

LABOR AGREEMENT BETWEEN
CITY OF RAMSEY AND
LAW ENFORCEMENT LABOR SERVICES, INC.
Local #109
LICENSED PATROL OFFICERS

~~January 1, 2022 – December 31, 2024~~

January 1, 2025 – December 31, 2026

Prepared by Colleen Lasher, Administrative Services Director

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ARTICLE ONE (1) PURPOSE OF AGREEMENT

THIS AGREEMENT is entered into as of January 1, ~~2025-2021~~, between the CITY OF RAMSEY, hereinafter called the EMPLOYER, and LAW ENFORCEMENT LABOR SERVICES, INC., hereinafter called LELS.

It is the intent and purpose of this Agreement to:

- 1.1 Assure sound and mutually beneficial working and economic relationships between the parties hereto;
- 1.2 Establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application; and
- 1.3 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this Agreement.

The EMPLOYER and LELS, through this Agreement, shall continue their dedication to the highest quality of police service and protection to the residents of the City of Ramsey. Both parties recognize this Agreement as a pledge of this dedication.

ARTICLE TWO (2) RECOGNITION

- 2.1 The EMPLOYER recognizes LELS as the exclusive representative under Minnesota Statutes, Section 179A.03, Subdivision 8, for all patrol officers.
- 2.2 In the event the EMPLOYER and LELS are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

ARTICLE THREE (3) DEFINITIONS

- 3.1 LELS. Law Enforcement Labor Services, Inc.
- 3.2 LELS Member. A member of Law Enforcement Labor Services, Inc.
- 3.3 EMPLOYEE. A member of the exclusively recognized bargaining unit.
- 3.4 Department. The Ramsey Police Department.
- 3.5 EMPLOYER. The City of Ramsey.
- 3.6 Chief. The Chief of the Ramsey Police Department.

- 3.7 LELS Officer. Officer elected or appointed by Law Enforcement Labor Services, Inc.
- 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 two rest breaks and a lunch break.
- 3.10 Rest Breaks. Two periods during the Scheduled Shift during which the EMPLOYEE remains on continual duty and is responsible for assigned duties.
- 3.11 Lunch Break. A period during the Scheduled Shift during which the EMPLOYEE remains on continual duty and is responsible for assigned duties.
- 3.12 Strike. Concerted Action in failing to report for duty, the willful absence from one's position, the stoppage of work, slowdown or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purpose of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment.

ARTICLE FOUR (4) EMPLOYER AUTHORITY

- 4.1 EMPLOYER retains the full and unrestricted right to operate and manage all staff, 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 select, direct and determine the number of personnel; to establish work schedules and to perform any inherent managerial function not specifically limited by this Agreement.
- 4.2 Any term and 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 FIVE (5) UNION SECURITY

- 5.1 The EMPLOYER shall deduct from the wages of EMPLOYEES who authorize such a deduction in writing an amount necessary to cover monthly LELS dues. Such monies shall be remitted as directed by LELS.
- 5.2 LELS may designate EMPLOYEES from the bargaining unit to act as a representative and an alternate and shall inform the EMPLOYER in writing of such choice and changes in the position of representative and/or alternate.

- 5.3 The EMPLOYER shall make space available on the EMPLOYEE bulletin board for posting LELS notice(s) and announcement(s).
- 5.4 LELS agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders or judgments brought or issued against the EMPLOYER as a result of any action taken or not taken by the EMPLOYER under the provisions of this ARTICLE.

ARTICLE SIX (6) EMPLOYEE RIGHTS-GRIEVANCE PROCEDURE

- 6.1 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.
- 6.2 LELS Representatives. The EMPLOYER will recognize Representatives designated by LELS as the grievance representatives of the bargaining unit having the duties and responsibilities established by this ARTICLE. LELS shall notify the EMPLOYER in writing
of the names of such LELS Representatives and of their successors when so designated as provided by Article 5.2 of this Agreement.
- 6.3 Processing of a Grievance. It is recognized and accepted by LELS 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 LELS Representative shall be allowed a reasonable amount of time without loss of pay when a grievance is investigated and presented to the EMPLOYER during normal working hours, provided that the EMPLOYEE and the LELS 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.
- 6.4 Procedure. Grievances, as defined by Article 6.1, shall be resolved in conformance with the following procedure:

Step 1. An EMPLOYEE claiming a violation concerning the interpretation or application of the Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the EMPLOYEES'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 provision or provisions of the Agreement allegedly violated, the remedy requested and shall be appealed to Step 2 within ten (10) calendar days after the EMPLOYER designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by LELS within ten (10) calendar days shall be considered waived.

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

Step 3. If appealed, the written grievance shall be presented by LELS and discussed with the EMPLOYER designated Step 3 representative. The EMPLOYER designated representative shall give LELS the EMPLOYER'S answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the EMPLOYER designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by LELS within ten (10) calendar days shall be considered waived.

Step 3A. A grievance unresolved in Step 2 and appealed to Step 3 by LELS may be submitted to mediation subject to Public EMPLOYEES Labor Relations Act (PELRA).

Step 4. A grievance unresolved in Step 3 or 3A and appealed to Step 4 by LELS shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. ~~The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by state law. For grievance matters involving written disciplinary action, discharge, or termination, the assignment of an arbitrator shall be consistent with Minnesota Statute 626.892. For all other grievances the selection of an arbitrator shall be made in accordance with the 'Rules Governing the Arbitration of Grievances' as established by the Bureau of Mediation Services.~~

6.5 Arbitrator's Authority.

A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and LELS, 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 the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and LELS and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.

C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and LELS provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

- 6.6 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 limits, LELS may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and LELS in each step.
- 6.7 Choice of Remedy. If, as a result of the written EMPLOYER response in Step 3, the grievance remains unresolved and if the grievance involves the suspension, demotion or discharge of any EMPLOYEE who has completed the required probationary period, the grievance may be appealed either by Step 4 of ARTICLE Six (6) or a procedure such as: Veteran's Preference or Fair Employment. If appealed to any procedure other than Step 4 of ARTICLE Six (6), the grievance is not subject to the arbitration procedure as provided in Step 4 of ARTICLE Six (6). The aggrieved EMPLOYEE shall indicate in writing which procedure is to be utilized - Step 4 of ARTICLE five (five) or another appeal procedure - and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved EMPLOYEE from making a subsequent appeal through Step 4 of ARTICLE six (6).

