

Collective Bargaining Update

Alexandria Police Department:

Term: 2011
Wages: 2%

Alexandria Police Department Sergeants:

Term: 2011
Wages: 2%

Anoka County Deputies:

Term: 2010
Wages: 1.5% with range movement, 3% added to top and bottom
Economic changes: Clothing allowance increased \$25.00.

Anoka County Sheriffs Department Licensed Supervisors:

Term: 2010
Wages: 1.5%
Economic changes: County pattern of insurance.

Anoka County Sheriffs Department Investigators:

Term: 2010-2011
Wages: 1.5% on 7/1/10, 0% for 2011
Economic changes: Reduced schedule from a 43-hour week to a 40-hour week.

Anoka County Detention Deputies:

Term: 2010
Wages: 0%
Economic changes: Step 1 pay increased by 3%. Performance payment movement of 1.5% and maximum performance pay increased by 3%. One year requirement for performance pay waived. K9 officers and dive team members receive \$75 per month effective 1/1/10.

Anoka County Corrections:

Term: 2010
Wages: 0%
Economic changes: No general increase but 3% merit increase calculated on the top of wage

range and increased range by 3%, but employees only move on the range by merit for 2010. Stewards will receive hour for hour comp time for negotiating or working on a grievance while off-duty, and if on duty are not off the clock. (Per arbitration award)

Anoka Police Department:

Term: 2010

Wages: 0%

Economic changes: Shift differential for B and C shifts of \$15.00 a pay period. Call back increased from two to three hours. Dogwatch working Halloween/Kiddie parade get double time. Severance payout increased to 1,065 hours; employee receives one-third.

Anoka Police Department Sergeants:

Term: 2010

Wages: 0%

Economic changes: Added OT language for additional Halloween parade. Increased court time by one hour. Increased sick leave accrual by 15 hours. Increased severance by 5 hours of sick leave.

Bemidji Police Department:

Term: 2011

Wages: see below

Economic changes: City pay study implemented at 95% rate, resulting in slight pay increase. Members chose city health insurance plan. Members also chose city PTO plan. Night differential pay increased to 60 cents an hour. Senior officer on duty pay increased to \$1.50 an hour.

Bemidji Police Department Sergeants:

Term: 2010-2011

Wages: 0% for 2010, 1.27% for 2011

Economic changes: Moved to City pay scale.

Benton County Sheriffs Department:

Term: 2010

Wages: 0%

Economic changes: Additional contribution for insurance.

Benton County Sheriffs Department Non-Licensed Supervisors:

Term: 2010

Wages: 0%

Economic changes: Steps will be paid. Employer's insurance contribution increased and plan changes made to keep contributions lower.

Big Lake Police Department:

Term: 2010-2011-2012

Wages: 0% for 2010, 0% for 2011, 2% on 1/1/12 and 2% on 7/1/12

Economic changes: Uniform allowance increased to \$650 for 2010 and 2011, and \$700 for 2012. Court pay of 3 hours at 1.5 times the pay rate. Added one paid day to funeral leave.

Blaine Police Department Sergeants:

Term: 2010-2011 (per arbitration award)

Wages: 1% for 2010, 0% for 2011 (per arbitration award)

Economic changes: Employer's contribution to health insurance increased \$70 a month effective 1/1/11. (Per arbitration award).

Cambridge Police Department:

Term: 2011

Wages: 0%

Economic changes: Insurance stays the same as 2011. Added one personal day. Increased severance for retirement from 50% to 75% of 960 hours, but it has to be deposited into a health care savings plan.

Carver County Sheriffs Department Sergeants:

Term: 2010-2011

Wages: 0% for 2010, 1% for 2011

Economic changes: Switched to County cafeteria insurance plan. Uniform allowance increased by \$25.

Chisago County Sheriffs Deputies:

Term: 2010-2011

Wages: 0% for 2010, 2.5% for 2011

Economic changes: Percentage language for County contributions to health insurance.

