



COLLECTIVE BARGAINING AGREEMENT

**CITY OF ROCHESTER
AND
LAW ENFORCEMENT
LABOR SERVICES, INC.
LOCAL 371
POLICE SUPERVISORS**

2022-2024

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This Agreement is entered into between the City of Rochester, (hereinafter referred to as the "City"), and Law Enforcement Labor Services, Inc., Local 371, Police Supervisors (hereinafter referred to as the "Union").

1. PURPOSE

The purpose of this Agreement is to promote harmonious relations between the City and employees covered by this Agreement; to establish an equitable and peaceful procedure for resolving differences; to establish rates of pay, hours of work and other conditions of employment; to maintain individual productivity and quality of services; and to prevent any interruptions of work and interference with the efficient operations of the Police Department of the City of Rochester.

The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the City by the statutes of the State of Minnesota, its Charter, or Civil Service Rules and Regulations.

2. DEFINITIONS

CHIEF - means the Chief of the Rochester Police Department.

EMERGENCY - means situations so defined by the Chief or his/her designee acting in his/her absence.

EMPLOYEE - means a member of the formally recognized bargaining unit represented by the Union.

GRIEVANCE COMMITTEE - means the elected officers of the Union or their appointees, not to exceed three (3) in number.

POLICE DEPARTMENT - means the Rochester Police Department.

UNION - means the Law Enforcement Labor Services, Inc., Local 371, Police Supervisors.

3. RECOGNITION

The City recognized the Union as the exclusive representative for Lieutenants and Captains in the Police Department for the purpose of establishing rates of pay, hours of work, and other conditions of employment.

4. UNFAIR LABOR PRACTICES

Both the City and the Union fully recognize and acknowledge the terms and conditions of the Public Employment Labor Relations Act with specific reference to 179A. et seq. and that upon claim of violation thereof, either party may invoke the provisions of the grievance procedure herein set forth.

5. DUES CHECK-OFF AND UNION ACTIVITY

The City agrees to deduct the monthly membership dues for each member of the Union who authorizes his/her deduction by signing the payroll deduction authorization card and forwarding it to the Human Resources Department. Such authorization shall be revocable by the employee at his/her written request. The City will remit the dues collected on a monthly basis. The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders or

judgments brought or issued against the City as a result of any action taken or not taken by the City under the provisions of the article.

- A. Employees who are designated or elected for the purpose of adjusting grievances or assisting in the administration of the Agreement shall, with the approval of the Chief of Police, be permitted a reasonable amount of time free from their regular duties to fulfill these obligations, providing the purpose of these activities is the maintenance of harmonious and cooperative relations between employer and the employees and uninterrupted operation of the Police Department.
- B. The Union agrees to keep a current list on file with the Police Department of employees who would avail themselves of provision A above. Only the individuals found on such a list shall be considered official representatives of the Union.

6. DISCIPLINE

The employer will discipline employees only for just cause.

7. GRIEVANCE PROCEDURE

A grievance is a dispute or disagreement involving the interpretation or application of the terms of this Agreement.

It is understood that matters governed by Civil Service are not subject to the grievance procedure, except for discipline which is governed by Article 6, Discipline. Oral reprimands are not subject to grievance arbitration.

Employees presenting grievances may choose to be represented by the Union Grievance Committee.

Employees are encouraged to discuss matters informally with their supervisors before initiating the grievance process.

Step One

The employee must present his/her written grievance to the Chief of Police within ten (10) calendar days of its alleged occurrence. The grievance must state the facts upon which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested. The Chief or his/her representative shall give a written reply within ten (10) calendar days.

Step Two

If the grievance is not settled in Step One and the Union desires to appeal, the written appeal shall be made by the Union to the City Director of Human Resources or his/her representative within ten (10) calendar days of receipt of the answer in Step One. An appeal filed at Step Two must state the facts upon which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested. The City Director of Human Resources shall give a written reply within ten (10) calendar days.

Step Three

If the grievance is not settled at Step Two and the Union desires to pursue the grievance further, the Union shall refer the matter to the Bureau of Mediation Services (BMS) for mediation. The Union's referral to BMS shall be made in writing within ten (10) calendar days after the written reply of the City Director of Human Resources.