ARTICLE SEVEN (7) SENIORITY

- 7.1 Seniority shall be determined by the EMPLOYEES'S length of continuous employment with the Police Department and may be posted in an appropriate location. Seniority rosters may be maintained by the Chief on the basis of time in grade and time within specific classifications.
- 7.2 During the one year probationary period, a newly hired or rehired EMPLOYEE may be discharged at the sole discretion of the EMPLOYER. During the one year probationary period, a promoted or reassigned EMPLOYEE may be replaced in his/her previous position at the sole discretion of the EMPLOYER.
- 7.3 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 his/her layoff before any new EMPLOYEE is hired.
- 7.4 Annual leave shall be selected according to the following procedure:

EMPLOYEES shall submit first and second choices for continuous vacation periods by ~~March 1~~ December 31 of each year. By ~~April 1~~ January 31 the City shall approve EMPLOYEES'S first and second choices based on seniority. Senior EMPLOYEES shall have preference over junior EMPLOYEES for their first choice. Then, senior EMPLOYEES shall have preference in their second choice. In no event shall senior EMPLOYEES' second choice supersede the first choice of junior EMPLOYEES unless the senior EMPLOYEES' first choice was not granted. Senior EMPLOYEES shall have preference for shift bid at the start of each calendar year. Holidays, when approved, shall be selected on the basis of seniority up until ten (10) days prior to the requested day off. Thereafter, holidays, when approved, will be granted on a first-come first- served basis.

ARTICLE EIGHT (8) DISCIPLINE

- 8.1 The EMPLOYER will discipline EMPLOYEES for just cause only. Discipline will be in one or more of the following forms:
- a) Oral reprimand;
 - b) Written reprimand;
 - c) Suspension;
 - d) Demotion; or
 - e) Discharge
- 8.2 Suspensions, demotions and discharges will be in written form.
- 8.3 Written reprimands, notices of suspension and notices of discharge which are to become part of an EMPLOYEES' personnel file shall be read and acknowledged by signature of the EMPLOYEE. EMPLOYEES and LELS will receive a copy of such reprimands and/or notices.
- 8.4 EMPLOYEES may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 8.5 A five (5) day (regularly scheduled consecutive work days) suspension, without pay, will precede any discharge order, except for those EMPLOYEES who are defined as Veterans pursuant to Minnesota Statutes Annotated 197.46.
- 8.6 An EMPLOYEE will not be questioned concerning an investigation of disciplinary action against that EMPLOYEE unless said EMPLOYEE has been given an opportunity to have an LELS representative present at such questioning.
- 8.7 Grievances relating to this ARTICLE shall be initiated by LELS in Step 3 of the grievance procedure under ARTICLE Six (6).

ARTICLE NINE (9)

WORK SCHEDULES

- 9.1 The normal work year for full-time EMPLOYEES shall consist of the number of Monday through Friday days in each calendar year multiplied by eight (8) hours. These hours are to be accounted for by each EMPLOYEE through:
- a) Scheduled hours of work;
 - b) Scheduled department meetings;
 - c) Holidays;
 - d) Authorized training; and
 - e) Authorized leave time; and
 - f) Authorized compensatory time off.
- 9.2 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.
- 9.3 EMPLOYEES are scheduled to work over 2080 hours during the year. Because of this, the EMPLOYEE will earn "KELLY TIME" at the rate of 4 hours per pay period. EMPLOYEES will not be allowed to take any time off that they have not yet earned, other than the last pay period of the year. EMPLOYEES will be able to bank up to a total of 48 hours. EMPLOYEES are expected to manage their own time off and be responsible for not going over the cap.

All accrued Kelly time and projected earned Kelly Time, will need to be entered on the duty Schedule by December 1st or it will be assigned by Ramsey Police Administration.

ARTICLE TEN (10)

OVERTIME/COMPENSATORY TIME

- 10.1 EMPLOYEES will be compensated at one and one-half (1 ½) times the EMPLOYEES regular base pay rate for working beyond their regular shift and for hours worked in excess of the EMPLOYEES regularly scheduled shift. Changes of shifts do not qualify an EMPLOYEE for overtime under this ARTICLE.
- 10.2 Overtime will be distributed as equally as practicable.
- 10.3 Overtime offered and refused by EMPLOYEES will, for record purposes under ARTICLE 10.2, be considered as unpaid overtime worked.
- 10.4 For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked; for the purpose of computing overtime compensation, an EMPLOYEE using earned vacation leave, compensatory time off, sick leave or paid holidays is considered to be working.
- 10.5 Overtime will be calculated to the nearest fifteen (15) minutes.

10.6 EMPLOYEES have the obligation to work overtime or call backs if requested by the EMPLOYER unless unusual circumstances prevent the EMPLOYEES from so working.

10.7 EMPLOYEES may elect to take compensatory time off in lieu of receiving overtime compensation except for the following: 1) Court time will be paid as overtime, 2) Hold-overs will be paid as overtime, 3) Early shift starts over two hours to cover the schedule will be paid as overtime (two hours and under may be taken as compensatory time off or overtime) 4) Scheduled overtime will be paid as overtime.

Compensatory time off is computed at one and one-half (1 ½) times the time worked. Accrued and banked compensatory time off shall not exceed 36 hours at any time and EMPLOYEES may not earn more than 60 hours of compensatory time off annually

Compensatory time off may only be used with prior approval from the EMPLOYEES' department head. Upon separation from employment, accrued and unused compensatory time off will be paid to the EMPLOYEE at the then current rate. Compensatory time off will be approved pending scheduling. Pay back time must be satisfied before compensatory time off will be approved.

10.8 For the purpose of computing overtime compensaton and/or compensatory time off, EMPLOYEES who are scheduled and attend training on a scheduled day off and the training is less than six hours (6 hours), the EMPLOYEE will earn compensatory time off or overtime.

10.9 EMPLOYEES who are scheduled and attend training on a scheduled day off and the training is six hours (6 hours) or more, the EMPLOYEE will earn "Training time off" at straight time (hour for hour). Training time off must be used by the end of the calendar year.

ARTICLE ELEVEN (11) COURT TIME

11.1 An EMPLOYEE who is required to appear in Court during his/her scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the EMPLOYEES' 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.

11.2 An EMPLOYEE who is required to appear in court within twelve (12) hours of the end of a scheduled shift and within twelve (12) hours of the start of a scheduled shift shall receive a minimum of three (3) hours pay at Two (2) times the EMPLOYEES base pay rate.

ARTICLE TWELVE (12) STANDBY TIME

- 12.1 If the EMPLOYER requires any Police Department EMPLOYEE (Patrol Officer or Investigator) to standby, the EMPLOYEE shall receive one hundred dollars (\$100.00) pay. If the EMPLOYEE is called into court after being on standby, he or she will forfeit the standby pay and shall receive the three (3) hour minimum court overtime payment instead. The EMPLOYER shall notify any EMPLOYEE on standby when said EMPLOYEE is no longer on such duty status.

- 12.2 If an Officer is required to standby, the EMPLOYEE shall receive one hundred dollars (\$100.00) pay per day of standby. If the EMPLOYEE is called into duty, he or she will forfeit the standby pay and shall receive overtime pay of time and one-half (1.5) for hours worked in excess of regularly scheduled hours.

ARTICLE THIRTEEN (13) CALL BACK TIME

- 13.1 An EMPLOYEE who is called to duty during his/her scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the EMPLOYEES'S base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the EMPLOYEE for the three (3) hour minimum.

