

AGREEMENT
BETWEEN
CITY OF MINNETRISTA
AND



LAW ENFORCEMENT LABOR SERVICES, INC.
(POLICE SUPERVISORY LOCAL #343)

JANUARY 1, 2024 – DECEMBER 31, 2026

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ARTICLE 1 – PURPOSE OF AGREEMENT

This Agreement is entered into between the City of Minnetrista, hereinafter called the EMPLOYER, and Law Enforcement Labor Services, Inc., hereinafter called the 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 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, for all supervisory essential licensed employees of the City of Minnetrista Police Department, Minnetrista Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding confidential and all other employees as identified by the Bureau of Mediation Services, Certification and Exclusive Representative dated January 4, 2008, Case No. 08-PCE-0560.

ARTICLE 3 – DEFINITIONS

- 3.1 UNION: Law Enforcement Labor Services, Inc. (Local #343).
- 3.2 UNION MEMBER: A member of Law Enforcement Labor Services, Inc. (Local #343).
- 3.3 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.4 DEPARTMENT: Minnetrista Public Safety Department.
- 3.5 EMPLOYER: City of Minnetrista.
- 3.6 PUBLIC SAFETY DIRECTOR: Minnetrista Public Safety Director and C.L.E.O.
- 3.7 UNION OFFICER: Officer elected or appointed by Law Enforcement Labor Services, Inc., (Local #343).
- 3.8 OVERTIME: Work performed at the express authorization of the EMPLOYER in excess of the employees scheduled shift.
- 3.9 SCHEDULED SHIFT: A consecutive work period including rest breaks and a lunch break.
- 3.10 REST BREAKS: Periods during a scheduled shift during which the employee remains on continual duty and is responsible for assigned duties.
- 3.11 MEAL BREAK: A period during a scheduled shift when employees may take a thirty-minute unpaid break to eat a meal. Although meal breaks are predominately for the

benefit of employees, employees are subject to being called to duty during a meal break. Time spent responding to such calls is compensable.

- 3.12 PROBATIONARY STATUS: A new employee's first twelve (12) months of continuous employment. A promoted employee's first six (6) months of continuous employment.
- 3.13 STRIKE: Concerted action in failing to report for duty, the willful absence from one's position, the stoppage of work, slow-down or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing, or coercing a change in the conditions, compensation, or the rights, privileges or obligations of employment, or other action as defined by law.

ARTICLE 4 – EMPLOYER SECURITY

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

ARTICLE 5 – EMPLOYER AUTHORITY

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

ARTICLE 6 – UNION SECURITY

- 6.1 The EMPLOYER shall deduct from the wages of employees who authorize such a deduction, in writing, an amount necessary to cover monthly UNION dues. Such moneys shall be remitted to the UNION.
- 6.2 The UNION may designate employees from the bargaining unit to act as Steward and alternate and shall inform the EMPLOYER, in writing, of such notice 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 notices and announcements.
- 6.4 The UNION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders or judgments brought or issues against the EMPLOYER as a result of any action taken or not taken by the EMPLOYER under the provisions of this Article.

ARTICLE 7 – SAVINGS CLAUSE

- 7.1 This Agreement is subject to law. 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 8 – EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE

- 8.1 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.
- 8.2 Union Representatives. The EMPLOYER will recognize Representatives designated by the UNION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The UNION shall notify the EMPLOYER, in writing, of the names of such UNION Representatives and their successors when so designated, as provided by 6.2 of this Agreement.
- 8.3 Process 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 the employee and the UNION representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the EMPLOYER.
- 8.4 Procedure. Grievances, as defined by Section 7.1, shall be resolved in conformance with the following procedure:

Step 1. An employee claiming a violation concerning the interpretation or application of this Agreement shall, within ten (10) 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 give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing, setting forth the nature of the grievance, the facts on which it is based, the 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 Representatives 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 City Administrator, who shall be the designated Step 2 Representative.

The City Administrator shall give the UNION the EMPLOYER'S Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance.

