

AGREEMENT

BETWEEN



CITY OF OSAKIS

AND



**Law Enforcement
Labor Services, Inc.**

**LAW ENFORCEMENT LABOR SERVICES, INC.
(LOCAL NO. 262)**

January 1, 2021 through December 31, 2022

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This Agreement is made and entered into by and between the City of Osakis, hereinafter referred to as the Employer, and Law Enforcement Labor Services, Inc., hereinafter referred to as the Union.

ARTICLE 1 - PURPOSE OF AGREEMENT

- 1.1 This Agreement has as its purpose the promotion of harmonious relations between the Employer, its Employees and the Union, the furtherance of efficient governmental services; the establishment of an equitable and peaceful procedure for the resolution of disputes that may arise without interference or disruption of efficient operation of the Department; and the establishment of a formal understanding relative to all terms and conditions of employment
- 1.2 **DEFINITIONS:** For the purpose of this Agreement, the following terms and phrases will have the meaning given to them:

<u>EMPLOYER:</u>	City of Osakis
<u>UNION:</u>	Law Enforcement Labor Services, Inc.
<u>EMPLOYEE:</u>	A member of the exclusively recognized bargaining unit.
<u>OFFICER:</u>	Officer elected or appointed by the Union.
<u>MEMBER:</u>	A member of L.E.L.S. (Local #262) in the bargaining unit to which this contract applies.
<u>FULL-TIME EMPLOYEE:</u>	An Employee who works on average 40 hours or more per week.
<u>PART-TIME EMPLOYEE:</u>	An Employee who works on average less than 40 hours per week.

ARTICLE 2 - RECOGNITION

- 2.1 The Employer recognizes the Union as the Exclusive Representative under applicable Minnesota Statutes for all Employees of the Osakis Police Department bargaining unit as identified by the Bureau of Mediation Services, Certification of Exclusive Representative, dated April 27, 1999, Case No. 99pPCE-1231.
- 2.2 In the event that the Employer and the Union are unable to agree to the inclusion or exclusion of a new or modified job class, the issue will be submitted to the Bureau of Mediation Services for determination.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.1 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 structure; to direct and determine the number of personnel; and to establish work schedules.

ARTICLE 4 - LEGAL SERVICE

- 4.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, the Employer will defend, save harmless and indemnify an Employee and/or the Employee's estate against any claim or demand, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance and scope of Employee's duties.

ARTICLE 5 - UNION RIGHTS

- 5.1 The Employer agrees to cooperate with the Union in the deduction of regular monthly dues for those employees who request in writing to have regular monthly Union dues checked off by payroll deduction. The Employer agrees to remit such regular monthly dues in a manner to be prescribed by the Union.
- 5.2 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgements brought or issued against the employer as a result of any action taken or not taken by the Employer under the provisions of Article 5.1.
- 5.3 The Union may designate members to act as stewards or officers and will inform the Employer of such choice and any changes in stewards or officers in writing.
- 5.4 The Employer agrees to make space available on the employer bulletin board for posting Union notices(s) and announcements and to make space available for Union meetings when it does not conflict with the operation of the Department.
- 5.5 The Employer agrees to allow the officers and representatives of the bargaining unit reasonable time off and leaves of absence, with prior approval for the purpose of conducting Union business when such time will not unduly interfere with the operations of the Department.

ARTICLE 6 - EMPLOYER SECURITY

- 6.1 Neither the Union, its officers or agents, nor any of the Employees covered by this Agreement will engage in, encourage, sanction, support or suggest any strike, slowdown, or mass resignations, mass absenteeism, the willful absence from one's position, the stoppage of work or the absence in whole or part of the full, faithful and proper

performance of duties of employment for the purpose of inducing, influencing, or coercing a change in the conditions, compensation or the rights, privileges or obligations of employment.

ARTICLE 7 - EQUAL APPLICATION

- 7.1 The Employer will not discriminate against, interfere with, restrain, or coerce an Employee from exercising the right to join or not to join the Union or participate in an official capacity on behalf of the union, which is in accordance with the provisions of this Agreement. The Union will not discriminate against, interfere with, restrain, or coerce an Employee from exercising the right to join or not to join the Union and will not discriminate against any Employee in the administration of the Agreement because of non-membership in the Union.