Step Four

In the case the grievance is not settled in Step Three, the Union may appeal the grievance to arbitration within ten (10) calendar days of the date of mediation. If the City and the Union can agree on an arbitrator, such person shall be named as the arbitrator for the grievance.

In case both parties cannot agree on an arbitrator within seven (7) days, a list of seven (7) names shall be requested from the Bureau of Mediation Services. The selection of an arbitrator will be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services. However, a grievance arbitration for written disciplinary action, discharge, or termination shall include the arbitrator selection procedures established in Minnesota Statute 626.892.

The arbitrator shall consider only the specific issue presented to him/her by the Employer and the Union in writing and shall have no power to add to, subtract from, nullify, ignore, or modify in any way the terms of this Agreement. The decision shall be rendered within thirty (30) calendar days of the close of the hearing or submission of written briefs by the parties, whichever is later. The decision shall be based solely on the arbitrator's interpretation or application of the terms of this Agreement and on the facts of the grievance presented.

Waiver

If a grievance is not presented within the time lines set forth above, it will be considered "waived." If a grievance is not appealed to the next step within the specified time lines set forth above, or any mutually agreed extension thereof, it will be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time line in each step may be extended by mutual agreement of the parties.

Choice of Remedy

If the grievance remains unresolved after Step Three, the grievance may be appealed to either Step Four or to a procedure such as Civil Service, veterans' preference or Human Rights. If appealed to any procedure other than Step Four, the grievance is not subject to arbitration pursuant to Step Four. The employee shall indicate in writing which procedure the employee chooses to use. *An employee pursuing a remedy pursuant to a statute under the jurisdiction of the United States Equal Employment Opportunity Commission may also pursue an appeal under the grievance procedure of this Agreement. If a court of competent jurisdiction rules contrary to the ruling in EEOC v. Board of Governors of State Colleges and Universities, 957 F.2d 424 (7th Cir.), cert. denied, 506 U.S. 906, 113 S.Ct. 299 (1992), or if Board of Governors is judicially or legislatively overruled, the italicized portion of this section shall be null and void and deleted from this Agreement.*

It is understood by both parties that:

1. The cost of the arbitrator shall be divided equally by the City and the Union.
2. Each party shall pay the cost of its witnesses, legal fees, and representatives.
3. To the extent permitted by State laws, the decision of the arbitrator shall be final and binding.

8. MANAGEMENT RIGHTS

The Employer and the Union recognize and agree that except as expressly modified in this Agreement, the Employer has and retains all rights and authority necessary for it to direct and administer the affairs of the Police Department and to meet its obligations under Federal, State and local law. Such rights include, but are not limited to, the right to direct the working forces; to

plan, direct, and control all the operations of the Police Department; to determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; to assign and transfer employees; to schedule working hours and to assign overtime; to make and enforce reasonable rules and regulations; and to change or eliminate methods of operation, equipment, or facilities.

9. HOURS OF WORK

The normal work year is two thousand and eighty (2,080) hours.

10. HOLIDAYS

A. Employees shall receive four and three hundred twenty-one thousandths (4.321) hours, in lieu of the holiday, added to their vacation time each pay period. The amount of time added shall not exceed one hundred ten (110) hours per year [ten (10) hours per the eleven (11) holidays observed].

B. Holidays to be observed will be:

- | | |
|-------------------------------|------------------------|
| Martin Luther King's Birthday | President's Day |
| Memorial Day | Independence Day |
| Labor Day | Veteran's Day |
| Thanksgiving Day | Day after Thanksgiving |
| Christmas Eve Day | Christmas Day |
| New Year's Day | |

All above holidays to be on the observed date.

C. On City-recognized holidays, non-essential management staff is expected to be off duty. However, some units by nature of the work performed, or due to special conditions, may require the presence of management personnel. If a lieutenant or captain is specifically assigned to work a holiday, that person shall be compensated at a rate of time and one-half (1 ½) in pay. Any compensatory time earned prior to entering this bargaining group may be utilized or paid out at the time of employment separation from the City. However, no new or additional compensatory time will be earned while a member of this bargaining group. In addition, unused compensatory time may not be used to extend a termination or retirement date.