Step 3. If a grievance is not resolved at Step 3, the Union may appeal the grievance to Step 3 (arbitration) by requesting a list of arbitrators from the Bureau of Mediation Services within ten (10) days after the City Administrator's answer at Step 2, or the time for providing an answer expires, whichever is earlier. The selection of an arbitrator shall be made in accordance with the procedures adopted by the Minnesota Bureau of Mediation Services. If the Union does not request a list of arbitrators in writing within ten (10) calendar days, the grievance shall be considered waived and an arbitrator shall have no authority to hear it.

8.5 Arbitrators Authority

- a. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and the UNION and shall have no authority to 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 decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the UNION and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.
- c. The fees and expenses for the arbitrator's services and proceeding shall be borne equally by the EMPLOYER and the UNION, provided each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

8.6 Waiver. If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof it shall be considered settled on the basis of the EMPLOYER's last answer. If the EMPLOYER does not answer a grievance or an appeal thereof within the specified time limit, the grievance is denied at that step and the UNION may appeal the grievance to the next step within ten (10) calendar days after the date the time limit expires. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and the UNION.

8.7 Choice of Remedy. If as a result of the written EMPLOYER response to Step 2, 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 pursuant to Step 3 of Article or pursuant to another hearing procedure such as the procedure set forth in the Veteran's Preference Act, if applicable to the employee. If appealed pursuant to any procedure other than Step 3 of Article 8, the grievance is not subject to arbitration under Step 3 of Article 8. The aggrieved employee shall indicate in writing which procedure is to be utilized, Step 3 of Article 8 or another appeal procedure provided by law, and shall sign a statement acknowledging that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 3 of Article 8. The election set forth in this paragraph shall not apply to claims subject to the jurisdiction of the U.S. EEOC.

ARTICLE 9 – DISCIPLINE

- 9.1 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
 - e. discharge
- 9.2 Suspensions, demotions and discharges will be in written form.
- 9.3 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.
- 9.4 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 9.5 Employees will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have a UNION representative present at such questioning.
- 9.6 Grievances relating to this Article shall be initiated by the UNION in Step 2 of the grievance procedure under Article 8.

ARTICLE 10 – SENIORITY

- 10.1 Seniority shall be determined by the employee's length of full-time continuous employment with the Public Safety Department and posted in an appropriate location. Seniority rosters will be based on time in grade and time within specific classifications. The seniority roster shall be binding and conclusive evidence of an employee's seniority unless the roster is appealed pursuant to Article 8 within ten (10) calendar days after the list is posted. In the event of a layoff a Union Member will not be allowed to bump or otherwise move into a higher pay grade classification.

- 10.2 During the probationary period, a newly hired or rehired employee may be discharged at the sole discretion of the EMPLOYER.
- 10.3 During the probationary period, a promoted or reassigned employee may be placed in their previous position at the sole discretion of the EMPLOYER. By mutual agreement, the parties may agree in writing to an extension of probation.
- 10.4 A reduction of work force will be accomplished on the basis of seniority. Employees shall be recalled from layoff on the basis of seniority. An employee on layoff shall have an opportunity to return to work within two (2) years of the time of layoff before a new employee is hired.

ARTICLE 11 – WORK SCHEDULES

- 11.1 For purposes of this Agreement, hours worked include hours worked on assigned shifts, holidays, assigned training and authorized paid leave.
- 11.2 Nothing contained in this or any other Article shall be interpreted to be a guarantee of a minimum or maximum number of hours the EMPLOYER may assign employees.
- 11.3 Departmental Meetings and Trainings. An Employee who must attend a department meeting or training on a scheduled day off, or on a day when the employee is not regularly scheduled to work, will receive a minimum of three (3) hours of overtime pay. An Employee who is on duty or scheduled to work in conjunction with the department meeting or training will be entitled to their regular rate of pay for hours worked.