ARTICLE 8 - HOME PICK- UP AND DELIVERY, RESIDENCY

- 8.1 The City will continue the current practice of providing Employees within the City Limits, transportation to and from work, when the workload permits.
- 8.2 Response Time - Employees must be able to respond to service calls within 10 minutes from their residences.

ARTICLE 9 - SAVINGS

- 9.1 This Agreement is subject to the laws of the United States of America and of the State of Minnesota.
- 9.2 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 judgement 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.
- 9.3 Employees will have the rights granted to all citizens by the United States and Minnesota State Constitution.

ARTICLE 10 - GRIEVANCE PROCEDURE

- 10.1 For the purpose of this Agreement, the term "grievance" means any dispute arising concerning the interpretation or application of the express provisions of this Agreement or any term or condition of employment.

- 10.2 In the event of such grievance arising there will be no suspension of operations, but an earnest effort will be made to resolve such grievances in the manner prescribed by this Agreement
- 10.3 The Employer and the Union agree that the investigation and processing of grievances will be accomplished during the normal workday without a reduction in wages or loss of leave time to the aggrieved or the Union Steward while consistent with employee duties and responsibilities.
- 10.4 Procedure.
- 10.4.1 Grievances, as defined by Article 10.1, will be resolved in conformity with the following procedures:

STEP 1: An Employee claiming a violation n 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 Chief of Police. The Chief of Police 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 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, the remedy requested and will be appealed to Step 2 within ten (10) calendar days after the Chief's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days will be considered waived.

STEP 2: If appealed, the written grievance will be presented by the Union and discussed with the City Council. The City Council will give the Union the Employer's answer in writing within ten (10) calendar days after the discussion of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the City Council's final answer m Step 2. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days will be considered waived.

STEP 3: A grievance unresolved in Step 2 and appealed to Step 3 by the Union 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 Grievance," as established by the Minnesota Bureau of Mediation Services.

10.5 Arbitrator's Authority

10.5.1 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 will consider and decide only the issue(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.

10.5.2 The Arbitrator's decision will be submitted in writing within thirty (30) days following close of the bearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension.

10.5.3 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.

10.6 Waiver

10.6.1 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 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 in each step.

ARTICLE 11 - DISCIPLINE

11.1 The Employer will discipline for just cause only. The Employer, taking into consideration the severity of the action or inaction of the employee, shall attempt to utilize the least severe of the disciplinary forms. If there are, over a period of time, successive incidents in need of discipline, the employer will exercise progressive discipline. Each incident determined to be in need of disciplinary action may be followed by discipline in one of the following forms:

- A. Oral reprimand
- B. Written reprimand
- C. Suspension
- D. Demotion, or
- E. Discharge

No other forms of discipline will be used by the Employer.

- 11.2 Notices of suspension, demotion and discharges 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 will be provided with a copy of each such notice.
- 11.3 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 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 or that the written reprimand did not address issues which would create a liability on the part of the City, written reprimands will be purged from the Employee's personnel file and be of no further effect three (3) years after the date on which the employee acknowledged the reprimand. However, annually Employees may request that the City Council Representative, assigned the Police Department, review their personnel file with the Employee and decide if any reprimand should stay in the file or not.
- 11.4 Employees will not be questioned concerning an investigation of disciplinary action unless the Employee has been notified of and given an opportunity to have a Union representative present at such questioning. The Employer agrees to abide by the Minnesota Peace Officers Discipline Procedures Act and the Minnesota Data Practices Act and Employees can grieve violations of these state statutes under this Agreement.
- 11.5 Employees may not be suspended without pay for more than thirty (30) working days in any calendar year. Discharges will be preceded by a five (5) calendar day suspension without pay.
- 11.6 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer
- 11.7 Disciplinary grievances (those relating to this Article) may be initiated by the Union in Step 3 of the grievance procedure.

ARTICLE 12 - JOB SAFETY

- 12.1 It will be the policy of the Employer that the safety of Employees, the protection of work areas, the adequate training in necessary safety practices, and the prevention of accidents are a continuing and integral part of its everyday responsibilities.
- 12.2 Toward this end, the Employer agrees to provide all Employees with safety (second chance) vests and to provide for the replacement of all body armor when it has reached the end of the manufacturer's recommended lifespan. The Employer reserves the right to determine the brand or type of body armor to be purchased, after consultation with the Employees to determine their recommendations and preferences.