Cold Spring Police Department:

Term: 2011-2012-2013

Wages: 2% on 7/1/11, 1% on 1/1/12, and 1% on 1/1/13

Economic changes: Insurance stays as it is for 2011; changes to insurance plan for 2012 and 2013. Added shift differential of 25 cents for 2011, 50 cents for 2012 and 75 cents for 2013. Increase of 25 cents an hour in longevity for 2013. New comp time language which gives the employee option of selecting comp time or compensation.

Cottonwood County Deputies:

Term: 2011

Wages: 2%

Cottonwood County Jailers and Dispatchers:

Term: 2011

Wages: 2%

Deephaven Police Department:

Term: 2011-2012-2013

Wages: 2% for 2011, 1% for 2012, and 2% for 2013

Economic changes: Employer's contribution to family health insurance premium increased to \$1,043.87 for 2011; re-opens for 2012 and 2013. Standby court time for cancellations after 5 p.m. the day before scheduled court appearances get 3 hours at base rate of pay. Maximum comp balance was also increased from 40 to 48 hours.

Elk River Police Department Sergeants:

Term: 2010

Wages: 0%

Economic changes: Uniform allowance increased to \$725. Court time changed from set amount to 1.5 hours pay. Added severance language to the contract.

Ely Police Department:

Term: 2010

Wages: 0%

Economic changes: Employer absorbed 100% of health insurance premium increase. Comp time carryover increased from 80 to 120 hours.

Eveleth Police Department:

Term: 2010

Wages: 0%

Economic changes: Members eligible for sick leave incentive bonus, even if they donate sick leave to another member. Increase in health insurance premiums but not until 11/1/10.

Faribault Police Department:

Term: 2011-2012

Wages: 0% for 2011, 0% for 2012

Economic changes: Increased contributions from the employer for high deductible health care plan.

Fergus Falls Police Department Sergeants:

Term: 2010

Wages: 0%

Forest Lake Police Department:

Term: 2010-2011-2012 (per arbitration award)

Wages: 0% (per arbitration award)

Economic changes: City pattern on insurance. Severance payout increased. Arbitrator sunsetted retiree language. (All per arbitration award). Uniform allowance increased by \$25 per year.

Golden Valley Police Department:

Term: 2011

Wages: 1.5% COLA

Economic changes: Insurance increase split 50/50. Language changes to FTO pay and funeral language.

Golden Valley Police Department Sergeants:

Term: 2011

Wages: 1.5% COLA

Economic changes: 50/50 split of cost of insurance premium increase. Increased quarterly accrued time carryover from 10 to 20 hours.

Granite Falls Police Department:

Term: 2011-2012-2013

Wages: 0% for 2011, 2% for 2012, 2% for 2013

Economic changes: Uniform allowance increased to \$725 for 2011 and 2012, and \$750 for 2013. Shift differential of 75 cents in 2011, increased to \$1.00 in 2013. Call back to duty increased to 3 hours. Standby pay increased to \$10.00 for 2011 and 2012 and \$12.00 for

2013.

Hopkins Police Department Dispatch:

Term: 2010-2011

Wages: 0% for 2010, 2% for 2011

Economic changes: Employer's contribution to health insurance premium increase by \$35 for single and \$98 family for 2010 and an additional \$57 single and \$86 family for 2011. Additional 1.7% to top step in 2011. Overtime on 6 holidays increased to double time.

Inver Grove Heights Police Department:

Term: 2010

Wages: 1.5% (per arbitration award)

Economic changes: Increase to investigator pay. Increase in call back hours

Isanti Police Department:

Term: 2010

Wages: 0%

Economic changes: Insurance language and plan remain the same as 2009. (Per arbitration award)

Isanti Police Department:

Term: 2011-2012-2013

Wages: 0% for 2011, 1.5% for 2012, 2% for 2013

Economic changes: New insurance plan effective 7/1/11. City to pay \$500 towards insurance on 7/1/11 and on 7/1/12. Insurance year to change to 1/1 thru 12/31 effective 2012. Employer to provide flexible spending account.

