LABOR AGREEMENT

BETWEEN

CITY OF RAMSEY

AND

LAW ENFORCEMENT LABOR SERVICES, INC.

Local #634
CRIME DATA ANALYSTS

January 1, 2026 - December 31, 2026

Prepared by Colleen Lasher, Administrative Services Director

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ARTICLE 1 - PURPOSE OF AGREEMENT

THIS AGREEMENT is entered into as of January 1, 2026, between the CITY OF RAMSEY, thereinafter called the EMPLOYER, and LAW ENFORCEMENT LABOR SERVICES, INC., LOCAL NO. 634, hereinafter called UNION.

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; and

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 EMPLOYEES, through this Agreement, shall continue their dedication to the highest quality of service to the residents of the City of Ramsey. Both parties recognize this Agreement as a pledge of this dedication.

ARTICLE 2 - RECOGNITION

2.1 The EMPLOYER recognizes Law Enforcement Labor Services, Inc. as the exclusive representative under the Minnesota Public Employee Labor Relations Act, as certified by the Minnesota Bureau of Mediation Services, Case No. 26PCEO568 for all employees in the job classification of Crime Data Analyst for City of Ramsey Police Department, Ramsey, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03 Subd. 14, excluding supervisory and confidential employees within the meaning of Minn. Stat. 179A.03 Subd. 17 and 4.

2.2 In the event the EMPLOYER and Law Enforcement Labor Services, Inc. are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

ARTICLE 3 - DEFINITIONS

3.1 UNION. Law Enforcement Labor Services, Inc., Local No. 634.

3.2 UNION Member. A member of Law Enforcement Labor Services, Inc., Local No. 634.

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 UNION 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 forty (40) hours within a seven (7) day period.

3.9 Scheduled Shift. A consecutive work period including two rest breaks and a meal break.

3.10 Rest Breaks. Two paid periods of fifteen minutes, or enough time to utilize the nearest restroom, whichever is longer, within each four consecutive hours of work.

3.11 Meal Break. A thirty-minute period during the Scheduled Shift during which the EMPLOYEE is completely relieved off all 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.

3.13 LELS. Law Enforcement Labor Services, Inc., the exclusive representative of the bargaining unit.

ARTICLE 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 and 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 5 - UNION SECURITY AND INTEREST ARBITRATION

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. Deductions shall begin within thirty (30) days of receipt by the EMPLOYER of the authorization and deductions shall be remitted to Law Enforcement Labor Services, Inc. within thirty (30) days of the deduction.

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 UNION 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 Section 5.1 of this ARTICLE.

5.5 The parties recognize that the integrity and operation of the EMPLOYER is imperative and therefore employees in the bargaining unit must not engage in a Strike. In foregoing the right to Strike as set forth by the Public Employment Labor Relations Act ("PELRA"), the Union shall have the same right to utilize conventional interest arbitration as provided to essential employees under PELRA.

ARTICLE 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 UNION Representatives. The EMPLOYER will recognize Representatives designated by the UNION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this ARTICLE. The UNION shall notify the EMPLOYER in writing of the names of such UNION Representatives and 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 the UNION and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the EMPLOYEES and shall, therefore, be accomplished during normal working hours only when consistent with such EMPLOYEE duties and responsibilities. The aggrieved EMPLOYEE and a UNION Representative shall be allowed a reasonable amount of time without loss of pay when a grievance is investigated and presented to the EMPLOYER during normal working hours, provided that the EMPLOYEE and the UNION representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the EMPLOYER.

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 Employment 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 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 An employee pursuing a remedy pursuant to a statute under the jurisdiction of the United States Equal Employment Opportunity Commission is not precluded from also pursuing 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, this paragraph shall be immediately null and void and shall be deleted from this AGREEMENT.

ARTICLE 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 the EMPLOYEE'S 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 EMPLOYEES layoff before any new EMPLOYEE is hired.

ARTICLE 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 EMPLOYEES who receive a written reprimand or who are suspended, demoted, or discharged shall have the right to appeal such disciplinary actions through the grievance procedure. Written reprimands, 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 EMPLOYEE'S 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 a UNION and 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 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;
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.

ARTICLE 10 – OVERTIME / COMPENSATORY TIME / CALL BACK TIME

10.1 EMPLOYEES will be compensated at one and one-half (1 ½) times the EMPLOYEES regular base pay rate for all hours worked beyond forty (40) in a seven (7) day period, 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, Earned Sick and Safe Time (ESST) 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 will be allowed to take compensatory time off in lieu of receiving over time compensation. Compensatory time off is computed at a rate of one and one-half times the hours worked in excess of the forty (40) hour work week. Accrued compensatory time off shall not exceed 120 hours at any time. Once an employee has accrued 120 hours of compensatory time off, compensation for additional hours worked must be paid in cash rather than accrued as compensatory time off.

The City reserves the right to payout any compensatory time off hours in excess of 80 hours, as it deems necessary.