11. VACATIONS

A. Employees shall earn benefits from the start of their regular employment.

B. In accordance with Article 8 of this Agreement, the Chief of Police or his/her designee shall establish vacation schedules with first consideration given to the efficient operation of the department and second consideration to the wishes of employees as to vacation time. Vacations may not be taken without advance approval of the Chief of Police or his/her designee.

C. Priority for vacation dates shall be based on seniority as far as feasible.

D. Upon termination in good standing, disability or death, an employee or his/her heirs shall be paid for his/her reserve and accrued vacation hours.

E. Employees have the following vacation schedule:

TIME WORKED	VACATION
2 Years	120 Hours (15 Days)
3 Years	128 Hours (16 Days)
4 Years	136 Hours (17 Days)
5 Years	136 Hours (17 Days)
6 Years	160 Hours (20 Days)
7 Years	168 Hours (21 Days)
8 Years	168 Hours (21 Days)
9 Years	176 Hours (22 Days)
10 Years	176 Hours (22 Days)
11+ Years	200 Hours (25 Days)

A cap of two (2) times annual vacation accrual plus sixty-four (64) hours will be applied after the last pay date each December. Any vacation above the capped amount on the date the cap is applied is deleted.

12. SICK LEAVE

- A. Sick leave with pay will be granted for a bona fide personal illness, medical examination, medical treatment, legal quarantine, dental care, and for pre-natal examination. When an employee is eligible for Worker's Compensation payments from the City, he/she may supplement these payments with a prorated portion of his/her sick leave, so that the combination of the two will equal regular pay. When his/her sick leave account is exhausted, he/she will receive Worker's Compensation payments only.
- B. Sick leave also may be used in case of serious illness in the immediate family, requiring the employee's attendance and shall be for the actual time required, but not to exceed three (3) workdays, except with approval from the Chief. One (1) day sick leave is to be granted for an employee to be in attendance with spouse while she is giving birth to a child.
- C. Employees shall be granted eight (8) hours of sick leave for each calendar month of the employment or major fraction thereof. Unused sick leave shall accrue. There shall be no maximum accumulation limit.
- D. Employees using earned sick leave shall be considered to be working for the purpose of accumulating additional vacation leave or sick leave. Only days, which an employee would normally have worked, will be charged against his/her sick leave account.
- E. An employee claiming sick leave may be required to file competent written evidence to the Chief or his/her representative that he/she has been absent as authorized. Sick leave taken immediately preceding termination or retirement of an employee must be substantiated by written medical report.

- F. An employee who has been unable to work for a period of time because of illness or accident, may be required, before being permitted to return to work, to provide medical evidence, as the Chief or his/her representative determines is necessary, that he/she is again able to perform all significant duties of his/her job in a competent manner and without hazard to himself/herself or others.
- G. Sick leave is a benefit intended to prevent the loss of regular income during a time of personal illness or accident, or serious family crisis as defined in this Section. Each employee shall be held responsible for the reasonable, prudent, and bona fide use of sick leave benefits.
- H. Claiming sick leave when physically fit, except, as provided in this Section, may be cause for disciplinary action. The employee must notify his/her commanding officer of his/her need for leave at the earliest possible moment and preferably before the start of his/her scheduled working hours. Failure to make diligent effort to give such notification may result in payroll deduction for such time taken.
- I. No sick leave will be allowed for illness, injury, or physical inability resulting from misconduct or excessive use of alcohol or narcotics, except in the case of an employee pursuing appropriate treatment for the illness of alcoholism or other forms of chemical dependency. No sick leave benefits of any kind will be granted after termination of employment except as provided in Article 13, Unused Sick Leave.

13. UNUSED SICK LEAVE

To qualify for any provision of this Article, Unused Sick Leave, the employee must be an active employee who has accrued ten (10) or more years of continuous full-time or part-time regular service with the City of Rochester.

For employees hired prior to January 1, 2013: When an employee terminates employment after ten (10) years of regular full-time or regular part-time employment with the City of Rochester, the City will convert forty (40) percent of the employee's unused sick leave balance to be deposited to the Minnesota State Retirement System (MSRS) Health Care Savings Plan.

After ten (10) years of service, the dollar value of accumulated sick leave hours will be equal to forty (40) percent of the total accumulated sick leave hours at the time of termination/retirement multiplied by the employee's hourly rate of pay at the time of termination/retirement. Regular part-time employees (those regularly scheduled for twenty [20] to thirty-nine [39] hours per week) and who are not designated as temporary or seasonal will be eligible to convert forty (40) percent of their accumulated sick leave.