Koochiching County Sheriffs Department:

Term: 2009-2010

Wages: 0% for 2009, 0% for 2010

Economic changes: Conversion of double-time Sunday pay to equivalent increase in hourly wages; conversion will result in 1-2% wage increase through OT for holiday pay. Employer's contribution to family health insurance premium increased by \$251 per month for 2009 and \$69 per month for 2010.

Lake County Sheriffs Department:

Term: 2010-2011

Wages: .5% for 2010, 2% for 2011

Economic changes: Employer's VEBA contribution increased by \$390/\$780 for 2010 and by \$780/\$1,560 for 2011. FTO pay of \$100 per recruit. New canine officer pay of .5 hours pay per day at straight time. Increase of bereavement leave from 3 to 5 consecutive days.

Lakeville Police Department Supervisors:

Term: 2011

Wages: 0%

Economic changes: A second high deductible health plan was added. Uniform allowance increased to \$820.00. Position of administrative sergeant added, receiving \$200 per month. Sergeants have the option to join a PTO program. Vacation schedule increased. Sergeants will be given comp time hours directly equivalent to their increase in health insurance.

Maplewood Police Department:

Term: 2011-2012

Wages: 0% for 2011 and market adjustments, 1% for 2012

Economic changes: Uniform allowance increased by \$50.

Maplewood Police Department Sergeants:

Term: 2011-2012

Wages: 0% for 2011, 1% for 2012

Economic changes: Contract includes step increases at 4 years and 12 years. Uniform allowance increased to \$900. Reduction in health insurance of 4.5% of 2010 amount in 2011 (high deductible plan. City contributing \$30,000 towards wellness program, limited to \$400 per employee. Educational reimbursement scale refigured to 50% for a "C," 75% for a "B," and 85% for an "A." Mal reimbursement adjusted up to match city policy.

Martin County Sheriffs Department Licensed:

Term: 2011-2012-2013

Wages: 3% for 2011, 2% for 2012, and 2% for 2013

Economic changes: Add 10 cents per hour to top step. Language changes on insurance and uniforms.

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Medina Police Department:

Term: 2009-2010-2011

Wages: 3% for 2009, 2% on 1/1/10 and 2% on 7/1/10, 4% for 2011

Economic changes: This settlement previously reported. UPDATE - Members agreed to 80 hours of furlough to address City budget deficit in fall of 2010. Members giving back 4% for 2011 in exchange for no layoffs.

Morris Police Department:

Term: 2011

Wages: 0%

Economic changes: Employer's contribution to health insurance premium increased to \$966 for family. Uniform allowance increased by \$50. Vacation carryover increased to 35 days.

Mound Police Department:

Term: 2010

Wages: 0%

Economic changes: Additional \$25 towards health insurance.

Mound Police Department Sergeants:

Term: 2010

Wages: 0%

Economic changes: Additional \$25 towards health insurance.

Mounds View Police Department:

Term: 2010 (per arbitration award)

Wages: 0% (per arbitration award)

Economic changes: Increase in health insurance contribution by employer. (Per arbitration award).

Mounds View Police Department Sergeants:

Term: 2010

Wages: 0%

Economic changes: Increase in health insurance contribution by employer.

Murray Sheriffs Department:

Term: 2010-2011

Wages: 0% for 2010, 0% for 2011

Economic changes: Step movements on 9/1/10 and 4/1/11, not retroactive to beginning of year.

Northwest Corrections:

Term: 2010-2011-2012

Wages: 0% for 2010, 0% for 2011, re-open for 2012

Economic changes: Employer's contribution to health insurance premium increased to \$575 per month for 2010, \$600 for 2011, and re-opener for 2012. Additional 2 hours shift differential for 2010 and 2011. Short notice holiday call-in pay of \$25. Spouse and child funeral leave not deducted from sick bank.

Oakdale Police Department:

Term: 2010-2011-2012

Wages: \$325 lump sum on 12/31/10, 1.5% for 2011, 2% for 2012

Economic changes: Double time for working on Thanksgiving and Christmas. Investigator pay increased from \$150 to \$200 per month for 2012. Boot allowance of \$225 for 2010, \$250 for 2011 and 2012.