- 12.3 Employer agrees to provide 12 boxes of ammunition annually (one box per month) to be used for practice shooting (provided by voucher) while on duty, and to maintain all equipment in a serviceable manner. Equipment will be periodically checked to ensure safety by the City.
- 12.4 It will also be the responsibility of all Employees to cooperate in programs to promote safety to themselves and the public and to comply with rules and promulgated to ensure safety. This Employee responsibility will include the proper use of all safety devices in accordance with recognized safety procedures.

ARTICLE 13 - VOLUNTARY SHIFT SWITCHING

- 13.1 Employees may voluntarily switch shifts, with the approval of a supervisor. Voluntary switching of shifts will not obligate the Employer for overtime pay.

ARTICLE.14 - SENIORITY

- 14.1 **Definition:** Seniority will mean an Employee's length of service with the Employer since the Employee's last date of hire. An Employee's continuous service record will be broken only by separation from service by reasons of resignation, discharge for cause, retirement or death. When two or more Employees have the same seniority date, their position on the seniority list will be determined by lot.
- 14.2 **Lay-offs:** When a reduction in the work force becomes necessary, part-time Employees, if any, will be laid off first, then the full time employee with the least seniority will be laid off next, and on up the seniority list. The last Employee laid off will be the first to be recalled for work. No new Employees will be hired until the lay-off list has been exhausted.
 - 14.2.1 During a period when any Employee is laid off under Article 14.2 the Employer agrees that overtime may be used only in necessary, occasional circumstances.
- 14.3 During the probationary period, an Employee may be discharged at the sole discretion of the Employer. During the probationary period, a promoted or reassigned Employee may be returned to the Employee's previous position at the sole discretion of the Employer. The probationary period for full-time Employees will be twelve (12) months from the beginning of full-time employment. The probationary period for part-time Employees will be 1049 hours. If a part-time Employee is hired as a full-time Employee, up to 1040 hours worked as a part-time Employee will count toward the twelve (12) month probationary period. Part-time Employees who have worked at least 1040 hours shall have preference for hire as a full-time Employee if a full-time position is open and the Employee is qualified.

ARTICLE 15 · WORK SCHEDULE

- 15.1 Normal work year for full time Employees will consist of 2080 compensated hours, including vacation days, sick leave, and holidays. Nothing contained in this or any other Article will be interpreted to be a guarantee of a minimum or maximum number of hours the Employer may assign Employees.

ARTICLE 16 - COURT TIME

- 16.1 An Employee who is required to appear in court during the Employee's scheduled off-duty time will receive a minimum of two (2) hours pay at one and one-half (1 ½) times the Employee's base pay rate. An extension or early reporting for a regularly scheduled shift does not qualify the Employee for the two (2) hour minimum.

ARTICLE 17 - CALL BACK

- 17.1 Any Employee with advance notice called back to work outside the Employee's regularly posted schedule will be paid for a minimum of two (2) hours at time and one-half (1 ½) the Employee's regular base rate of pay. An extension or early reporting for a regularly scheduled shift does not qualify the Employee for the two (2) hour minimum.
- 17.2 Any Employee without advance notice called back to work outside the Employee's regularly posted schedule will be paid for a minimum of four (4) hours at time and one-half (1 ½) the Employee's regular base rate of pay regardless if the time compensated would be an extension of a shift.

ARTICLE 18 - OVERTIME

- 18.1 Overtime will be distributed as equally as practicable amongst all Employees full and part time. Overtime refused by an Employee will, for record purposes, be considered as unpaid overtime worked. Overtime will be calculated to the nearest fifteen (15) minutes.
- 18.2 Employees will be paid at the overtime rate of pay for hours in excess of 162 hours in a 27-day cycle.
- 18.3 Employees will be paid the overtime rate of pay of one and one-half (1 ½) times the base rate of pay for hours worked in excess of their regularly scheduled work shift.