ARTICLE FOURTEEN (14) VACATION

- 14.1 ~~Every regular EMPLOYEE with continuous years of service with the EMPLOYER shall receive the following vacation accruals: Every regular Employee having less than six (6) years consecutive full time service shall earn vacation leave at the rate of 5/6ths of a working day for each calendar month of full time service. Each regular Employee with at least six (6), but less than twelve (12), consecutive years of full time service shall earn vacation leave at the rate of 1.25 working days for each calendar month of full time service. Each regular Employee with at least twelve (12), but less than seventeen (17), years of consecutive full time service shall earn vacation leave at the rate of 1.666 working days for each calendar month of full time service. After sixteen years of service, each regular Employee will receive one additional day of vacation each year in excess of sixteen (16) years of service, to a maximum of 25 days per year.~~

Full-Time, Patrol Vacation Accrual Schedule

Effective Date	Bi-weekly Accrual Rate	Vacation Days/Year
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<u>Start date</u>	<u>3.08 hours/pay period</u>	<u>10 days</u>
<u>Full-Time Patrol Vacation Accrual Schedule</u>		
<u>Years of Service (YOS)</u>	<u>Bi-weekly Accrual Rate</u>	<u>Vacation Days/Year</u>
<u>First Year</u>	<u>Advanced 5 of 10 days</u> <u>1.54 hours/pay period</u>	<u>10 days</u>
<u>2nd through 5th YOS</u>	<u>3.08 hours/pay period</u>	<u>10 days</u>
<u>6th through 10th YOS</u>	<u>4.62 hours/pay period</u>	<u>15 days</u>
<u>11th through 15th YOS</u>	<u>6.15 hours/pay period</u>	<u>20 days</u>
<u>16th YOS</u>	<u>6.46 hours/pay period</u>	<u>21 days</u>
<u>17th YOS</u>	<u>6.77 hours/pay period</u>	<u>22 days</u>
<u>18th YOS</u>	<u>7.08 hours/pay period</u>	<u>23 days</u>
<u>19th YOS</u>	<u>7.38 hours/pay period</u>	<u>24 days</u>
<u>20th YOS</u>	<u>7.69 hours/pay period</u>	<u>25 days</u>

An EMPLOYEES' accrued or "banked" vacation leave must be equal to or less than two times the yearly accrual by December 31st of each year; any accruals exceeding this amount will be forfeited.

- 14.3 Vacation leave may be used as earned subject to approval by the department head at the time at which it may be taken.
- 14.4 Any EMPLOYEE leaving the municipal service in good standing after giving a proper notice of at least fourteen days advance notice of such termination of employment, shall be compensated for vacation leave accrued and unused to the date of separation.
- 14.5 For the purpose of accumulating additional vacation leave, an EMPLOYEE using earned vacation leave, sick leave or paid holidays is considered to be working.

~~ARTICLE FIFTEEN (15) ——— TRADITIONAL SICK LEAVE AND EARNED SICK AND SAFE TIME (ESST)~~

~~15.1 — Every probationary and regular EMPLOYEE is entitled to sick leave with pay at the rate of 1 day for each calendar month of full time service or major fraction thereof. Sick leave may be accumulated to a maximum of 960 hours and may be granted in units of not less than 2 hours for traditional sick leave and not less than fifteen minutes for earned sick and safe time. The combined unused total of traditional sick leave and earned sick and safe time in excess of 960 hours at the end of a calendar year (January 1st) shall be converted to vacation at a rate of one hour vacation for each two hours of sick leave in excess of 960 hours. Earned sick and safe time eligibility and uses are broader than traditional sick leave. When claiming either traditional sick leave or earned sick and safe time, EMPLOYEES must designate which accrual bank to draw from, either the traditional sick leave or earned sick and safe time accrual bank.~~

~~15.2 — Traditional sick leave may be granted by the EMPLOYEES'S Department Head when the EMPLOYEE has communicated the request to a Police Supervisor, and is unable to perform work duties due to illness, disability, the necessity for medical, dental or chiropractic care, childbirth or exposure to contagious disease where such exposure may endanger the health of others with whom the EMPLOYEE could come in contact in the course of performing work duties. Traditional sick leave may also be authorized when the EMPLOYEES'S presence is necessary, for actual illness, injury, legal quarantine, or medical treatment in the EMPLOYEES'S immediate family. Immediate family, for the purposes of this Article, shall be defined as spouse, parent, step parent, children, step children, brother, sister, grandparents, grandchildren or a like member of EMPLOYEES'S spouse's family.~~

~~15.3 — Earned sick and safe time shall be administered per Minnesota Session Law, Chapter 53, Section 12, to be codified at Minn. Stat. §§181.9445-181.9448 by means of the Accrual and Carryover method.~~

~~15.4 — Earned sick and safe time shall be accrued at a rate of one hour of paid leave for every 30 hours worked to a maximum of 48 hours per year and will be a subset of the normal accrual of 1 day for each calendar month of full time service or major fraction thereof. The remaining accrual, as described in Article 15.1, shall be applied to the traditional sick leave.~~

~~15.5 — EMPLOYEES are eligible for carry over of accrued unused earned sick and safe time into the following year, but the total of earned sick and safe time carry over hours shall not exceed 80 hours.~~

~~15.6 — Eligible earned sick and safe time uses shall include: 1. the EMPLOYEES'S mental or physical illness, treatment or preventive care; 2. a family member's mental or physical illness, treatment or preventive care; 3. absence due to domestic abuse, sexual assault or~~

~~stalking of the EMPLOYEE or a family member; 4. closure of the EMPLOYEES'S workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and 5. when determined by a health authority or health care professional that the EMPLOYEE or a family member is at risk of infecting others with a communicable disease.~~

~~15.7 Eligible family members shall include: 1. EMPLOYEES'S child, including foster child, adult child, legal ward, child for whom the EMPLOYEE is legal guardian or child to whom the EMPLOYEE stands or stood in loco parentis (in place of a parent); 2. their spouse or registered domestic partner; 3. their sibling, stepsibling or foster sibling; 4. their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the EMPLOYEE was a minor child; 5. their grandchild, foster grandchild or step grandchild; 6. their grandparent or step grandparent; 7. a child of a sibling of the EMPLOYEE; 8. a sibling of the parents of the EMPLOYEE; 9. a child in law or sibling-in-law; 10. any of the family members (1 through 9 above) of an EMPLOYEES'S spouse or registered domestic partner; 11. any other individual related by blood or whose close association with the EMPLOYEE is the equivalent of a family relationship; and 12. up to one individual annually designated by the EMPLOYEE.~~