Osakis Police Department:

Term: 2011-2012

Wages: 2% for 2011, 2% for 2012

Economic changes Employer's contribution to health insurance premium increased to \$790 for 2011 and \$840 for 2012. Health Care Savings Plan contribution of \$25 per check for 2011 and \$30 for 2012. Uniform allowance increased to \$775 for 2011 and \$800 for 2012.

Pipestone County Jailers and Dispatchers:

Term: 2011-2012

Wages: 1% for 2011, 1% for 2012

Economic changes: Uniform allowance increased by \$50.

Plymouth Police Department:

Term: 2010

Wages: 0% (per arbitration award)

Economic changes: Health insurance premium increase split 50/50.

Plymouth Police Department Sergeants:

Term: 2010

Wages: 0%

Economic changes: Split insurance increase. Retiree health care severance language added.

Red Lake County Sheriffs Department Deputies and Dispatchers:

Term: 2011-2012-2013
Wages: 0% for 2011, 0% 2012, re-opener for 2013
Economic changes: Uniform allowance increased to \$725 for 2011, \$775 for 2012, and \$825 for 2013.

Sartell Police Department:

Term: 2010-2011
Wages: .5% and step movement on 7/1/10, 1% on 1/1/11, step movement on 7/1/11
Economic changes: City to contribute greater amount to health savings account since insurance premiums went down. Slight language changes in uniforms and discipline.

St. Joseph Police Department:

Term: 2011-2012-2013
Wages: 2% for 2011, 3% for 2012, 1.5% on 1/1/13 and 1.5% on 7/1/13
Economic changes: Health insurance contribution by the City frozen. Uniform allowance increased by \$25 each year. Increase in severance.

Savage Police Department:

Term: 2011-2012
Wages: 0% for 2011, 1% for 2012
Economic changes: Improved compensation for instructors. Tuition reimbursement up to four credits at U of M rate. Sick leave changed, reducing cap to 720 and allowing excess beyond 720 to be paid out at 50% and increasing to 100% based on years of service.

Shakopee Police Department:

Term: 2010 (per arbitration award)
Wages: 1% (per arbitration award)
Economic changes: No change in longevity or pay for performance language. Uniform allowance increased to \$800. (Per arbitration award).

Shakopee Police Department Sergeants:

Term: 2010
Wages: 1%
Economic changes: Split insurance premium increase.

Stillwater Police Department:

Term: 2010-2011

Wages: 0% for 2010, 0% for 2011

Economic changes: City to pay full insurance premium increase in 2011 (18%). K-9 language added. MOU requiring meeting to discuss mandatory days.

Stillwater Police Department Sergeants:

Term: 2010-2011

Wages: 0% for 2010, 0% for 2011

Economic changes: City to pay full insurance premium increase in 2011.

Swift County Sheriffs Department:

Term: 2011-2012-2013

Wages: 2% for 2011, 1.5% for 2012, 1% for 2013

Economic changes: Uniform allowance increased to \$650 for 2011 and 2012 and \$700 for 2013 for deputies, and \$425 in 2011 and 2012 and \$450 in 2013 for correction officers. Triple time for call-ins on all holidays.

Todd County Sheriffs Department:

Term: 2011-2012-2013

Wages: 2% cut for 2011, 2% for 2012, 2% for 2013

Economic changes: Employer's contribution to health insurance premium increased by \$118 in 2011 for family. For 2012 and 2013, employer pays first 50% of increase and employee pays second 50% of increase; thereafter split 50/50. Court time of 3 hours minimum at 1.5 times pay rate. After 21 years, additional 1 hour a month towards vacation.

White Bear Lake Police Department:

Term: 2010

Wages: 0%

Economic changes: City absorbs 78% of health insurance premium increase.

White Bear Lake Police Dispatch:

Term: 2010

Wages: 0%

Economic changes: City absorbs 78% of health insurance premium increase.

Yellow Medicine Sheriffs Department:

Term: 2011-2012-2013

Wages: 1% for 2011, 1% for 2012, 1% for 2013

Economic changes: 25 cent shift differential for 2011, and 25 cents for 2012. Call-in increased to three hours at 1.5 base rate of pay.