For employees hired on or after January 1, 2013: All employees who have accrued ten (10) or more continuous years of full-time or regular part-time service with the City, except those who are discharged for cause, shall convert forty (40) percent of the employee's first one thousand two hundred (1,200) hours of accumulated but unused sick leave balance upon separation of employment. This amount shall be deposited into an individual Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP) and calculated at the employee's regular rate of pay at time of separation.

In case of permanent disability of an active employee, as determined by PERA, an amount equal to one hundred (100) percent of unused sick leave will be deposited in an MSRS Health Care

Savings Plan for the use of the employee as governed by MSRS rules. In case of the death of an active employee who has a dependent(s), an amount equal to one hundred (100) percent of unused sick leave balance will be paid in cash (less required State and Federal withholdings) to the dependent(s).

14. HEALTH AND DENTAL COVERAGE AND LIFE INSURANCE

- A. The City will provide term life insurance as outlined in the master policy on file in the City Clerk's Office.
- B. The City will provide group medical insurance to eligible employees pursuant to the City's self-insured medical plan and pay a portion of the total premium as noted below.

Medical Plan Option	City's Contribution to Monthly Premium		
	Effective 2022	Effective 2023	Effective 2024
Employee Only	88.50%	88.00%	87.50%
Employee + Spouse	85.00%	84.50%	84.00%
Employee + Child(ren)	85.00%	84.50%	84.00%
Family	85.00%	84.50%	84.00%

- C. Married couples where both are employed by the City may choose one of the spouses to carry applicable coverage for their dependents. The other employee/spouse will not be required to carry single/individual coverage.
- D. The City will provide group dental coverage and will pay one hundred (100) percent of the cost of employee coverage. Dependents may enroll in the same group dental coverage at the employee's expense. The City will pay eighty-five (85) percent of the cost of dependent coverage.
- E. Health, dental, and life insurance coverage for eligible new employees will be effective the first (1st) day of the month following his or her hire date.
- F. An employee on an authorized leave of absence from City employment who does not have earnings on the second (2nd) pay date of the month must submit payment for individual and/or family health coverage to Human Resources prior to the twenty-fifth (25th) of the month in order to maintain coverage(s). During a Family and Medical Leave Act (FMLA) leave of absence, the City will continue to pay its portion of the employee and dependent coverage(s) cost. The employee is responsible for the remainder of the cost of the coverage(s). Failure by the employee to make a timely payment as described above will result in the loss of coverage(s).
- G. An employee's group health coverage shall cease on the last day of the month following his/her termination date or on the date of the termination if that is also the last day of the month.
- H. It is the employee's responsibility to notify Human Resources, in writing, of all desired changes in coverage, prior to their effective date, as well as paying the cost of coverage(s) when he/she is temporarily off the payroll.
- I. The City assumes no liability or responsibility for failure to insure or for lapsed or expired

coverage.

- J. Continuation of coverage will be available as provided by Federal and/or State law and other provisions of this Agreement.

15. OPTION TO PURCHASE CITY-SPONSORED HEALTH COVERAGE, DENTAL COVERAGE, AND/OR LIFE INSURANCE AFTER RETIREMENT

An employee who retires from regular full-time employment with the City of Rochester may purchase City-sponsored health coverage, and/or dental coverage until the retiree's time of death, and may purchase City-sponsored life insurance until the retiree's seventy-fifth (75th) birthday.

In order to retain City-sponsored health and/or dental coverage or life insurance, the retiree and his/her spouse, if applicable, must authorize the requisite deductions from a checking or savings account in the amount that is designated by the City and may be changed from time to time through written notification from the City.

If a retired employee dies, the surviving spouse may continue any health and/or dental coverage in effect at the time of death. The surviving spouse must authorize the requisite deductions from a checking or savings account in the amount that is designated by the City and may be changed from time to time through written notification from the City. For the retiree, until age sixty-five (65), the amount of life insurance coverage which can be purchased is any amount, in thousand dollar increments, between a minimum of ten thousand dollars (\$10,000) and a maximum of the amount of coverage available to the employee on the date of retirement from the City. Beginning on a retiree's sixty-fifth (65th) birthday, the amount of life insurance coverage is limited by the underwriter to ten thousand dollars (\$10,000).