~~15.8 EMPLOYEES are allowed funeral leave up to 24 hours twice annually per occurrence (a maximum of 48 hours annually) for a death in the immediate family as defined under Article 15.2. That time is not chargeable against any accrued vacation, sick or compensatory time. Hours must be taken within 5 (five) calendar days from start to finish per occurrence. Additional funeral leave may be taken (with prior approval from a supervisor) and is deductible from sick leave (up to three (3) consecutive days), vacation or compensatory time as the EMPLOYEE may choose and have available.~~

~~15.9 To be eligible for traditional sick leave with pay, an EMPLOYEE shall:~~

- ~~1) report as soon as possible to the EMPLOYEES'S immediate supervisor the reason for the absence;~~
- ~~2) keep the EMPLOYEES'S immediate supervisor informed of such EMPLOYEES'S condition;~~
- ~~3) for any absence that exceeds three consecutive days, upon the EMPLOYEES'S return to work, submit a medical certificate from a physician 1) when the nature of the illness warranted being seen by a health care professional or 2) at a minimum, the EMPLOYEE must submit his or her own written documentation with a brief explanation of the nature of the absences;~~
- ~~4) if requested by the City Administrator or the Chief of Police, submit a medical certificate from a physician for absence.~~

~~To be eligible for earned sick and safe time, an EMPLOYEE shall provide notice of earned sick and safe time use and documentation as follows:~~

- ~~1) If the need for use of earned sick and safe time is foreseeable, the EMPLOYER requires EMPLOYEES' to provide seven (7) days' notice.~~

- ~~2) If the need for use of earned sick and safe time is not foreseeable, EMPLOYEES' must provide notice as soon as practicable.~~

~~EMPLOYEES shall provide notice of the intent to use earned sick and safe time to their supervisor.~~

~~If an EMPLOYEE uses earned sick and safe time for more than three (3) consecutive days, the EMPLOYER may require EMPLOYEES to provide reasonable documentation demonstrating the earned sick and safe time use is covered by one of the qualifying reasons, such as:~~

- ~~1) a signed statement by a health care professional~~
- ~~2) a court record~~
- ~~3) a signed document from a victim services organization~~
- ~~4) a written statement from the EMPLOYEE indicating the EMPLOYEE is using or used earned sick and safe time for a qualifying purpose~~
- ~~5) The EMPLOYER will not require an EMPLOYEE to disclose details related to domestic abuse, sexual assault, or stalking or the details of the EMPLOYEES'S or the EMPLOYEES'S family member's medical condition.~~

~~15.10 Using or claiming traditional sick leave or earned sick and safe time for a purpose not authorized by Article 15.2, 15.6, or 15.7 shall be cause for disciplinary action.~~

~~15.11 For the purpose of accumulating additional traditional sick leave and earned sick and safe time, an EMPLOYEE using earned vacation leave, sick leave, compensatory time off or paid holidays is considered to be working.~~

~~15.12 EMPLOYEES shall receive a lump sum payment upon termination of employment with the EMPLOYER based upon thirty three percent (33%) of said EMPLOYEES'S unused accumulated traditional sick leave and earned sick and safe time after five (5) years of continuous employment. Severance pay shall not be available in any sum to an EMPLOYEE if that EMPLOYEE is discharged for just cause; severance pay shall not be paid if an EMPLOYEE voluntarily terminates his or her employment prior to five (5) years of continuous employment service; or the EMPLOYEE voluntarily terminates his or her employment without giving the EMPLOYER fourteen (14) days written notice. After fifteen (15) years of continuous employment service, the EMPLOYEE will receive thirty five percent (35%) of said EMPLOYEES'S unused, accumulated traditional sick leave and earned sick and safe time. After twenty (20) years of continuous employment service, the EMPLOYEE will receive thirty seven percent (37%) of unused, accumulated traditional sick leave and earned sick and safe time. After twenty five (25) years of continuous employment service the EMPLOYEE will receive forty percent (40%) of said EMPLOYEES'S unused, accumulated traditional sick leave and earned sick and safe time.~~

ARTICLE FIFTEEN (15) EARNED SICK AND SAFE TIME (ESST)

1. Article 15: Sick Leave

15.1 Effective January 1, 2025, all accrued and accumulated sick leave shall be designated as Earned Sick and Safe Time (ESST), under Minnesota Statutes §§ 181.9445-181.9448, as amended and shall be administered in accordance with the ESST statutes.

Waiver. The weather event provision in the statutory ESST law outlined in Minnesota Statute Section 181.9447, subdivision 1, clause (4) is waived as to its application for all positions in the bargaining unit

Every probationary, regular, and part-time EMPLOYEE is entitled to sick leave with pay. For full-time employees sick time shall accrue at the rate of eight (8) hours for each calendar month of full-time service or major fraction thereof. Part-time EMPLOYEES shall accrue sick leave on a pro-rata basis, but no less than one (1) hour for every thirty (30) hours worked. Sick leave may be accumulated to a maximum of 960 hours and may be granted in units of not less than 15 minutes ~~2 hours~~. Unused sick leave in excess of 960 hours at the end of a calendar year (January 1st) shall be converted to ~~vacation~~ at the post employment healthcare savings plan at a rate of one hour ~~vacation~~ for each two hours of sick leave in excess of 960 hours.

15.2 Sick leave may be granted by the EMPLOYEE'S Department Head when the EMPLOYEE has communicated the request to a Police Supervisor, and is unable to perform work duties due to reasons listed under Minnesota Statute §§ 181.9447, as amended ~~illness, disability, the necessity for medical, dental or chiropractic care, childbirth or exposure to contagious disease where such exposure may endanger the health of others with whom the Employee could come in contact in the course of performing work duties. Sick leave may also be authorized when the Employee's presence is necessary, for actual illness, injury, legal quarantine, or medical treatment in the Employee's immediate family. Immediate family, for the purposes of this Article, shall be defined as spouse, parent, step parent, children, step children, brother, sister, grandparents, grandchildren or a like member of Employee's spouse's family.~~

15.3 To be eligible for sick leave with pay, an EMPLOYEE shall:
1) report as soon as possible to the employee's immediate supervisor the need to utilize sick leave ~~reason for the absence~~; and
2) keep the EMPLOYEE'S immediate supervisor informed of such EMPLOYEE'S ability to return to work;.

15.4 Using or claiming sick leave for a purpose not authorized by ~~Article 51.2~~ Minnesota Statute §§ 181.9447, as amended shall be cause for disciplinary

action.

15.5 For the purpose of accumulating additional sick leave, an Employee using earned vacation leave, ESST, compensatory time off or paid holidays is considered to be working.