ARTICLE 12 – OVERTIME

- 12.1 Employees will be compensated at one-and-one-half (1 ½) times the employee's regular base pay rate for hours worked in excess of the employees scheduled shift. Changes of shifts do not qualify an employee for overtime under this Article.
- 12.2 Overtime will be distributed as equally as practicable.
- 12.3 Overtime refused by employees will, for record purposes under Article 11.2, be considered as unpaid overtime worked.
- 12.4 For the purpose of computing overtime compensation – overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked.
- 12.5 Overtime will be calculated to the nearest fifteen (15) minutes.
- 12.6 Employees have the obligation to work overtime or recall to duty if requested by the EMPLOYER unless unusual circumstances prevent the employee from so working.
- 12.7 Employees may earn compensatory time off, on a time-and-one half (1½) basis, for overtime hours worked in excess of the employees scheduled shift. Such

compensatory time may be accumulated up to forty (40) hours maximum. If overtime is required of an employee having the maximum balance, that overtime shall be paid out. An employee shall be allowed to carry over a maximum of 40 hours of compensation time from one year to another. Any hours not carried over shall be paid to the employee at their current year's rate of pay.

ARTICLE 13 – RECALL TO DUTY

13.1 An employee who is recalled to duty during the employee's scheduled off-duty time shall receive a minimum of three (3) hours at one and one-half times the employee's regular rate of pay for the three (3) hours. An extension of or early report to a scheduled shift for duty does not qualify the employee for the three (3) hour minimum. No provision of this Agreement shall alter or eliminate the Employer's existing practices or authority regarding flex time.

ARTICLE 14 – INSURANCE

14.1 For 2024, the Employer will contribute per the following tiered rate chart:

Tier	Contribution
Employee	\$900.00/mo.
Family	\$1,500/ mo.

Qualifying benefits include, but may not be limited to, insurance premiums (individual & dependent health, dental, life, and long-term disability) and contributions to an individual health savings account. There will be an insurance re-opener in 2025 and 2026.

14.2 The EMPLOYER is not guaranteeing that any particular claim will be paid or covered by any insurance, or that any specific amount will be paid out under any insurance policy. The EMPLOYER'S only obligation is to select a policy and pay the amounts stated in this Article. No claim or cause of action shall be made against the EMPLOYER as a result of a denial of insurance benefits by an insurance carrier or for any claim that is not covered or paid by insurance.

ARTICLE 15 – UNIFORMS

15.1 The EMPLOYER will provide Uniforms and replacement equipment. The EMPLOYER retains the right to approve uniforms, equipment and footwear including purchase, replacement and reimbursement practice.

15.2 Each employee shall be allocated up to six hundred (\$600.00) dollars over the duration of the agreement for the purchase of approved footwear and small tools and accessories. This allowance is based on a calculated average of \$200.00 per each year of the contract, although the allowance can be spent at any time during the duration of the contract.

15.3 Business attire for the investigator will be provided by the EMPLOYER, as determined by the Public Safety Director. The EMPLOYER retains the right to

approve business attire including the purchase, replacement and reimbursement practice.

15.4 All items purchased by the EMPLOYER will remain the property of the EMPLOYER.

ARTICLE 16 – SICK LEAVE

16.1 Full-time employees shall earn paid sick leave at the rate of eight (8) hours for each full month of continuous employment. Unused sick leave shall accumulate to a maximum of nine hundred and sixty (960) hours.

16.2 An employee may use accumulate sick leave whenever the employee's absence is found to have been due to an illness, condition, or disability that prevented the employee from attending work and performing job duties on that day. An employee may also use accumulated sick leave according to provisions in Minnesota Statue 181.9413.

16.3 Sick leave pay shall be approved only upon submission of a signed request form. The City may require that an employee seeking to utilize sick leave furnish an appropriate medical certificate from a qualified physician as evidence that an illness or disability prevented the employee from attending work and performing the duties of the job. The final determination as to the eligibility of an employee for sick leave is reserved to the City. In the event that a medical certificate is required, the employee will be so advised.

16.4 If an employee is absent for more than five consecutive days, the City may also require that the employee submit a fitness for duty certification, provided that such a certification is not explicitly prohibited by law.

16.5 Except as stated in Section 16.6 of this Agreement, upon termination of employment for any reason, any accumulated sick leave shall be forfeited. An employee shall not be reimbursed for any unused accumulated sick leave.

16.6 Severance Pay.

- a. Employees must leave in Good Standing, meaning the employee must provide at least a two (2) week written notice to EMPLOYER prior to separation date.
- b. The following scheduled is the severance pay schedule effective January 1, 2019.

