus \$45 toward the cost of the monthly dependent health insurance premium for the High Deductible Health Plan (hereafter the "HDHP") for either the Medica ElecUEssential or Medica Choice plans. The Employer shall contribute towards the cost for insurance as follows:

- a. \$20 per month credit towards single health care insurance for those employees who are deemed to have actively participated in the City provided Wellness Plan.
 - i. The term actively participated shall be as determined by the Labor- Management Wellness Committee.
- b. \$1,900 annually into a Health Reimbursement Account (HRA) for those employees who elect single coverage in either the Medica Elect/Essential Plan or Medica Choice plan.
- c. \$3,200 annually into a HRA for those employees who elect family coverage in either the Medica Elect/Essential Plan or Medica Choice Plan.
- d. The City shall make such deposits for single or family HRA contributions by way of pro-rata contributions. The City will also provide a funding option which shall be available to any employee who requires earlier funding of the City's contribution due to medical event(s). In such case, the Employee shall make a request for funding to the Human Resources Coordinator and shall provide documentation supporting such request. The City shall also make a resource person available on a regular basis to the Employees to assist them with paperwork and billing issues related to the HDHP.
- e. As an incentive to participate in the Wellness Program, the City shall contribute up to \$450 annually toward the Employee HRA for those Employees who have been determined to have actively participated in the Wellness Program as determined by the Labor-Management Wellness Committee. At the Employee's option the Employee may choose to receive up to 12 hours of annual leave or 12 hours of vacation pay (for those employees still on the vacation sick plan) in lieu of receiving the contribution into the Employee's HRA.

19.2 For all employees hired on or after January 1st, 2013, the following shall apply.

- a. The Employer will pay 100% of the cost of Employee (single) health insurance premium less \$20, and 50% plus \$45 toward the cost of the monthly dependent health insurance premium for the High Deductible Health Plan (hereafter the "HDHP") for the Medica Elect/Essential plan. For any employee who chooses to participate in any other plan offered by the City, if any, the City will contribute an amount equal to the actual dollar amounts paid for single HDHP coverage towards the monthly premiums for other such plans for single coverage, and an amount equal to the actual dollar amounts paid for family HDHP coverage for families toward the monthly premiums for such plans for family coverage and the Employee shall be responsible to pay any difference over and above such contributions. The Employer shall contribute towards the cost for insurance as follows:

i. \$20 per month credit towards single health care insurance for those employees who are deemed to have actively participated in the City provided Wellness Plan.

1. The term actively participated shall be as determined by the Labor-Management Wellness Committee.

ii. \$1,700 annually into a Health Reimbursement Account (HRA) for those employees who elect single coverage. For newly hired employees who have successfully completed one year of employment, the contribution shall be \$1800.00.

iii. \$2,700 annually into a HRA for those employees who elect family coverage. For newly hired employees who have successfully completed one year of employment, the contribution for family coverage shall be \$2800.00.

b. The City shall contribute up to \$450 annually toward the Employee HRA for those Employees who have been determined to have actively participated in the Wellness Program as determined by the Labor-Management Wellness Committee. At the Employee's option the Employee may choose to receive up to 12 hours of annual leave in lieu of receiving the contribution into the Employee's HRA.

2023-2025 Health Care Costs/Contributions

The Employer and Union mutually agreed to Health Care Costs and Contributions for 2023, 2024 and 2025. Effective January 1, 2024, employees who elect single coverage shall contribute \$15.00 per month.

Beginning in 2024, the City will offer an HSA.

The Employer and the Employee further agree to actively engage in labor-management discussions and planning with regard to future citywide health insurance offerings. It is the City's expectation that a global agreement with all affected bargaining units will be reached by the City's insurance committee.

In the event health insurance provision of this Agreement fail to meet the requirements of the Affordable Care Act and/or any other new federal legislation; or cause the Employer to be subject to a penalty, tax, or fine, the Union and the Employer will meet immediately to negotiate alternative provisions.

Any changes that are presented at renewal will be discussed (and agreed to) through the Labor- Management Committee process. These benefits apply to FT employees only.

19.5 Dental, Life and Long-Term Disability Insurance - The Employer shall pay 100% of the cost of Employee (single) dental insurance coverage, a \$35,000 group term life insurance policy, and long-term disability insurance for regular full-time employees.

19.6 The Employer will provide an IRS-125 plan for the Employee's contribution in order to permit the Employee to pay with pre-tax dollars.

19.7 Short-Term Disability Insurance - The City agrees to offer or go out for bid for short-term disability insurance coverage. Employees may elect this optional coverage at the Employee's cost.