Any life-time maximum benefit designated in the City's health coverage plan document continues to be applied after retirement.

Employees voluntarily terminating their City employment may continue group medical coverage up to a maximum of eighteen (18) months or as stated in existing or new State and/or Federal law. In compliance with the Minnesota Continuation Law, a surviving spouse may continue group medical coverage indefinitely or until covered by another plan. The employee or spouse shall pay the total cost of any insurance that is continued.

16. INJURY ON DUTY

For each separate incident of personal injury or illness arising out of and in the course of employment with the City of Rochester for which benefits are provided under the Minnesota Worker's Compensation Law, each employee shall receive disability leave equal to his/her normal salary for each working day absent from work as a result of such injury, for a period not to exceed six hundred and eighty-eight (688) hours, provided the employee provides written medical evidence that he/she is unable to work. Any costs related to obtaining written medical evidence would be paid by the City of Rochester. Disability leave shall include Workers' Compensation benefits and an employee receiving such disability leave shall sign a receipt for such benefits. At no time shall an employee be allowed to receive more net wages than he/she received at the time of the injury, providing all pay and deductions remain the same.

In case an officer, while off-duty, volunteers his/her services and engages in police activities involving the protection of life and property, aid to a citizen in distress and enforcement of the peace in the City of Rochester, including the pursuit or capture of any person charged with or

suspected of a crime, he/she shall be covered by the provisions of this article. Such coverage shall not apply to an off-duty officer who is injured while in the employ of someone other than the City. No benefits shall be paid under this paragraph unless the officer injured while off-duty files with the Police Department within two (2) days after the occurrence of the injury the following reports:

- A. Miscellaneous Report
- B. Supplemental Record of Occupational Injury and Illnesses

In the event that the officer is incapacitated, either mentally or physically, and is unable to file the reports within the required time, the Union may file said report on behalf of the officer, except that this shall be done within six (6) days after the occurrence.

17. WAIVER OF BARGAINING

Both parties agree that the other shall not be obligated to bargain collectively with respect to any matter or subject referred to or not referred to in this Agreement during its term.

18. RULES AND REGULATIONS

It is understood that the City, through its Police Department, has the right and discretion to establish, revise, and rescind reasonable rules and regulations. Without limiting such right and discretion, the Department agrees to discuss with a Committee of the Union not to exceed three (3) in number, any additions or changes to the existing rules and regulations pertaining to terms and conditions of employment prior to their implementation.

19. COMPENSATION

Reference Exhibit A for a listing of salary ranges for 2022-2024. Employees shall be placed in the new salary ranges as outlined in Exhibit A.

There shall be no step progression, merit adjustments, or lump-sum merit payments after December 31, 2024, except as may be negotiated in the successor Collective Bargaining Agreement.

- Step Increases

An employee will move to the next step that reflects another year in position or receive a merit adjustment providing they have received a “successful” performance evaluation rating for that year. At the discretion of the Police Chief and the Director of Human Resources, an employee may advance one extra step in the annual performance evaluation pay period in order to maintain internal equity or due to market competitiveness.

Employees hired below Step 6 shall be hired at a salary that is on a step.

- Merit Increases – For Employees at or Above Step 6

On the pay period beginning closest to the employee’s anniversary date or promotional date, employees shall be eligible for a merit increase of a minimum of one-half percent (0.5%) up to a maximum of two and one-half percent (2.5%). In no event shall merit adjustment be granted which exceeds the range for the position.

- Lump Sum Merit Pay (top of range)

If an employee is at the maximum of their salary range, the employee is eligible for a pay-for-performance increase of a minimum of one-half percent up to a maximum of two and one-half percent (0.5%-2.5%) paid as a lump sum amount rather than a recalculation of annual salary.

- Grievance of Step or Merit Increase

Step and merit increases shall not be subject to grievance procedures. If a dispute exists between an employee and their supervisor regarding a step or merit increase, the dispute will be resolved by a review board consisting of the City Administrator, Director of Human Resources, and a member of this bargaining unit.

