

## Collective Bargaining Update

### **Belle Plaine Police Department:**

**Term:** 2008-2009-2010

**Wages:** 3% plus 2% wage adjustment for 2008, 3.5% for 2009, and 3.5% for 2010 for patrol officers. 3% plus 3% wage adjustment for 2008, 3.5% plus 1.5% wage adjustment for 2009, and 3.5% and 1.5% wage adjustment for 2010 for investigator. 3% plus 4% wage adjustment for 2008, 3.5% plus 2% wage adjustment for 2009, and 3.5% plus 2% wage adjustment for 2010 for sergeant.

**Economic changes:** Changed vacation and sick leave provisions to a Personal Paid Time (PPT) leave. Added Christmas Eve and New Years Eve as ½ day (4 hours) holidays.

### **Benton County Sheriffs Office Licensed:**

**Term:** 2008-2009

**Wages:** 3% for 2008, 3% for 2009 with re-opener for class/comp. study

**Economic changes:** 50 cents per hour shift differential

### **Blaine Police Department Sergeants:**

**Term:** 2008-2009

**Wages:** 3.5% for 2008, 3.5% for 2009

### **Carver County Sheriffs Office Deputies:**

**Term:** 2007-2008-2009

**Wages:** 3% for 2007, 3% plus 2.5% increase to maximum rate of pay for 2008, 3% with a reopener to negotiate implementation of pay study conducted in 2008 for 2009

**Economic changes:** Uniform allowance increased to \$650 for 2007, \$660 for 2008, and \$670 for 2009 with payment made in two equal payments during the year. Shift differential increased to 65 cents for 2007, 80 cents for 2008, and 85 cents for 2009. Longevity payment based on percentage of earnings, including overtime. Beginning in 2009, employees will pay 5% of the cost of the single premium and the employer's contribution for family coverage will be 68.66% of the total premium. Severance based on sick leave enhanced with maximum dollar amounts increased for employees leaving but not retiring; employees who retire with at least 20 years of service will have 60% of their accrued sick leave placed in health care savings plan.

**Language changes:** Changes/clarifications to holiday, leaves of absence, and educational incentive articles of the contract.

### **Chaska Police Department:**

**Term:** 2008-2009  
**Wages:** 3.5% for 2008, 3.5% for 2009  
**Economic changes:** Employer's contribution to health insurance premium increased by 6%.

**Chisago County Sheriffs Office Corrections:**

**Term:** 2008-2009  
**Wages:** 2.5% COLA and .5% market adjustment for 2008, reopener for 2009  
**Economic changes:** Increased investigator pay by \$20 in 2008 and an additional \$10 in 2009. Increased utility allowance to \$50. Increased shift differential to \$1 an hour.

**Forest Lake Police Department Sergeants:**

**Term:** 2008-2009  
**Wages:** 3% for 2008, 3% for 2009  
**Economic changes:** Employer's contribution to health insurance premium increased. Uniform allowance increase to \$750 for 2008 and \$800 for 2009. Floating holidays based on shift length.

**Grantite Falls Police Department:**

**Term:** 2008-2009-2010  
**Wages:** 3.5% for 2008, 3.5% for 2009, 3.5% for 2010  
**Economic changes:** New shift differential of 50 cents per hour for the hours of 4 pm to 7 am. On-call/standby increased to \$8 an hour. Overtime on holidays paid at double time. Changes in sick leave accrual and severance consistent with other city employees.

**Jackson County Sheriffs Office Supervisors:**

**Term:** 2008  
**Wages:** 3%  
**Economic changes:** Uniform allowance increased by \$15. Sick leave for fitness increased from \$500 to \$600. Holiday premium pay can be placed into comp. time bank. On call increased from 1/8th hour to \$3.50 per hour. HCSP changed to VEBA. Requested physical followup tests to be covered by health insurance.

**Kandiyohi Sheriffs Office Deputies:**

**Term:** 2008-2009-2010  
**Wages:** 3% for 2008, 3% for 2009, 3% for 2010  
**Economic changes:** New pay scale instituted over the three years (13% increase in top pay). School resource officer to receive additional 3%. Employer's contribution to health insurance premium increased for 2008, re-opener for 2009 and 2010. Uniform allowance increased to \$725. Increased severance. Four hours additional pay for Christmas Eve.