ARTICLE 19 - SICK LEAVE

- 19.1 Employees will be granted eight (8) hours of sick leave with pay for each calendar month of employment, or 96 hours per year

- 19.2 Unused sick leave will accumulate to a maximum of nine hundred sixty (960) working hours (120 days). Time on suspension, absent without leave or leave without pay will not be counted in determining a calendar month of employment. Inability of an Employee to work due to either sickness or injury will not result in the loss of the Employee's status as an Employee. Once an employee hits the maximum, or one hundred twenty days (120), the employee will continue to accrue sick leave that will be liquidated each year by the Employer. This sick time that is over 120 days will be divided by 1/2 and multiplied by the employee's hourly rate and deposited into the employee's Health Care Savings Account.
- 19.3 Employees may use sick leave to care for the medical needs of their Children, Parents and Spouse.

ARTICLE 20 – SEVERANCE PAY

- 20.1 Severance pay is equal to sixty percent (60%) of unused accumulated sick leave. (Sick leave maximum bank is 120 days, 60% is 72 days.)

Upon death, retirement, layoff, or voluntary termination, full-time employees shall receive severance or termination pay based on accumulated sick leave as follows:

- (a) 60% of accumulated sick leave not to exceed 72 days {560 hours}.
- (b) In case of death of an employee, such severance pay shall be paid to the employee's beneficiary or spouse.
- (c) With the exception of (b), this benefit will not be payable in cash but will be contributed to the employee's Health Care Savings Plan (HCSP), if eligible.

ARTICLE 21 - LEAVES OF ABSENCE

- 21.1 **Funeral Leave:** Three (3) paid days per occasion to include spouse or significant other, father, mother, brothers, sisters, and children of employee and spouse. (Employee's children or foster children included), grandparents and grandchildren, son-in-law, daughter-in-law, or other resident residing in the Employee's home. Special permission to attend other funerals not listed above or additional days, depending on the circumstances, may be given at the discretion of the City Police Chief. Employees may request the use of sick leave or vacation days to attend other funerals.
- 21.2 **Jury Duty:** An Employee will be excused from work to serve on jury duty at no loss in pay. At the completion of service, the Employee will be asked to reimburse the City any jury duty pay, except mileage, received by the Employee.
- 21.3 **Leave Without Pay:** Leaves of absence without pay for serious illness or disability will be granted for periods not to exceed six (6) months without loss of seniority or longevity benefits provided Employee's regular paid sick leave has been used up and the leave is approved by the Police Chief/Council. The City reserves the right to hire a temporary

replacement for the Employee on leave with the understanding that the temporary Employee will not have the right to retain the position whether or not the permanent Employee returns to duty. A leave of absence for a longer period may be requested by an Employee for continued recovery from a serious illness or injury.

- 21.4 Parental and Military Leave: Employees will be allowed to take parental leave or military leave as is provided by state and federal law. (See Appendix B attached hereto.)

ARTICLE 22 - VACATION

- 22.1 Employees will be entitled to a paid vacation based upon service in the prior year. Annual leave will be earned as follows:

After 1 year	6 days
After 2 years	12 days
After 5 years	15 days
After 10 years	20 days
After 15 years	23 days

Newly hired officers may use three (3) days of vacation after six (6) months of service. Another three (3) days may be used after one (1) year of service.

- 22.2 Employees may carry over accrued vacation days into the next calendar year, with a maximum of 96 hours to be banked.

ARTICLE 23 - HOLIDAYS

- 23.1 Eleven (11) days will be observed and considered as paid holidays for all full-time Employees. Part-time employees will receive double time for any work on a holiday. The legal holidays will be:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
President's Day	Veteran's Day
Memorial Day	Christmas Eve (1/2 day)
Thanksgiving Day	Christmas Day
The Friday Following Thanksgiving Day	Employee's Birthday

- 23.2 Holidays not Worked: All Employees will be paid holiday pay equal to the employee's normal shift length which shall not be less than 8 hours at the employee's regular rate of pay when a holiday falls on the employee's day off. Holiday pay for Christmas Eve (1/2

day) will equal to ½ the employees normal shift length at the employee's regular rate of pay when Christmas Eve falls on the employee's day off.

- 23.3 Holidays Worked: All employees will be paid one and one-half (1 ½) times the regular rate for work performed on holidays, in addition to holiday pay as earned per article 23.2, for a maximum total of double time and one-half. For Christmas Eve, employees will be paid one and one-half (1 ½) times the regular rate for ½ the employees normal shift length, in addition to holiday pay as earned per article 23.2.
- 23.4 When a legal holiday falls during an Employee's vacation leave or sick leave, it will not be charged against such leave.