19.8 Retiree Health Savings Plan-The City agrees to provide a retiree health savings plan with the following plan specification:

1. Participant and benefit eligibility criteria: Must be full-time Employee, no minimum or maximum age and no years of service requirement, except as stipulated for eligible severance pay in current labor agreement.
2. Benefits will be limited to insurance premiums (health, dental, vision and long-term care premiums, Medicare Part B, Medicare Part D, Medicare supplements, other prescription drug insurance premiums) and out-of-pocket expenses described as eligible by the IRS.
3. The RHS plan will be funded by severance pay as follows:
One hundred percent (100%) of eligible severance pay for sick leave and deferred sick leave would be deposited into the RHS plan if the Employee is age 31 or above at the time of separation from service.
4. The RHS plan will be funded with annual deposits as follows:
Employees will have the cash value of all personal holiday hours unused as of December 31st deposited into the RHS plan.

ARTICLE 20: PROBATIONARY PERIODS

20.1 Probationary Period - New Employees - All newly hired or rehired Employees will serve a one (1) year probationary period. At any time during the probationary period, a newly hired or re-hired Employee may be terminated at the sole discretion of the Employer.

20.2 Probationary Period – Promoted Employee - All Employees promoted to lieutenant will serve a six (6) month probationary period if the Employee has not served a probationary period as a lieutenant. At any time during the probationary period, a promoted Employee may be reassigned to the Employee's previous position at the sole discretion of the Employer.

ARTICLE 21: UNIFORMS

The Employer shall provide the required uniforms and equipment items.

ARTICLE 22: WAGES

22.1 Deferred Compensation: The Employer will contribute to each full-time Employee an amount equal to three and one-quarter percent (3.25%) of their regular salary so long as the Employee contributes a matching amount of the regular salary to be deposited into an approved deferred compensation plan.

22.2 Wages. An employee shall be paid in accordance with the wage scale set forth in Appendix A.

Effective July 1, 2023, employees placed on Grade 14, Step E (which includes a 1.0% increase to the range)

No anniversary step increases in 2023

1.5% general wage increase effective January 1, 2024

1.5% general wage increase effective June 29, 2024

Employees are eligible for anniversary step increases in 2024

1.5% general wage increase effective January 1, 2025

1.5% general wage increase effective June 28, 2025

Employees are eligible for anniversary step increases in 2025

New salary ranges are adopted with the 2023 contract. The new salary ranges have seven (7) steps. Movement within the range is based on time in position. Employees will be eligible for step movement once per year on their anniversary date until they reach Step G. There shall be no anniversary step movement in 2023. It is understood that the City has the right to start an employee at any step in the salary range at the City's discretion when hiring an experienced employee.

ARTICLE 23: FALSE ARREST and LEGAL DEFENSE

23.1 The Employer shall provide and pay all premiums due on False Arrest Insurance to cover all Employees covered by this Agreement.

ARTICLE 24: WAIVER

24.1 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 this Agreement, are hereby superseded.

24.2 The parties mutually acknowledge that during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All Agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement.

24.3 The Union and the City agree to meet and confer to discuss possible accommodations for "qualified" disabled employees as the need arises, consistent with the intent of the Americans with Disabilities Act.

ARTICLE 25: DURATION

Except as herein provided, this Agreement shall be effective as of July 1st, 2023, except as herein noted, and shall continue in full force and effect until December 31st, 2025, and thereafter until modified or amended by mutual Agreement of the parties.

In witness whereof, the parties hereto have executed this Agreement on _____
September 11, 2023

FOR THE CITY OF MAPLEWOOD:

DocuSigned by:
Marylee Abrams
05E48C9FB1D8415...

DocuSigned by:
Melinda Coleman
EABB700834604FE...

DocuSigned by:
Mike Darrow
22EB912E870543A...

Mayor
City Manager
Assistant City Manager/HR Director

LAW ENFORCEMENT LABOR SERVICES, INC.

DocuSigned by:
Tim Chmielewski
18E460E90D284BE...

DocuSigned by:
Joe Steiner
E4A5DFA957CC43E...

DocuSigned by:
Michael Hoemke
3043B0466E3A466...

Business Agent
Steward
Steward

APPENDIX A

2023 LELS Lieutenants Wage Appendix 7/1/2023

Grade	Step						
	A	B	C	D	E	F	G
14	\$56.10	\$58.35	\$60.68	\$63.11	\$65.63	\$68.26	\$70.99

2024 LELS Lieutenants Wage Appendix 1/1/2024

Grade	Step						
	A	B	C	D	E	F	G
14	\$56.94	\$59.22	\$61.59	\$64.05	\$66.62	\$69.28	\$72.05

2024 LELS Lieutenants Wage Appendix 6/29/2024

Grade	Step						
	A	B	C	D	E	F	G
14	\$57.80	\$60.11	\$62.51	\$65.01	\$67.61	\$70.32	\$73.13

2025 LELS Lieutenants Wage Appendix 1/1/2025

Grade	Step						
	A	B	C	D	E	F	G
14	\$58.66	\$61.01	\$63.45	\$65.99	\$68.63	\$71.37	\$74.23

2025 LELS Lieutenants Wage Appendix 6/28/2025

Grade	Step						
	A	B	C	D	E	F	G
14	\$59.54	\$61.93	\$64.40	\$66.98	\$69.66	\$72.44	\$75.34