### **Kandiyohi Sheriffs Office Dispatch:**

**Term:** 2008, 2009, 2010

**Wages:** 3% for 3% for 2009, 3% for 2010

**Economic changes:** New pay scale instituted over the three years (13% increase in top pay). Employer's contribution to health insurance premium increased for 2008, re-opener for 2009 and 2010. Uniform allowance increased to \$500 and moved to voucher system. Increased severance. Four hours additional pay for Christmas Eve

### **Maple Grove Police Department:**

**Term:** 2008-2009-2010

**Wages:** 3.5% plus 45 cents an hour for top pay for 2008, 3.25% for 2009, 3.25% for 2010

**Economic changes:** Longevity fixed dollar amounts recalculated in 2010 (10 years from 5.71% to 5.8%, 15 years from 8.01% to 8.5%). Internal pattern on insurance. Uniform allowance increased to \$790 for 2008, \$805 for 2009, and \$820 for 2010. Funeral leave, travel time, and court time rewritten. Severance formula increased from 30% to 40%.

### **Marshall Police Department Supervisors:**

**Term:** 2007

**Wages:** New wage schedule, top pay increased by 7.6%

### **Martin County Sheriffs Office Deputies:**

**Term:** 2007-2008-2009

**Wages:** 2.5% and a compression of the wage schedule from 13 years to 10 years and add pay steps at 6, 7, and 8 years for 2007; 3% for 2008, 3% for 2009

**Economic changes:** Accepted County's PTO program replacing sick and vacation leave. Increased comp. time from 60 to 80 hours. Premium pay for employees who work Christmas Eve. Uniform allowance increased to \$600 for 2007, \$610 for 2008 and \$620 for 2009.

### **North Mankato Police Officers:**

**Term:** 2008-2009-2010

**Wages:** 1.75% increase in December of 2007 with a minimum 3% increase in 2008 (or more if average settlement for other employees exceed 3%), 3% or more for 2009, 3% or more for 2010.

**Economic changes:** Uniform allowance and maintenance amounts increased \$2 per month in 2008 and 2010. New vacation accrual cap of 280 hours added between 16-20 years of service.

**North St. Paul Police Department:**

**Term:** 2008-2009

**Wages:** 4% for 2008, 4% for 2009

**Economic changes:** Employer contribution to family health insurance premium increased to \$795 for 2008 with a re-opener for 2009. Uniform allowance increased to \$925 for 2008 and \$975 for 2009.

**Orono Police Department Supervisors:**

**Term:** 2008-2009

**Wages:** 3% for 2008, 3% for 2009

**Pipestone County Sheriffs Office Non-Licensed:**

**Term:** 2008-2009-2010

**Wages:** 5% for 2008, 3% for 2009, 3% for 2010

**Economic changes:** Uniform allowance increased to \$400 in 2008. Add Christmas Eve as a 4-hour paid holiday. Add one wellness day commensurate with the employee's regularly scheduled shift if the employee uses less than 24 hours of sick leave per calendar year.

**Ramsey Police Department:**

**Term:** 2008-2009

**Wages:** 3% for 2008, 3% for 2009

**Economic changes:** Investigator pay increased to \$225 per month.

**Redwood Falls Police Department:**

**Term:** 2008-2009

**Wages:** 3% for 2008, 3.5% for 2009

**Economic changes:** Premium pay for 11.5 named holidays. Family insurance 80/20 split. Severance pay enhanced from maximum of 80 hours regardless of years to payment based on maximum hours of 480 and 20% paid after 10 years of service, 30% of 15 years and 40% after 20 years of service. Uniform allowance increased to \$700 for 2008 and \$725 for 2009 with carryover amount increased to \$800.

**Richfield Police Department Dispatchers:**

**Term:** 2008

**Wages:** 3% on 1/1/08 and .5% on 7/1/08 plus lump sum wage adjustment

**Economic changes:** Employer's contribution to health insurance premium increased. Training

pay increased.

**Richfield Police Department Supervisors:**

**Term:** 2008

**Wages:** 3% on 1/1/08 and .5% on 7/1/08. Increase in uniforms.

**Roseville Police Department:**

**Term:** 2008

**Wages:** 3.13%

**Economic changes:** Longevity increased by 3.13%. Uniforms increased to \$720. Specialty pay increased to \$235. Comp. time increased to 80 hours.