ARTICLE 24 - INJURY ON DUTY

- 24.1 The parties recognize that Employees working for the city of Osakis and covered by this Agreement face a high potential for injury due to the nature of their employment. Such Employee who in the ordinary course of employment and while acting in a reasonable and prudent manner and in compliance with the established rules and procedures of the Employer, incurs a disabling injury, will be compensated in an amount equal to the difference between the Employee's regular rate of pay and benefits under Worker's Compensation, without deduction from the Employee's accrued sick leave. Such compensation will not exceed an amount equal to six (6) months of the Employee's regular monthly rate of pay per disabling injury.

ARTICLE 25 - TRAINING

- 25.1 The Employer will be responsible for providing all training required by the P.O.S.T. Board for the employee to maintain their license as a Certified Police Officer.
- 25.2 Employees will be paid overtime for attending training on days off, and will be paid regular/straight time pay for training attended on scheduled work days if they are POST Board required training. Training attendance for other elective training on days off the employee will take another day off that week for the training day worked.
- 25.3 The Employer will reimburse Employees for all reasonable costs incurred in obtaining approved training, including but not limited to, mileage, tuition, meals, lodging, and for P.O.S.T. license fees.
- 25.4 Except in cases of emergency, Employees will be excused from regular duties on days when the Employee participated in P.O.S.T. accredited training classes, provided, such training (including lunch) is equal to a nine (9) hour shift.

ARTICLE 26 - COMPENSATION

- 26.1 Employee will be paid base wages in accordance with the salary schedule "Appendix A" attached hereto and made a part of this Agreement.
- 26.2 New Employees: The Employer, at its option, may grant credit towards wages and other benefits (insurance, vacation, incentive pay, etc.) for previous work experience as a Licensed Law Enforcement Officer up to a maximum of five (5) years of service.
- 26.3 An Employee "on-call" at the direction of the Employer shall be paid at a straight time rate, one-quarter (1/4) of an hour for each one (1) hour "on call." The employer will make all reasonable attempts to schedule employees on-call only on days the employee is regularly scheduled to work.
- 26.4 An employee assigned to Field Training Officer duties will be paid an additional \$1.75 per hour for each hour that the employee serves as a Field Training Officer.
- 26.5 An employee with 18 years of service or more shall received a 1% longevity step added to the employees' current rate of pay.
- 26.6 Compensatory Time.

Section 1.1. Employees may earn compensatory time in lieu of compensation for overtime worked at the rate of one and one-half hours for each overtime hour worked.

Section 1.2. Employees may earn compensatory time in lieu of compensation for Court Time and Call Back at the same rates as if paid under Articles 16 and 17, respectively, of the Labor Agreement.

Section 1.3. Employees may request and use compensatory time in the same manner as the use of vacation time.

Section 1.4. If an employee uses paid leave time, is placed on call, and works in response to a call back to work during the same hours that they are using the paid leave, such time worked will be paid as a call back as provided in 17.1 of the Labor Agreement and such time will not be deducted from the applicable paid leave time.

Section 1.5. Employees may not accumulate at any time more than 80 hours of compensatory time, effective December 1,2019.

Section 1.6. An employee may request to cash out accumulated compensatory time as of December 1 of each year on the first payroll date of December each year on a separate paycheck.

ARTICLE 27 - INSURANCE

27.1 Health Insurance:

The Employer will pay up to a maximum \$1,400.00 in 2021 toward the total premium of group health and hospitalization insurance for each Employee, including dependent

coverage if selected. The Employer may change the insurance carrier(s) subject to maintaining an equal level of benefits to Employees, upon review with Union Representatives prior to the change. Any increase in insurance for 2022 the employer will be 75% and the employee 25% of the additional cost above the \$1400 employer contribution.

27.2 Life Insurance:

The Employer will provide Employees with the Life Insurance program described in the City Personnel Policy, (1999 version).