Compensatory time off may only be used with prior approval from the EMPLOYEES' department head. Compensatory time off may not be earned and used in the same workweek. 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.

An EMPLOYEE who is called out by their supervisor to perform work services on other than the EMPLOYEE'S scheduled shift shall receive a minimum of two (2) hours pay Monday through Sunday, except on approved holidays, which will be a minimum of four (4) hours pay. The two hour or four hour minimum shall count toward worked hours for the purpose of calculation of overtime. An extension of a shift or an early start to a shift shall not be considered a call back for purposes of this section.

ARTICLE 11 - VACATION

11.1 Every regular EMPLOYEE with continuous years of service with the EMPLOYER shall receive the following vacation accruals:

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

11.2 Article 2 of this 2026 contract recognizes one EMPLOYEE. This EMPLOYEE shall accrue vacation at a rate of 6.15 hours per pay period until such time the EMPLOYEE reaches the required years of service shown on the vacation accrual schedule and shall remain on that tier until the EMPLOYEE'S years of service reach the next tier.

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.

11.3 Vacation leave becomes available for use in the pay period after it is earned. All vacation use requires department-head approval based on operational needs. Vacation leave may not be used to extend an employee's actual termination date.

An employee who separates from the City "in good standing" after one-year of employment shall be compensated for vacation accrued and unused through the last date of employment. If applicable the compensation will be submitted to the non-union post-employment healthcare savings plan.

11.4 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.

11.5 For the purpose of accumulating additional vacation leave, an EMPLOYEE using earned vacation leave, Earned Sick and Safe Time (ESST) leave, compensatory time off, or paid holidays is considered to be working.

ARTICLE 12 - EARNED SICK AND SAFE TIME (ESST)

12.1 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.

Every probationary, regular, and part-time EMPLOYEE is entitled to ESST with pay. For full-time employees ESST 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. Earned Sick and Safe Time may be accumulated to a maximum of 960 hours and may be granted in units of not less than 15 minutes. Unused ESST in excess of 960 hours at the end of a calendar year (January 1st) shall be converted to the post-employment healthcare savings plan at a rate of one hour for each two hours of sick leave in excess of 960 hours.

12.2 Earned Sick and Safe Time shall be granted by the EMPLOYEE'S Department Head when the EMPLOYEE has communicated the request to a Supervisor, and is unable to perform work duties due to reasons listed under Minnesota Statute §§ 181.9447, as amended.

12.3 To be eligible for ESST with pay, an EMPLOYEE shall:

1) report as soon as possible to the employee's immediate supervisor the need to utilize ESST; and

2) keep the EMPLOYEE'S immediate supervisor informed of such EMPLOYEE'S ability to return to work.

12.4 Using or claiming ESST for a purpose not authorized by Minnesota Statute §§ 181.9447, as amended shall be cause for disciplinary action.

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

12.6 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 ESST balance shall be deposited into the EMPLOYEE'S Health Care Savings Plan. 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) years of continuous employment service, the EMPLOYEE will receive forty-five percent (45%) of said EMPLOYEE'S unused, accumulated ESST leave. After fifteen (15) years of continuous employment service, the EMPLOYEE will receive fifty percent (50%) of unused, accumulated ESST 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.

12.7 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, stepparent, children, stepchildren, brother, sister, grandparents, grandchildren or a like member of EMPLOYEE'S spouse's family.

That time is not chargeable against any accrued vacation, ESST 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 ESST accrual as available and as defined under Minnesota Statute§§ 181.9445, as amended. This leave shall be deducted from EMPLOYEES' ESST accrual.

If the need for funeral leave does not meet either the EMPLOYER'S funeral leave policy or state statute for ESST, EMPLOYEES' may request vacation or compensatory time off as the EMPLOYEE may choose and have available.

ARTICLE 13 - HOLIDAYS

13.1 Holidays with pay are defined as:

New Year's Day	January 1st
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth Day	June 19th
Independence Day (4th of July)	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Friday After Thanksgiving Day	Friday after Thanksgiving Day
Christmas Eve Day	December 24th
Christmas Day	December 25th
*Eight Hour Floating Holiday	Eight (8) hours to be used within the calendar year.

All EMPLOYEES in regular positions are entitled to time off with full pay on the holidays defined in this ARTICLE. The City shall be closed for business on each such holiday, but EMPLOYEES may be required to work on paid holidays when the nature of their duties or other conditions require. An EMPLOYEE required to work on a holiday shall receive their full pay for the holiday as defined in this ARTICLE. In addition, employees shall receive 1-1/2 times the EMPLOYEE’S base hourly pay rate payable as overtime pay or compensatory time earned for the time they work on such holiday.

13.2 When New Year's Day, Juneteenth, Independence Day, Veterans’ Day or Christmas Day falls on Sunday, the following Monday is considered the paid holiday and if any such day falls on Saturday, the preceding Friday is considered the paid holiday. When Christmas Eve falls on Sunday, the preceding Friday is considered the paid holiday. Each holiday commences at the beginning of the first shift on the day on which the holiday occurs and continues for twenty-four (24) hours thereafter.