Years of Service	Percentage of Sick Leave Used for Severance
0-5 years	0%
6-10 years	25%
11-15 years	30%
16-20 years	40%
21+ years	55%

- c. Severance pay will be paid at the employees' hourly rate of pay at the time of separation.
- d. Effective the first pay period in July 2015, the Employer agrees to the adoption and administration of a qualifying post-employment health care savings plan for eligible employees and contribute all severance benefits in Article 16.6 Severance Pay to the plan.

ARTICLE 17 – LEAVES OF ABSENCE

- 17.1 Eligibility. To be eligible for paid absences as established by this Article, employee must have completed the first six (6) months of the probationary period and be full-time.
- 17.2 Injury on Duty. Employees injured during performance of their duties and thereby rendered unable to work for the EMPLOYER will be paid the difference between the employees regular rate of pay and Workers Compensation insurance payments for a period not to exceed ninety (90) working days per injury, not charged to the employees vacation, sick leave or other accumulated pay benefits, after a five (5) working day initial waiting period per injury. The five (5) working days waiting period shall not be charged to the employee's sick leave. Employees drawing Worker's Compensation benefits will not receive supplementary IOD pay or sick leave pay which provides for more after-tax take-home pay than the employee made while working.
- 17.3 Eligibility to use injury on duty pay shall cease nine (9) calendar months from the date of the injury.
- 17.4 Funeral Leave. An employee shall receive a maximum of three (3) scheduled work days leave with pay to be used because of a death in the immediate family of the employee. Immediate family is defined to include spouse, child parent, parent-in-law, brother, sister, partner, grandparent or grandchild. With the approval of the City Administrator the employee may use two (2) days accrued sick leave beyond the three days allowed, if the employee is able to demonstrate a need for the additional time. With the approval of the City Administrator an employee may use two (2) days accrued sick leave to attend the funeral of non-immediate family member. Employees may use up to four (4) hours of sick leave to attend the funeral of another City employee.
- 17.5 Jury Duty. Employees called for jury duty shall suffer no loss in their normal salary. Employees claiming jury duty pay shall sign over all jury duty pay to the EMPLOYER.
- 17.6 Employee Notice. Employees requesting to be absent from scheduled work with pay as provided by Sections 17.3, 17.4, and 17.5 shall have the personal responsibility to notify their supervisor as soon as possible prior to the start of their scheduled work day of their intended absence, the reasons for the absence and the expected duration of the absence.

ARTICLE 18 – VACATIONS

18.1 Full-time employees shall accumulate paid vacation in accordance with the following schedule based on years of continuous service.

<u>Years of Service</u>	<u>Annual Accrual/Year</u>	<u>Carryover Allowed/Year</u>
0-5 years	80 hours	160 hours
6-10 years	120 hours	160 hours
11-15 years	140 hours	160 hours
16-20 years	160 hours	160 hours
21+ years	180 hours	160 hours

18.2 Employees may carry over a maximum of one hundred sixty (160) hours of unused earned vacation into the succeeding calendar year.

18.3 One continuous vacation period shall be selected on the basis of seniority until January 1st for the period of January 1st through June 30th, and until July 1st for the period of July 1st through December 31st of each calendar year.

ARTICLE 19 – HOLIDAYS

19.1 All full-time employees shall be entitled to observe the following holidays and shall be compensated at their regular pay rate for these days: New Year's Day, Martin Luther King's Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving, Christmas, and one-half (½ day) each on Christmas Eve and New Year's Eve Days; totaling 11 days.

19.2 If licensed officers are required to work on an observed holiday (listed in 19.1), they shall be compensated at the rate of twice their regular hourly rate for a minimum of two hours. This provision does not apply in addition to Article 13, Section 13.1.

19.3 In addition to the holidays listed in 19.1, all full-time employees shall receive one floating holiday per year. The floating holiday must be used during the year and will not carry over to the next year. If an employee requests use of the floating holiday and is denied by the EMPLOYER, the employee will be paid ten (10) hours of regular pay.

ARTICLE 20 – STAND-BY / COURT TIME

20.1 Employees shall be compensated one-half (1/2) of their regular hourly base pay for every hour placed on stand-by for court while off duty during court regular hours. Employees shall be responsible for checking with the department and/or attorney regarding their stand-by status.