15.6 After five (5) years of continuous employment and upon EMPLOYEE'S termination of employment with the EMPLOYER, thirty-three percent (33%) of the EMPLOYEE'S unused sick balance shall be deposited into the EMPLOYEE'S Health Care Savings Plan. ~~after five (5) years of continuous employment. EMPLOYEES shall receive a lump sum payment upon termination of employment with the EMPLOYER based upon thirty-three percent (33%) of said EMPLOYEE'S unused accumulated sick leave after five (5) years of continuous employment. Severance pay shall not be available in any sum to an EMPLOYEE if that EMPLOYEE is discharged for just cause; severance pay shall not be paid if an EMPLOYEE voluntarily terminates his or her employment prior to five (5) years of continuous employment service; or the EMPLOYEE voluntarily terminates his or her employment without giving the EMPLOYER fourteen (14) days written notice. After ten (10) fifteen (15) years of continuous employment service, the EMPLOYEE will receive forty-five percent (45%) thirty-five percent (35%) of said EMPLOYEE'S unused, accumulated sick leave. After fifteen (15) twenty (20) years of continuous employment service, the EMPLOYEE will receive fifty thirty-seven percent (50%37%) of unused, accumulated sick leave. After twenty-five (25) years of continuous employment service the EMPLOYEE will receive forty percent (40%) of said EMPLOYEE'S unused, accumulated sick leave.~~

After five (5) years of continuous employment, EMPLOYEES who submit a letter of resignation at least three (3) months (90 calendar days) in advance of their last day worked, shall receive an additional ten percent (10%) added to the applicable years of service tier, to be deposited into the EMPLOYEE'S Health Care Savings Plan.

15.7 EMPLOYEES are allowed funeral leave up to 24 hours twice annually per occurrence (a maximum of 48 hours annually) for a death in the immediate family. Immediate family for this section is defined as spouse, parent, step-parent, children, step-children, brother, sister, grandparents, grandchildren or a like member of Employee's spouse's family.

That time is not chargeable against any accrued vacation, sick or compensatory time. Hours must be taken within 5 (five) calendar days from start to finish per occurrence.

Additional funeral leave, in order to make arrangements for or attend funeral services or a memorial, or address financial or legal matters that arise after the death of a family member may be taken from EMPLOYEES earned sick and safe time accrual as available and as defined under Minnesota Statute §§

181.9445, as amended. This leave shall be deducted from EMPLOYEES the earned sick and safe accrual.

If the need for funeral leave does not meet either the EMPLOYERS funeral leave policy or state statute for earned sick and safe time, EMPLOYEES may request vacation or compensatory time off as the EMPLOYEE may choose and have available.

ARTICLE SIXTEEN (16) INJURY ON DUTY (IOD)

- 16.1 EMPLOYEES injured during the performance of their duties for the EMPLOYER and thereby rendered unable to work for the EMPLOYER will be paid the difference between the EMPLOYEES'S regular pay and Worker's Compensation insurance payments for a period not to exceed ninety (90) working days per injury, not charged to the EMPLOYEES'S vacation, sick leave or other accumulated paid benefits, after a three (3) working day initial waiting period per injury. The three (3) working day waiting period shall be charged to the EMPLOYEES'S sick leave account less Worker's Compensation insurance payments. EMPLOYEES drawing Workers' Compensation benefits will not receive supplementary IOD pay or sick leave pay, which provides for more after-tax pay than the EMPLOYEE made while working.

ARTICLE SEVENTEEN (17) HOLIDAYS

- 17.1 EMPLOYEES will receive or be given credit in the work schedule for one hundred and four (104) ~~ninety six (96)~~ holiday hours per year; including the holiday's listed in 17.3, plus a Floating Holiday. The Floating Holiday must be used during the calendar year or it will be forfeited.
- 17.2 EMPLOYEES may take holiday time only with specific scheduled permission of the EMPLOYER.
- 17.3 EMPLOYEES required to work on any of the holidays of:

New Year's Day
Martin Luther King's Day
President's Day
Memorial Day
Juneteenth Day
Independence Day (4th of July)
Labor Day
Indigenous Peoples' Day (formerly Columbus Day)
Veteran's Day
Thanksgiving Day
Christmas Eve Day
Christmas Day

shall receive an additional 1/2 time for the time they work on such holiday. All holidays specified in this paragraph will be paid in dollars, rather than time accumulation. An EMPLOYEE who is required to work overtime on a holiday shall receive pay at two (2) times the EMPLOYEES base pay rate for that time worked in addition to their regular shift.

17.4 ~~Excluding the Floating Holiday, e~~Each EMPLOYEE shall have the option to sell any or all of his/her holiday hours back to the EMPLOYER at his/her current rate of pay. This holiday buy back option may be taken during two time periods annually: January 1 through January 15, and November 1 through November 15. In any event, no holiday hours shall carry over to the next year.

17.5 EMPLOYEES who leave employment prior to December 31st will only be paid for unused holiday hours from holidays that occurred prior to the termination date. The Floating Holiday will not be paid and must be used prior to termination or it will be forfeited.

~~Employees~~EMPLOYEES who use holiday hours or receive compensation for holiday hours before the holiday occurs and leave employment prior to December 31st, must pay the City back holiday hours for any holiday that has not occurred prior to the termination date. Funds owed to the City must be paid prior to ending the employment relationship.

ARTICLE EIGHTEEN (18)

FITNESS-ON-DUTY

18.1 The purpose of this Article is to give each Officer the option to exercise while on duty. This is a voluntary Fitness-on-Duty program which provides an opportunity for EMPLOYEES engaged in stressful and somewhat sedentary jobs an opportunity to: 1) Improve job performance, 2) Reduce health risks, 3) Reduce job-related injuries, 4) Reduce absenteeism, and 5) Improve overall fitness.

18.2 This program is subject to the following terms and conditions: The EMPLOYEE will be given the option to work out one hour per shift. The average should not exceed six hours of workout time over two weeks. This option is available if allowed by shift's minimums set forth by the Chief of Police and call load. The workout time will consist to thirty minutes of the EMPLOYEES daily break time and up to thirty minutes of regular duty time.

18.3 EMPLOYEES will earn one hour of "training time off" for each fitness testing event the EMPLOYEE scores in the "excellent" range or above based on the EMPLOYEES'S age level category as determined by the Cooper Institute chart. Earned training time off will not exceed twelve hours per calendar year.

18.4 Any EMPLOYEE participating in the program will partake in semi-annual fitness testing. The standards for testing will be set by the fitness coordinator and approved by the Chief of Police. All participants will adhere to the department Physical Fitness Program policy and testing standards.

ARTICLE NINETEEN (19) INSURANCE

- 19.1 The EMPLOYER shall contribute to EMPLOYEE health and life insurance as stated in the attached Memorandum of Understanding.
- 19.2 The EMPLOYER, agrees to contribute the dollar value equivalent to the cost of the monthly EMPLOYEE only dental premium as established by the EMPLOYER. Credit in lieu of coverage will not be granted.

ARTICLE TWENTY (20) CLOTHING AND UNIFORMS

- 20.1 The EMPLOYER shall provide uniforms (including boots) and equipment and replacement as outlined by the department policy that currently exists.