Positions have been assigned to the following grades based on the job evaluation results of the 2022 Baker Tilly Classification and Compensation Study:

Grade 14

Lieutenant

Certificate Of Completion

Envelope Id: 4A7EA4B855294975B795D4F5B7E6D94B	Status: Completed
Subject: Complete with DocuSign: G5-Maplewood Lt Contract7-1-23 through 12-31-25.pdf	
Source Envelope:	
Document Pages: 17	Signatures: 6
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Lois Knutson
Time Zone: (UTC-06:00) Central Time (US & Canada)	lois.knutson@maplewoodmn.gov
	IP Address: 199.249.109.79


Record Tracking

Status: Original 9/8/2023 3:55:45 PM	Holder: Lois Knutson lois.knutson@maplewoodmn.gov	Location: DocuSign
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: City of Maplewood	Location: DocuSign

Signer Events

Joe Steiner
joe.steiner@maplewoodmn.gov
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

E4A5DFA957CC43E...
Signature Adoption: Pre-selected Style
Using IP Address: 199.249.109.79


Timestamp

Sent: 9/8/2023 4:06:10 PM
Viewed: 9/12/2023 9:38:35 AM
Signed: 9/12/2023 9:47:29 AM

Electronic Record and Signature Disclosure:

Accepted: 9/12/2023 9:38:35 AM
ID: 6f2ec86e-6e52-48f9-9878-2242789f2409

Marylee Abrams
marylee.abrams@maplewoodmn.gov
Mayor
City of Maplewood
Security Level: Email, Account Authentication (None)

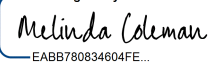
DocuSigned by:

05E4BC9FB1D8415...
Signature Adoption: Pre-selected Style
Using IP Address: 172.58.84.24
Signed using mobile

Sent: 9/8/2023 4:06:12 PM
Viewed: 9/14/2023 6:14:43 AM
Signed: 9/14/2023 6:15:13 AM

Electronic Record and Signature Disclosure:

Accepted: 9/14/2023 6:14:43 AM
ID: 57cd8389-a90d-4afa-b3b2-0d4f40b03282

Melinda Coleman
melinda.coleman@maplewoodmn.gov
City Manager
City of Maplewood
Security Level: Email, Account Authentication (None)

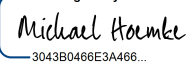
DocuSigned by:

EABB780834604FE...
Signature Adoption: Pre-selected Style
Using IP Address: 75.73.18.218
Signed using mobile

Sent: 9/8/2023 4:06:12 PM
Viewed: 9/9/2023 7:20:07 PM
Signed: 9/9/2023 7:20:32 PM

Electronic Record and Signature Disclosure:

Accepted: 9/9/2023 7:20:07 PM
ID: 9eaec632-29b2-4a74-af30-f18e2da6969c

Michael Hoemke
michael.hoemke@maplewoodmn.gov
Security Level: Email, Account Authentication (None)

DocuSigned by:

3043B0466E3A466...
Signature Adoption: Pre-selected Style
Using IP Address: 199.249.109.79

Sent: 9/8/2023 4:06:11 PM
Viewed: 9/13/2023 2:24:16 PM
Signed: 9/13/2023 2:25:08 PM

Electronic Record and Signature Disclosure:

Accepted: 9/13/2023 2:24:16 PM
ID: bb138044-2fa5-4de8-99d6-7143301d224c

Signer Events	Signature	Timestamp
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Mike Darrow
 mike.darrow@maplewoodmn.gov
 Assistant City Manager/HR Director
 Security Level: Email, Account Authentication (None)


DocuSigned by:

 22EB912E870543A...
 Signature Adoption: Pre-selected Style
 Using IP Address: 199.249.109.79

Sent: 9/8/2023 4:06:13 PM
 Viewed: 9/12/2023 9:13:59 AM
 Signed: 9/12/2023 9:14:07 AM

Electronic Record and Signature Disclosure:
 Accepted: 9/12/2023 9:13:59 AM
 ID: 043bb85c-0183-4df1-a8a3-f3e7e27b8011

Tim Chmielewski
 tchmielewski@iels.org
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 18E460E90D284BE...
 Signature Adoption: Pre-selected Style
 Using IP Address: 96.87.138.92

Sent: 9/8/2023 4:06:11 PM
 Viewed: 9/11/2023 8:48:34 AM
 Signed: 9/11/2023 8:49:26 AM

Electronic Record and Signature Disclosure:
 Accepted: 9/11/2023 8:48:34 AM
 ID: df0b9244-d933-41fd-929e-57079363a484

In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	9/8/2023 4:06:13 PM
Certified Delivered	Security Checked	9/11/2023 8:48:34 AM
Signing Complete	Security Checked	9/11/2023 8:49:26 AM
Completed	Security Checked	9/14/2023 6:15:13 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files

Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	Allow per session cookies

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