27.3 Health Care Savings Account (HSA):

The employer will contribute the following amounts in 2021 and 2022 to an employee's HSA for employees enrolled and participating in a City group health insurance plan that includes an HSA: (1) the same dollar amount contributed each pay period by the employee to the HSA up to \$74 per pay period; and (2) \$100 each pay period if an employee contributes each pay period \$75 or more to their HSA.

27.3 For Employees hired prior to January 1, 2007, whose employment ends with 25 years of service to the City of Osakis, the Employer will continue to pay the Employer's contribution toward Health and Medical Insurance as per article 27.1 until that employee becomes eligible for Medicare Health Insurance or is eligible for employer covered health insurance elsewhere.

ARTICLE 28 - UNIFORMS

28.1 Employees will be provided a yearly uniform replacement allowance of \$975 in 2019 and 2020 and thereafter. Employees may purchase footwear, law enforcement equipment supplies, and authorized uniforms at their own expense and receive reimbursement from the Employer. An Employee will be allowed to carry over into the next year, a maximum of \$400 of unused uniform allowance.

28.2 The Employer will replace uniform items damaged in the line of duty at no cost to the Employee. Personal items damaged in the line of duty will be replaced as well, to a limit of \$300 per calendar year.

28.3 Upon termination the city will be entitled the return of the equivalent of the initial uniform issued to the Employee.

28.4 New Employees will be provided with the following initial issue:

- 2 - Winter Uniforms & 2 Summer Uniforms
- 2 - Long sleeve shifts
- 2 - Short sleeve shirts
- 4 - pants

Full leather gears: ammo pouch, holster, mace holder, handcuff pouch, key rings and footwear (up to \$150.00 for footwear).

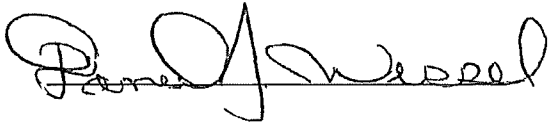
Hat Tie
Two Badges
Patches for all clothing Firearm
Ammunition Handcuffs Nightstick Jacket
Mace
Parka
Body Armor (see Article 12.2)

28.5 Uniform allowance will cover any items normally used in the line of duty (such as shoes, boots, gloves, etc.

ARTICLE 29 - DURATION

29.1 Except as herein provided, this Agreement will be effective January 1, 2021 and will continue in full force and effect until December 31, 2022 and thereafter until a successor agreement is negotiated and agreed to. Either party desiring to amend or modify this Agreement may notify the other in writing in order to initiate negotiations for a successor contract in compliance with the provisions of the Public Employment Labor Relations Act of 1971 as amended. The parties agree that successor contracts will be of 24 months or two years in duration.

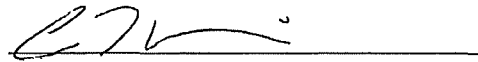
FOR CITY OF OSAKIS



Date: 5/5/21

Date: _____

FOR LAW ENFORCEMENT LABOR SERVICES, INC.



Date: 04/30/2021



Date: 5/11/2021

APPENDIX "A"

Employee will be paid the base wage listed below, appropriate to their length of service. This chart represents a 2 % wage increase from 2021 wages for 2022 and a 2 % increase from 2021 wages for 2022 rounded to the nearest dollar.

Length of Service	Effective 1-1- 2021 (2%)	Effective 1-1- 2022 (2%)
Start	4078	4160
After one (1) year	4231	4316
After two (2) years	4387	4475
After three (3) years	4541	4632
After four (4) years	4694	4788
After five (5) years	4851	4948

Effective January 1, 2019, Employees will be compensated at the rate of \$1.00 per hour for each hour worked between the hours of 4:00 pm and 6:00 am.

APPENDIX "B" FAMILY AND MEDICAL LEAVE

1. Family and medical leave applies to all situations covered under the Federal Family and Medical Leave Act of 1993. It includes:
 - a. The birth or adoption of a child
 - b. Care for a child, spouse or parent with a serious health condition
 - c. When an Employee is unable to work due to a serious health condition.
2. To be eligible, Employees must have been employed for at least 12 months (need not be consecutive) and have been employed for at least 1250 hours during the 12 months preceding the leave.
3. Employees meeting these requirements will be eligible for up to 12-weeks unpaid family or medical leave. Eligible employees will have the option of using all or any portion of accrued vacation or sick leave for family or medical leave.