ARTICLE TWENTY ONE (21) PROFICIENCY PAY PROGRAM

- 21.1 The EMPLOYER and EMPLOYEES mutually agree to a program whereby it will be recognized that during their years of employment as peace officers, the EMPLOYEES' accumulation and assimilation of experience and training has enhanced their intrinsic worth. The length of service and its corresponding applicable rate of pay in dollars per month for purposes of this Proficiency Pay Program shall be pursuant to Exhibit A.

ARTICLE TWENTY TWO (22) SAVINGS CLAUSE

- 22.1 This Agreement is subject to the laws of the United States, the State of Minnesota and the City of Ramsey. In the event any provision of this Agreement shall be held 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 provisions shall be renegotiated at the written request of either party.

ARTICLE TWENTY THREE (23) SALARIES

- 23.1 The EMPLOYEES' wages payable during the term of this Agreement shall be in accord with the salary schedule attached hereto as ~~Exhibit Appendix "A"~~ and incorporated herein by reference.
EMPLOYEES reaching Top Patrol are subject to the proficiency pay steps as follows:

After 5, 8, 12 and 16 years of service.
- 23.2 EMPLOYER to pay license fees for officer's POST license.

- 23.3 Field Training Officer Supplemental Pay: EMPLOYEES assigned in writing by the EMPLOYER to fulfill this assignment shall receive ~~\$5.003.00~~ per hour over base pay while working in that capacity.
- 23.4 The EMPLOYER will pay to the person(s) assigned to Investigator positions ~~\$250.00~~300.00/month
- 23.5 The EMPLOYER shall have the right to hire a new EMPLOYEE as a Lateral Entry. The EMPLOYER will generally attempt to hire new EMPLOYEES at Step 1 unless experience and qualifications indicate a different placement on the schedule. The EMPLOYER may start an EMPLOYEE at any level within the salary range the EMPLOYER determines appropriate, but no higher than the top wage step. New officers will not be given lateral seniority for vacation/sick leave rights. New officers will not be accelerated on the longevity pay steps
- 23.6 EMPLOYEES are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the EMPLOYER on the behalf of the EMPLOYEE will be deposited into the EMPLOYEES'S post-employment health care savings plan account. All related fees will be paid by the EMPLOYEES. EMPLOYEES have agreed to contribute an ongoing percent of pay as described below:
- All EMPLOYEES shall contribute two percent (2%) of gross pay; and
- All EMPLOYEES shall contribute all ESST leave hours in excess of 960 hours at the end of the calendar year (calculated January 1st) to be applied to the HCSP at a rate of one hour for each two hours of ESST leave in excess of 960 hours, and
- All EMPLOYEES shall contribute one hundred percent (100%) of EMPLOYEES eligible unused accrued ESST leave (based on EMPLOYEES applicable years of service tier), including, if applicable, the additional ten percent (10%) early resignation incentive.

ARTICLE TWENTY FOUR (24) WAIVER

- 24.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment to the extent inconsistent with the provisions of this Agreement are hereby superseded.
- 24.2 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The EMPLOYER and LELS each

voluntarily and unqualifiedly waive the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement or with respect to any term or condition of employment not specifically referred to or covered by this Agreement even though such terms or conditions may not have been within the knowledge or contemplation of either or both of the parties at the time this Agreement was negotiated or executed.

ARTICLE TWENTY FIVE (25) DURATION

Except as herein provided, this Agreement shall be in effect commencing January 1, ~~2025~~2022 and shall remain in full force and effect through and including December 31, ~~2026~~2024, and thereafter until modified or amended by mutual agreement of the parties.

IN WITNESS WHEREOF, The parties hereto have executed this Agreement on this _____ day of _____ 202~~4~~; per resolution #~~24-328 22-020~~.

FOR THE CITY OF RAMSEY:

BY: _____ Date
Mayor

ATTEST: _____ Date
City Administrator

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

BY: _____ Date
Derek Anderson, Steward

BY: _____ Date
Cory Gardner, Steward

BY: _____ Date
Ben Rossum, Steward

BY: _____ Date
Dan Wilson, LELS

~~ARTICLE TWENTY THREE (23) SALARIES—EXHIBIT “A” SALARY SCHEDULE~~

~~ARTICLE TWENTY THREE (23) SALARIES—EXHIBIT “A” SALARY SCHEDULE~~

2022 Wages

➤ As a result of a Cost of Living Adjustment of 3% and a wage adjustment of .25%, wages will increase by 3.25% over the 2021 wage scale. The following salaries are calculated for January 1, 2022 through December 31, 2022 adding 3.25% to December 31, 2021 wages, effective on January 1, 2022.

January 1 to December 31, 2022 Wages

Commented [DW1]: Based on my calculations, the top 2025 wage should be \$48,373. This skews the rest of the grids. Please double check.

		Hourly	Monthly	Annually
First Year	70% of Top Patrol	\$29,271	\$5,074	\$60,884
Second Year	80% of Top Patrol	\$33,453	\$5,798	\$69,582
Third Year	90% of Top Patrol	\$37,634	\$6,523	\$78,279
Fourth Year	95% of Top Patrol	\$39,725	\$6,886	\$82,628
Top Patrol	100% of Top Patrol	\$41,816	\$7,248	\$86,977

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~~Pro pay per the terms in Article 20: Pro pay per the terms in Article 20:~~

	Hourly	Monthly	Annually
2% Over Top Patrol	\$ 49,412	\$ 8,565	\$ 102,777
4% Over Top Patrol	\$ 50,381	\$ 8,733	\$ 104,792
6% Over Top Patrol	\$ 51,350	\$ 8,901	\$ 106,807
8% Over Top Patrol	\$ 52,318	\$ 9,069	\$ 108,822

2023 Wages

➤ As a result of a Cost of Living Adjustment of 3% and a wage adjustment of .50%, wages will increase by 3.50% over the 2022 wage scale. The following salaries are calculated for January 1, 2023 through December 31, 2023 adding 3.50% to December 31, 2022 wages, effective on January 1, 2023

January 1 to December 31, 2023 Wages

		Hourly	Monthly	Annually
First Year	75% of Top Patrol	\$32,460	\$5,626	\$67,516
Second Year	80% of Top Patrol	\$34,624	\$6,001	\$72,017
Third Year	90% of Top Patrol	\$38,951	\$6,752	\$81,019
Fourth Year	95% of Top Patrol	\$41,115	\$7,127	\$85,520
Top Patrol	100% of Top Patrol	\$43,279	\$7,502	\$90,021

— Pro pay per the terms in Article 20:

After 5 years of service / 2% Over Top Patrol	\$44,145	\$7,652	\$91,822
After 8 years of service / 4% Over Top Patrol	\$45,011	\$7,802	\$93,622
After 12 years of service / 6% Over Top Patrol	\$45,876	\$7,952	\$95,422
After 16 years of service / 8% Over Top Patrol	\$46,742	\$8,102	\$97,223

2024 Wages

➤ As a result of a Cost of Living Adjustment of 3% and a wage adjustment of .25%, wages will increase by .25% over the 2023 wage scale. The following salaries are calculated for January 1, 2024 through December 31, 2024 adding 3.25% to December 31, 2023 wages, effective on January 1, 2024.