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

20.3 The EMPLOYER shall compensate employees at the I.R.S. rate, for mileage between home and court, when the Employee is off-duty and driving a personal vehicle.

ARTICLE 21 – WAGES

21.1 Each wage year runs from January 1 to December 31. Annual salary is determined by multiplying the hourly wage by a 2080 hour work year.

21.2 Salary on Promotion. A promotion from Patrol Officer to Sergeant or Sergeant to Lieutenant shall warrant a minimum of 5% increase in compensation, from the employee’s current rate of pay, including any incentive pay received outlined in their respective collective bargaining agreement.

Sergeant Wages

Effective January 1, 2024, Sergeant base pay shall be paid according to the following (10.50% increase to base): level increases will be honored. * Level 4, Level 5 and Level 6 wage calculations includes longevity pay as noted in the chart on page 13

2024

Step	Annual Base Pay	Monthly Base Pay	Hourly Base Pay
Level 1 - Start	\$105,082.85	\$8,756.90	\$50.52
Level 2 - after 1 year	\$107,726.01	\$8,977.17	\$51.79
Level 3 - after 2 years	\$110,346.18	\$9,195.52	\$53.05
Level 4 - after 4 years	\$113,104.84	\$9,425.40	\$54.38
Level 5 - after 8 years	\$115,932.46	\$9,661.04	\$55.74
Level 6 - after 12 years	\$118,830.77	\$9,902.56	\$57.13

Effective January 1, 2025, Sergeant base pay shall be paid according to the following (5.00% increase to base): level increases will be honored. * Level 4, Level 5 and Level 6 wage calculations includes longevity pay as noted in the chart on page 13

2025

Step	Annual Base Pay	Monthly Base Pay	Hourly Base Pay
Level 1 - Start	\$110,336.99	\$9,194.75	\$53.05
Level 2 - after 1 year	\$113,112.31	\$9,426.03	\$54.38
Level 3 - after 2 years	\$115,863.49	\$9,655.29	\$55.70
Level 4 - after 4 years	\$118,760.08	\$9,896.67	\$57.10
Level 5 - after 8 years	\$121,729.08	\$10,144.09	\$58.52
Level 6 - after 12 years	\$124,772.31	\$10,397.69	\$59.99

Effective January 1, 2026, Sergeant base pay shall be paid according to the following (4.00% increase to base): level increases will be honored. * Level 4, Level 5 and Level 6 wage calculations includes longevity pay as noted in the chart on page 13.

2026

Step	Annual Base Pay	Monthly Base Pay	Hourly Base Pay
Level 1 - Start	\$114,750.47	\$9,562.54	\$55.17
Level 2 - after 1 year	\$117,636.80	\$9,803.07	\$56.56
Level 3 - after 2 years	\$120,498.03	\$10,041.50	\$57.93
Level 4 - after 4 years	\$123,510.48	\$10,292.54	\$59.38
Level 5 - after 8 years	\$126,598.25	\$10,549.85	\$60.86
Level 6 - after 12 years	\$129,763.20	\$10,813.60	\$62.39

YEAR	Level 4	Level 5	Level 6
2024	2.50%	2.50%	2.50%
2025	2.50%	2.50%	2.50%
2026	2.50%	2.50%	2.50%

- Longevity reflected in Level 4, Level 5 and Level 6 in wage chart.

Lieutenant Wages

Effective January 1, 2024, Sergeant base pay shall be paid according to the following (10.50% increase to base): level increases will be honored. * Level 2, Level 3 and Level 4 wage calculations includes longevity pay as noted in the chart on page 14.

2024

Step	Annual Base Pay	Monthly Base Pay	Hourly Base Pay
Level 1 - Start	\$ 118,183.73	\$ 9,848.64	\$ 56.82
Level 2 - after 4 year	\$ 121,138.32	\$ 10,094.86	\$ 58.24
Level 3 - after 8 years	\$ 124,166.78	\$ 10,347.23	\$ 59.70
Level 4 - after 12 years	\$ 127,270.95	\$ 10,605.91	\$ 61.19

Effective January 1, 2025, Sergeant base pay shall be paid according to the following (2.75% increase to base): level increases will be honored. * Level 2, Level 3 and Level 4 wage calculations includes longevity pay as noted in the chart on page 14.