- Promotional Increase

All employees receiving a promotion to a new position in a higher grade level shall receive a wage adjustment in the range of six (6) to ten (10) percent. The employee must be placed on a step in the higher grade level or within the merit range, if applicable.

- Special Project Pay

Exempt positions are not eligible for overtime. However, there may be times when an exempt employee is assigned extraordinary and unique tasks as part of a special project requiring an excessive or unusual amount of work time to be scheduled over an extended period of time. In special project cases, the Department Head, with concurrence of the City Administrator or their designee, may authorize payment of additional compensation for exempt-level supervisors. The authorization for additional compensation must occur before the exempt employee performs the special project's extraordinary and unique tasks.

20. DISCRIMINATION

The City and the Union agree not to discriminate against any employee on any basis prohibited by law.

The City and the Union agree not to interfere with the right of employees to become or not to become members to the Union and there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

21. BEREAVEMENT LEAVE

Employees will be eligible for bereavement leave as stated in the City Organizational Policy, *Bereavement Leave*.

22. OTHER EMPLOYMENT

No employee covered by this Agreement shall engage in any outside employment or business, which might hinder his/her impartial or objective performance of his/her duties. More than twenty (20) hours per week of outside employment shall be excessive unless the person is on vacation leave. Employees must obtain permission from the Chief or his/her designated representative before accepting outside employment.

23. TERM

This Agreement shall be in effect from January 1, 2022 and shall remain in effect until December 31, 2024, and from year to year thereafter, unless either party shall notify the other in writing by May 1, 2024, that it desires to modify or terminate this Agreement.

24. SAVINGS CLAUSE

If any provision or portion of this Agreement be rendered or be declared illegal by reason of any existing or subsequent statute or ordinance or by a decision of a court, such invalidation shall both affect the remaining provision or portions of this Agreement.

25. CONFLICTING PROVISION

The employer agrees not to enter into any agreement with employees, individually or collectively, or with any other organization which in any way conflicts with the provisions of this Agreement.

26. NO STRIKE

The Union agrees for itself and its individual members, that during the term of this Agreement, none of its officers or members shall instigate, authorize, call, support, maintain, or take part in any strike, walk-out, work stoppage, curtailment, or slowdown or impeding of work.

The City may terminate the employment or otherwise discipline any employee who foments, instigates, incites, calls, supports, or participates in any act forbidden in the paragraph above.

The Union agrees that it shall use its best efforts to prevent any act(s) forbidden in the paragraph above on the part of any employee or group of employees, and that in the event that such act(s) take place by any employee or group of employees, the Union further agrees that it shall use its best efforts to cause an immediate cessation thereof.

27. UNIFORMS/CLOTHING

A. Exempt employees whose assignment requires that they wear a uniform while performing certain responsibilities of the position shall be provided uniforms which have been approved by the department and which are compatible with those worn by the officers of the department. The department will not provide, nor compensate employees, for the purchase of clothing that may be considered normal wearing apparel.

B. Replacement of any equipment, accessories, clothing or repair including alterations, parts, and resoling of shoes will be done on an as needed basis by the City upon request and with approval of the Chief of Police or his/her designee.

28. LICENSE FEES

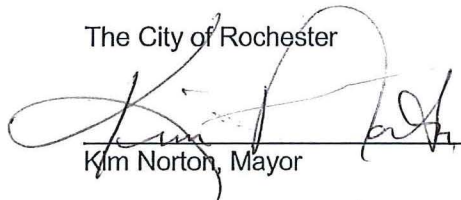
The City shall pay the license fees required for each employee to maintain his/her State of Minnesota Peace Officer License.

SIGNATURE PAGE

This Agreement is entered into between the City of Rochester, Minnesota
and the Rochester Police Department Supervisors' Union.

DATED AT ROCHESTER, MINNESOTA, THIS 2nd DAY OF June, 2022.

The City of Rochester



Kim Norton, Mayor



Kelly Geistler, City Clerk (Deputy)
Kimberly Gerach

Law Enforcement Labor Services, Inc., Local 371



Sean McKnight, Business Agent



Craig Anderson, Local Union President

APPENDIX A

Law Enforcement Labor Services, Inc. Local 371 Police Supervisors

Implementation of Wage Grid 2022

Effective the first full pay period in January 2022, employees will be placed into the new pay schedule based on their 12/31/2021 annualized wage rate, plus the 2.75% general wage increase and any steps they would have been eligible for in the previous grid, plus \$3,770 which reflects the incorporation of the Immediate Return to Work differential into the base wage. Using this total amount, employees at or below Step 6 in the 2022 pay schedule above are placed on the step in the 2022 pay schedule most closely aligning with this wage rate. For employees whose total amount exceeds Step 6 of the 2022 pay schedule, employees are placed in the merit range.