January 1 to December 31, 2024 Wages

		Hourly	Monthly	Annually
First Year	75% of Top Patrol	\$33,515	\$5,809	\$69,710
Second Year	80% of Top Patrol	\$35,749	\$6,196	\$74,358
Third Year	90% of Top Patrol	\$40,217	\$6,971	\$83,652
Fourth Year	95% of Top Patrol	\$42,452	\$7,358	\$88,300
Top Patrol	100% of Top Patrol	\$44,686	\$7,746	\$92,947

— Pro pay per the terms in Article 20:

After 5 years of service / 2% Over Top Patrol	\$45,580	\$7,900	\$94,806
After 8 years of service / 4% Over Top Patrol	\$46,473	\$8,055	\$96,665
After 12 years of service / 6% Over Top Patrol	\$47,367	\$8,210	\$98,524
After 16 years of service / 8% Over Top Patrol	\$48,261	\$8,365	\$100,383

ARTICLE TWENTY THREE (23) SALARIES—APPENDIX A

2025 Wages

➤ As a result of a wage adjustment of 5.25% and a Cost of Living Adjustment added to the adjusted wages of 3%, wages will increase by 8.41% over the 2024 wage scale. The following salaries are calculated for January 1, 2025 through December 31, 2025 adding 8.41% to December 31, 2024 wages, effective on January 1, 2025

January 1, 2025 to December 31, 2025 Wages

		<u>Hourly</u>	<u>Monthly</u>	<u>Annually</u>
<u>Step One</u>	<u>78% of Top Patrol</u>	<u>\$37.786</u>	<u>\$6,549</u>	<u>\$78,594</u>
<u>Step Two</u>	<u>80% of Top Patrol</u>	<u>\$38.754</u>	<u>\$6,717</u>	<u>\$80,609</u>
<u>Step Three</u>	<u>90% of Top Patrol</u>	<u>\$43.599</u>	<u>\$7,557</u>	<u>\$90,685</u>
<u>Step Four</u>	<u>95% of Top Patrol</u>	<u>\$46.021</u>	<u>\$7,977</u>	<u>\$95,723</u>
<u>Top Patrol</u>	<u>100% of Top Patrol</u>	<u>\$48.443</u>	<u>\$8,397</u>	<u>\$100,762</u>

<u>Pro-pay per the terms in Article 20:</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Annually</u>
<u>After 5 Years of Service / 2% Over Top Patrol</u>	<u>\$49.412</u>	<u>\$8,565</u>	<u>\$102,777</u>
<u>After 8 Years of Service / 4% Over Top Patrol</u>	<u>\$50.381</u>	<u>\$8,733</u>	<u>\$104,792</u>
<u>After 12 Years of Service /6% Over Top Patrol</u>	<u>\$51.350</u>	<u>\$8,901</u>	<u>\$106,807</u>
<u>After 16 Years of Service /8% Over Top Patrol</u>	<u>\$52.318</u>	<u>\$9,069</u>	<u>\$108,822</u>

2026 Wages

➤ As a result of a wage adjustment of 2% and a Cost of Living Adjustment of 3% added to the adjusted wages, wages will increase by 5.06% over the 2025 wage scale. The following salaries are calculated for January 1, 2026 through December 31, 2026 adding 5.06% to December 31, 2025 wages, effective on January 1, 2026

January 1, 2025 to December 31, 2026 Wages

Pro-pay per the terms in Article 20:

		<u>Hourly</u>	<u>Monthly</u>	<u>Annually</u>
<u>Step One</u>	<u>78% of Top Patrol</u>	<u>\$38.171</u>	<u>\$6,616</u>	<u>\$79,395</u>
<u>Step Two</u>	<u>80% of Top Patrol</u>	<u>\$40.715</u>	<u>\$7,057</u>	<u>\$84,688</u>
<u>Step Three</u>	<u>90% of Top Patrol</u>	<u>\$45.805</u>	<u>\$7,940</u>	<u>\$95,274</u>
<u>Step Four</u>	<u>95% of Top Patrol</u>	<u>\$48.350</u>	<u>\$8,381</u>	<u>\$100,567</u>
<u>Top Patrol</u>	<u>100% of Top Patrol</u>	<u>\$50.894</u>	<u>\$8,822</u>	<u>\$105,860</u>

<u>Pro-pay per the terms in Article 20:</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Annually</u>
<u>After 5 Years of Service / 2% Over Top Patrol</u>	<u>\$51.912</u>	<u>\$8,998</u>	<u>\$107,977</u>
<u>After 8 Years of Service / 4% Over Top Patrol</u>	<u>\$52,930</u>	<u>\$9,175</u>	<u>\$110,094</u>
<u>After 12 Years of Service / 6% Over Top Patrol</u>	<u>\$53,948</u>	<u>\$9,351</u>	<u>\$112,212</u>
<u>After 16 Years of Service / 8% Over Top Patrol</u>	<u>\$54,966</u>	<u>\$9,527</u>	<u>\$114,329</u>

**MEMORANDUM OF
UNDERSTANDING BETWEEN THE
CITY OF RAMSEY AND
LAW ENFORCEMENT LABOR SERVICES, INC., LOCAL
#109**

This Memorandum of Understanding (MOU) is entered into between the City of Ramsey ("City") and Law Enforcement Labor Services, Inc., Local #109 ("Union") (collectively the "Parties").

WHEREAS, the City and the Union are Parties to a 2025-2026 collective bargaining agreement ("CBA") that establishes wages for employees of the Union;

WHEREAS, the City and the Union agree when negotiating wages there are a variety of factors to be considered, including comparison of external market wages;

WHEREAS, the City and the Union agree there is value in having consensus regarding comparison agencies used to determine wages for this contract; and

NOW THEREFORE, the Parties agree the following cities were used as a component to determine wages for this CBA:

<u>1. City of Anoka</u>	<u>10. New Brighton</u>
<u>2. Champlin</u>	<u>11. New Hope</u>
<u>3. Chaska</u>	<u>12. Prior Lake</u>
<u>4. Columbia Heights</u>	<u>13. Rosemount</u>
<u>5. Elk River</u>	<u>14. Savage</u>
<u>6. Forest Lake</u>	<u>15. South St. Paul</u>
<u>7. Golden Valley</u>	<u>16. Stillwater</u>
<u>8. Hastings</u>	<u>17. White Bear Lake</u>
<u>9. Lino Lakes</u>	

1. The City and Union further agree that this MOU shall end and sunset upon the expiration of the current CBA;

2. The MOU is intended for the sole and limited purpose specified herein. This MOU cannot be construed to be, nor does it establish, an admission of precedent,

or past practice.