2025

Step	Annual Base Pay	Monthly Base Pay	Hourly Base Pay
Level 1 - Start	\$ 124,092.91	\$ 10,341.08	\$ 59.66
Level 2 - after 4 year	\$ 127,195.24	\$ 10,599.60	\$ 61.15
Level 3 - after 8 years	\$ 130,375.12	\$ 10,864.59	\$ 62.68
Level 4 - after 12 years	\$ 133,634.50	\$ 11,136.21	\$ 64.25

Effective January 1, 2026, Sergeant base pay shall be paid according to the following (2.75%

increase to base): level increases will be honored. * Level 2, Level 3 and Level 4 wage calculations includes longevity pay as noted in the chart on page 14.

2026			
Step	Annual Base Pay	Monthly Base Pay	Hourly Base Pay
Level 1 - Start	\$ 129,056.63	\$ 10,754.72	\$ 62.05
Level 2 - after 4 year	\$ 132,283.05	\$ 11,023.59	\$ 63.60
Level 3 - after 8 years	\$ 135,590.12	\$ 11,299.18	\$ 65.19
Level 4 - after 12 years	\$ 138,979.88	\$ 11,581.66	\$ 66.82

YEAR	Level 4	Level 5	Level 6
2024	2.50%	2.50%	2.50%
2025	2.50%	2.50%	2.50%
2026	2.50%	2.50%	2.50%

- Longevity reflected in Level 2, Level 3 and Level 4 in wage chart.

ARTICLE 22 - P.O.S.T.

22.1 The EMPLOYER shall pay the P.O.S.T. license fee of each employee. Employees are responsible for maintaining their license and abiding by their Oath of Office.

ARTICLE 23 - INTEGRATION AND WAIVER

23.1 This Agreement constitutes the entire agreement between the parties. Any and all prior agreements, resolutions, practices, rules, policies and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are hereby superseded.


23.2 The parties mutually acknowledge that during 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. The EMPLOYER and the UNION each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement, even though such terms or conditions may not have been within the knowledge or contemplation to either or both of the parties at the time this Contract was negotiated or executed.

ARTICLE 24 - DURATION

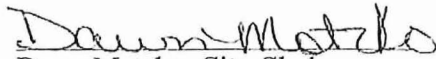
24.1 This Agreement shall be effective as of January 1, 2024, and shall remain in full force and effect until December 31, 2026.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 7th day of August, 2023.

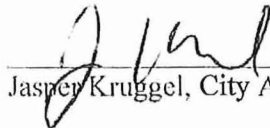
City of Minnetrista



Lisa Whalen, Mayor



Dawn Motzko, City Clerk



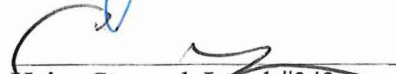
Jasper Kruggel, City Administrator

8-8-23
Date


**Law Enforcement Labor
Services, Inc. (LELS-Local #343)**



Tim Gannon Business Agent



Union Steward, Local #343



Union Steward, Local #343

8-10-23
Date

Additional MOU'S

**Memorandum of Understanding Between
The City of Minnetrista
-and-
L.E.L.S. #343, Police Supervisors Union**

This Memorandum of Understanding (MOU) entered into between the City of Minnetrista ("Employer") and L.E.L.S., Local No. 343 ("Union") sets forth the respective parties' agreement regarding the probationary language.

Employer wishes to remove the probationary language regarding using leave effective January 1, 2024.

~~17.1 — Eligibility. To be eligible for paid absences as established by this Article, employee must have completed the first six (6) months of the probationary period and be full-time.~~

This Memorandum of Understanding shall be in effect January 1, 2024.

For the City of Minnetrista

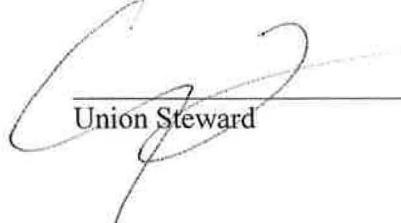


Jasper Kruggel, City Administrator

For L.E.L.S. #343



Tim Gannon
Business Agent, LELS



Union Steward