In order to be eligible for paid holidays as defined in this Article, EMPLOYEES must work the day before and the day after such holiday, unless on vacation, other paid leave, or excused in advance by the City Administrator.

In addition to meeting the foregoing criteria, regular part-time EMPLOYEES are entitled to be paid for a holiday defined in this ARTICLE, based on the number of hours worked during any given pay period.

13.3 EMPLOYEES who leave employment, the Floating Holiday will not be paid and must be used prior to termination, or it will be forfeited.

ARTICLE 14 - INSURANCE

14.1 The EMPLOYER shall contribute to EMPLOYEE health and life insurance as stated in the attached Memorandum of Understanding.

14.2 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 15 - CLOTHING AND UNIFORMS

15.1 The EMPLOYER shall provide uniforms and equipment and replacement as outlined by the department policy that currently exists; if no such policy exists, the EMPLOYER shall provide a minimum of one short sleeve polo shirt, one long sleeve polo shirt and one soft shell jacket.

ARTICLE 16 - SAVINGS CLAUSE

16.1 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 17 - SALARIES

17.1 The EMPLOYEES' wages payable during the term of this Agreement shall be in accord with the salary schedule attached hereto as Appendix A and incorporated herein by reference.

17.2 The EMPLOYER shall pay license or certification fees that the EMPLOYER determines are required for the EMPLOYEE'S position.

17.3 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.

17.4 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 18 - WAIVER

18.1 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.

18.2 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 UNION 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 19 - DURATION

Except as herein provided, this Agreement shall be in effect commencing January 1, 2026, and shall remain in full force and effect through and including December 31, 2026, 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 __________, 2026; per resolution __________.

FOR THE CITY OF RAMSEY:

By: ________________________________ ____________________
Mayor Date

Attest: ________________________________ ____________________
City Administrator Date

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

By: ________________________________ ____________________
Business Agent Date

By: ________________________________ ____________________
Steward Date

APPENDIX A - SALARIES

2026 Wages

The following salaries are calculated for January 1, 2026, through December 31, 2026.

Step One	80%	39.76
Step Two	84%	41.75
Step Three	88%	43.74
Step Four	92%	45.72
Step Five	96%	47.71
Step Six	100%	49.70

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF RAMSEY AND LAW ENFORCEMENT LABOR SERVICES (LELS) LOCAL 634 (Union).

ARTICLE 14 M.O.U. INSURANCE

January 1, 2026 to December 31, 2026 as described below:

1) 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.

Premiums or Waiver

- EMPLOYEE only (single) City contribution, $1177.00
- EMPLOYEE and Children City contribution: $1648.84
- EMPLOYEE and Spouse City contribution: $1731.10
- Family City contribution: $2143.40, or
- Cash in lieu of City's insurance contribution of $510.74 per month. Cash in lieu of coverage requires proof of other coverage.

Health Reimbursement Account/Health Savings Account

- Single plans with a $3400 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: ______________________________ ____________________
Business Agent Date

By: ______________________________ ____________________
Steward Date

Memorandum of Agreement
Between the City of Ramsey and Law Enforcement Labor Services (LELS) LOCAL 634
(Union)Paid Family and Medical Leave

MOU PAID FAMILY MEDICAL LEAVE

The Memorandum of Agreement (MOA) is entered into between the City of Ramsey (City) and Law Enforcement Labor Services, Inc., Local 634 (Union).

WHEREAS, the City and Union are parties to a 2026 Labor Agreement (Labor Agreement); and

WHEREAS, State of Minnesota enacted a new form of paid leave effective January 1, 2026, Paid Family and Medical Leave (PFML); and,

WHEREAS, both the City and the Union wish to further address PFML.

NOW THEREFORE, the City and Union agree to the following:

1. Effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave (PFML) on a 50/50 basis with the Employee share through payroll deductions pursuant to Minn. Stat. §268B.14.
2. Employees may utilize accrued paid leave to supplement PFML not to exceed 100% of the regular wage of the employee.
3. Wages resulting from the use of accrued leave that meet the PERA definition of Eligible Compensation, shall receive all applicable PERA contributions concurrent with the use of the accrued paid leave.
4. In the event applicable state law changes, all Parties shall have the right to re-negotiate the terms of this MOA.

The Memorandum of Agreement shall remain in effect for the duration of the Labor Agreement.

The remaining terms of the current collective bargaining agreement for 2026 is not impacted by this agreement and remain in full force and effect.

This MOA represents the complete agreement of the parties.

In witness whereof, the parties have caused this Memorandum of Agreement to be executed this ______ day of _____________, 2026.

FOR THE CITY OF RAMSEY:

By: ______________________________ ____________________
Mayor Date

Attest: ______________________________ ____________________
City Administrator Date

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

By: ______________________________ ____________________
Business Agent Date

By: ______________________________ ____________________
Steward Date