FOR THE CITY OF RAMSEY:

BY:

Mayor Date

ATTEST:

City Administrator Date

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

BY:

Derek Anderson, Steward Date

BY:

Cory Gardner, Steward Date

BY:

Ben Rossum, Steward Date

BY:

Dan Wilson, LELS Date

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF RAMSEY
AND
LAW ENFORCEMENT LABOR SERVICES – PATROL

ARTICLE SEVENTEEN (17) — M.O.U. HOLIDAYS

For 2022 and 2023 only, the following changes apply to Article 17, Section and 17.4 of the 2017/2018 LELS Patrol Labor Agreement:

~~Section 17.4 — Each employee~~EMPLOYEE ~~shall have the option to sell a maximum of 54 of his/her holiday hours back to the employer~~EMPLOYER ~~at his/her current rate of pay. This holiday buy back option may be taken during two times annually: January 1 through January 15, and November 1 through November 15. In any event, no holiday hours shall carry over to the next year.~~

All other provisions of Article Seventeen (17) shall apply normally.

This Memorandum of Understanding will sunset on December 31, 2023

FOR THE CITY OF RAMSEY:

BY: _____
Mayor _____ Date

ATTEST: _____
City Administrator _____ Date

FOR LAW ENFORCEMENT LABOR SERVICES, INC.:

BY: _____
Nicholas Dahlberg, Steward _____ Date

BY: _____
Ben Rossum, Steward _____ Date

BY: _____
Adam Burnside, Business Agent _____ Date

|

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF RAMSEY
AND
LAW ENFORCEMENT LABOR SERVICES – PATROL

ARTICLE NOT ASSIGNED — M.O.U. POST-EMPLOYMENT HCSP

January 1, 2022 to December 31, 2024 as described below:

This Memorandum of Understanding is made between the City of Ramsey (“City”) and Law Enforcement Labor Services (“Union.”)

~~WHEREAS, the City and the Union are parties to a collective bargaining agreement; and~~

~~WHEREAS, Law Enforcement Labor Services Patrol Union employees EMPLOYEES are eligible to participate in the Minnesota Post-Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System’s Trust and Plan Documents; and~~

~~WHEREAS, all funds collected by the employer EMPLOYER (City of Ramsey) on the behalf of the employee EMPLOYEE will be deposited into the employee’s EMPLOYEES’S post-employment health care savings plan account; and~~

~~WHEREAS, all LELS Patrol Officers have agreed to contribute an ongoing percent of pay and shall contribute 2% of gross pay; and~~

~~WHEREAS, employees EMPLOYEES will be responsible for the administrative fees.~~

~~THEREFORE, the parties met, negotiated and agreed upon the following:~~

~~Effective January 1, 2022 — December 31, 2024 4 Law Enforcement Labor Services Patrol Union employees EMPLOYEES are eligible to participate in the Minnesota Post-Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System’s Trust and Plan Documents. All funds collected by the employer EMPLOYER (City of Ramsey) on the behalf of the employee EMPLOYEE will be deposited into the employee’s EMPLOYEES’S post-employment health care savings plan account. All related fees will be paid by the employees EMPLOYEES. Employees EMPLOYEES have agreed to contribute an ongoing percent of pay as described below:~~

~~All employees EMPLOYEES shall contribute 2% of pay.~~

~~This Memorandum of Understanding sunsets on December 31, 2024.~~

FOR THE CITY OF RAMSEY:

BY:

Mayor _____ Date

ATTEST:

City Administrator _____ Date

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

BY:

Nick Dahlberg, Steward _____ Date

BY:

Ben Rossum, Steward _____ Date

BY:

Adam Burnside, Business Agent _____ Date

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF RAMSEY
AND
LAW ENFORCEMENT LABOR SERVICES - PATROL

ARTICLE NINETEEN (19) M.O.U. INSURANCE
January 1, ~~2025~~2022 to December 31, ~~2026~~2024 as described below:

1) Insurance: City monthly contributions for 2025 health insurance and life insurance:

The EMPLOYER will make the following contributions toward group health insurance coverage for EMPLOYEES enrolled in the City's health plan during 2025. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular EMPLOYEES.

Premiums or Waiver

- EMPLOYEE only (single) City contribution, not to exceed \$1102.50
- EMPLOYEE and Children City contribution: \$1544.20
- EMPLOYEE and Spouse City contribution: \$1621.20
- Family City contribution: \$2007.60
- Cash in lieu of City's insurance contribution of \$425.00 per month. Cash in lieu of coverage requires proof of other coverage.

Health Reimbursement Account/Health Savings Account

- Single plans with a \$3300 deductible receive \$160.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- Other single plans receive \$130.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All EMPLOYEE + children and EMPLOYEE + spouse plans will receive \$160.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All family plans will receive \$192.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- EMPLOYEES waiving health insurance will not receive H.R.A. or H.S.A. contributions

2) Insurance: City monthly contributions for 2026 health insurance and life insurance:

The EMPLOYER will make the following contributions toward group health insurance coverage for EMPLOYEES enrolled in the City’s health plan during 2026. In addition, the City will purchase \$20,000 of basic life insurance for full-time regular EMPLOYEES. For purposes of payroll calculations, in the event the 2026 health insurance renewal creates an uneven number, the City’s contribution will be round up to the nearest penny.

Monthly City Contributions to Premiums or Waiver

- EMPLOYEE only (single) City contribution will be paid at the dollar value equal to the \$2500 Deductible Perform Network plan full premium, but not to exceed \$1207.24 in 2026; and
- EMPLOYEE and Children City contributions will be paid at the dollar value equal to 70% of the \$2500 Deductible Perform Network plan full premium, but not to exceed \$1690.90 in 2026; and
- EMPLOYEE and Spouse City contribution will be paid at the dollar value equal to 70% of the \$2500 Deductible Perform Network plan full premium, but not to exceed \$1775.21 in 2026; and
- Family City contribution will be paid at the dollar value equal to 70% of the \$2500 Deductible Perform Network plan full premium, but not to exceed \$2198.32 in 2026; and
- Cash in lieu of City’s insurance contribution of \$425.00 per month, but shall not exceed 50% of the least expensive 2026 single premium. Cash in lieu of coverage requires proof of other coverage.

Total monthly city contributions listed above include the H.R.A./V.E.B.A. or H.S.A. shown below, as follows:

- Single plans with a \$ 3300 deductible receive \$160.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- Other single plans receive \$130.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All EMPLOYEE + children and EMPLOYEE + spouse plans will receive \$160.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- All family plans will receive \$192.00 per month toward the H.R.A./V.E.B.A. or H.S.A.
- EMPLOYEES waiving health insurance will not receive H.R.A. or H.S.A. contributions

FOR THE CITY OF RAMSEY:

BY:

Mayor

Date

ATTEST:

City Administrator

Date

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

BY: _____
Derek Anderson, Steward Date _____

BY: _____
Cory Gardner, Steward Date _____

BY: _____
Ben Rossum, Steward Date _____

BY: _____
Dan Wilson, LELS Date _____