2022 Pay Schedule -- 2.75% Wage Increase												
Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Max	Min Points	Max Points	Min as % of Step 6	Max as % of Step 6
1	65,488	67,411	69,338	71,263	73,190	75,115	77,041	92,450	515	550	85.0%	120.0%
2	69,938	71,996	74,053	76,110	78,165	80,223	82,282	98,738	551	580	85.0%	120.0%
3	75,358	77,575	79,792	82,008	84,224	86,442	88,656	110,822	581	635	85.0%	125.0%
4	81,197	83,587	85,975	88,361	90,753	93,138	95,527	119,409	636	678	85.0%	125.0%
5	87,491	90,063	92,637	95,209	97,784	100,355	102,930	128,665	679	709	85.0%	125.0%
6	94,271	97,043	99,816	102,590	105,362	108,134	110,907	138,633	710	760	85.0%	125.0%
7	101,579	104,566	107,555	110,544	113,528	116,517	119,504	149,380	761	800	85.0%	125.0%
8	109,450	112,671	115,889	119,107	122,329	125,545	128,764	160,959	801	830	85.0%	125.0%
9	117,932	121,400	124,869	128,336	131,807	135,277	138,743	173,430	831	920	85.0%	125.0%

2023 Pay Schedule – 2.00% Wage Increase												
Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Max	Min Points	Max Points	Min as % of Step 6	Max as % of Step 6
1	66,798	68,759	70,725	72,688	74,654	76,617	78,582	94,299	515	550	85.0%	120.0%
2	71,337	73,436	75,534	77,632	79,728	81,827	83,928	100,713	551	580	85.0%	120.0%
3	76,865	79,127	81,388	83,648	85,908	88,171	90,429	113,038	581	635	85.0%	125.0%
4	82,821	85,259	87,695	90,128	92,568	95,001	97,438	121,797	636	678	85.0%	125.0%
5	89,241	91,864	94,490	97,113	99,740	102,362	104,989	131,238	679	709	85.0%	125.0%
6	96,156	98,984	101,812	104,642	107,469	110,297	113,125	141,406	710	760	85.0%	125.0%
7	103,611	106,657	109,706	112,755	115,799	118,847	121,894	152,368	761	800	85.0%	125.0%
8	111,639	114,924	118,207	121,489	124,776	128,056	131,339	164,178	801	830	85.0%	125.0%
9	120,291	123,828	127,366	130,903	134,443	137,983	141,518	176,899	831	920	85.0%	125.0%

2023 Pay Schedule – 2.00% Wage Increase												
Grade	Minimum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Max	Min Points	Max Points	Min as % of Step 6	Max as % of Step 6
1	68,134	70,134	72,140	74,142	76,147	78,149	80,154	96,185	515	550	85.0%	120.0%
2	72,764	74,905	77,045	79,185	81,323	83,464	85,607	102,727	551	580	85.0%	120.0%
3	78,402	80,710	83,016	85,321	87,626	89,934	92,238	115,299	581	635	85.0%	125.0%
4	84,477	86,964	89,449	91,931	94,419	96,901	99,387	124,233	636	678	85.0%	125.0%
5	91,026	93,701	96,380	99,055	101,735	104,409	107,089	133,863	679	709	85.0%	125.0%
6	98,079	100,964	103,848	106,735	109,618	112,503	115,388	144,234	710	760	85.0%	125.0%
7	105,683	108,790	111,900	115,010	118,115	121,224	124,332	155,415	761	800	85.0%	125.0%
8	113,872	117,222	120,571	123,919	127,272	130,617	133,966	167,462	801	830	85.0%	125.0%
9	122,697	126,305	129,913	133,521	137,132	140,743	144,348	180,437	831	920	85.0%	125.0%

*Grade placement is based on work points with Captains being grade 8 with 806 points and Lieutenants being grade 6 with 737 points