

LABOR AGREEMENT

BETWEEN

COUNTY OF RAMSEY

and

LAW ENFORCEMENT LABOR SERVICES, INC.
LOCAL 184

ARTICLE 1 PURPOSE

This agreement is entered into between the County of Ramsey, hereinafter called the Employer, and Law Enforcement Labor Services, Inc., Local 184, hereinafter called the 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;
- 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 the terms and conditions of employment for the duration of this Agreement.

The Employer and the Union, through this Agreement, shall continue their dedication to the highest quality service and protection to the County of Ramsey. Both parties recognize this Agreement as a pledge of this dedication.

CONTRACT INDEX
Law Enforcement Labor Services, Local #184
2015-2016-2017

| <u>Article</u> | <u>Subject</u> | <u>Page Number</u> |
|----------------|---------------------------------------|--------------------|
| 1 | Purpose of Agreement | 1 |
| 2 | Recognition | 2 |
| 3 | Definitions | 3 |
| 4 | Employer Security | 4 |
| 5 | Employer Authority | 5 |
| 6 | Union Security | 6 |
| 7 | Employee Rights – Grievance Procedure | 7 |
| 8 | Savings Clause | 8 |
| 9 | Seniority | 9 |
| 10 | Discipline | 10 |
| 11 | Constitutional Protection | 11 |
| 12 | Holidays | 12 |
| 13 | Work Schedules – Premium Pay | 13 |
| 14 | Clothing Allowance | 14 |
| 15 | Sick Leave | 15 |
| 16 | Separation Pay | 16 |
| 17 | Vacations | 17 |
| 18 | Insurance | 18 |
| 19 | Unpaid Leaves of Absence | 19 |
| 20 | Legal Services | 20 |
| 21 | Education | 21 |
| 22 | Safety | 22 |
| 23 | Wages | 23 |
| 24 | Term of Agreement | 24 |

APPENDIX

LELS #184 (Commanders)

ARTICLE 2 RECOGNITION

- 2.1 The employer recognizes the Union as the exclusive representative under the Public Employment Labor Relations Act of 1971 as amended, for all personnel in the following job classification:
Deputy Sheriff-Commander
- 2.2 In the event the employer and the Union 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.
- 2.3 The employer shall not enter into any agreements covering terms and conditions of employment with the employees of the bargaining unit under the jurisdiction of this Agreement, either individually or collectively, which in any way conflicts with the terms and conditions of this agreement, except through the certified representative.
- 2.4 Neither the Union nor the employer shall discriminate against any employee because of Union membership or non-membership, age, color, creed, disability, national origin, parental or marital status, political belief, race, religion, sex, status with regard to public assistance, or other protected class status. Sexual harassment shall be considered discrimination under this Article.

ARTICLE 3 DEFINITIONS

- 3.1 UNION: Law Enforcement Labor Services, Inc., Local 184.
- 3.2 UNION MEMBER: A member of Law Enforcement Labor Services, Inc., Local 184, in the bargaining unit to which this contract applies.
- 3.3 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.4 COUNTY: County of Ramsey.
- 3.5 FISCAL AUTHORITY: County of Ramsey.
- 3.6 UNION OFFICER: Officer elected or appointed by Law Enforcement Labor Services, Inc., Local 184.
- 3.7 APPOINTING AUTHORITY FOR MANAGEMENT RIGHTS: Sheriff, Chief Deputy or designee.

ARTICLE 4 EMPLOYER SECURITY

4.1 Neither the Union, its officers or agents, will engage in, encourage, sanction, support or suggest any strike, or the withholding in whole or in part of the full performance of their duties during the life of this Agreement, except as specifically allowed by the Public Employment Labor Relations Act of 1971, as amended. In the event of a violation of this Article, the Union shall join with the employer to warn employees of the consequences of their action and shall instruct them to immediately return to their normal duties. Any employee who fails to return to full duties within twenty-four (24) hours of such warning may be subject to the penalties provided in the Public Employment Labor Relations Act of 1971, as amended.

ARTICLE 5 EMPLOYER AUTHORITY

- 5.1 The employer retains the sole right to operate and manage all staff, facilities and equipment in accordance with applicable laws and regulations of appropriate authorities.
- 5.2 Any terms and conditions 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 6 UNION SECURITY

- 6.1 The employer shall deduct from the wages of employees who authorize such deduction in writing, an amount necessary to cover monthly Union dues. Such monies shall be remitted as directed by the Union.
- 6.2 The Union may designate one employee from the bargaining unit to act as a steward and one alternate, and shall inform the employer in writing of such choice and changes in the position of steward and/or alternate.
- 6.3 The employer shall make space available on the employee bulletin board for the posting of Union notice(s) and announcement(s).
- 6.4 The Union agrees to indemnify and hold the employer harmless against any and all claims, suits, orders, or judgments brought or issues against the employer as a result of any action taken or not taken by the employer under the provisions of this Article.
- 6.5 The employer agrees that on the employer's premises and without loss of pay, the Union stewards shall be allowed to post official Union notices of the designated representatives; transmit communications authorized by the Union or its officers under the terms of this contract; consult with the employer, his/her representative, Union officers or the Union representative concerning the enforcement of any provisions of this agreement, so long as such action does not interfere with regular employer duties.
- 6.6 The steward is authorized to perform and discharge the duties and responsibilities which are assigned to the steward under the terms of this Agreement and any supplementary agreements. The employer agrees that there shall be no restraint, interference, coercion or discrimination against the steward because of the performance of such duties.

ARTICLE 7 EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE

- 7.1 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.
- 7.2 Union Representative - The employer will recognize the Representative designated by the Union as the grievance representative of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the employer in writing of the name of such Union Representative and of the successor when so designated, as provided by Section 6.2 of this Agreement.
- 7.3 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.
- 7.4 Procedure - Grievances, as defined by Section 7.1, shall be resolved in conformance with the following procedure:
- STEP 1 - An employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the employee'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 the Union within ten (10) calendar days shall be considered waived.
- STEP 2 - If appealed, the written grievance shall be presented by the Union and discussed with the employer designated Step 2 representative. The employer designated representative shall give the Union 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

ARTICLE 7 EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE (Continued)

grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

STEP 3 - If appealed, the written grievance shall be presented by the Union and discussed with the employer-designated Step 3 representative. The employer-designated representative shall give the Union 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 the Union within ten (10) calendar days shall be considered waived.

STEP 4 - A grievance unresolved in Step 3 and appealed to Step 4 by the Union 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.

7.5 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 the Union, 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 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 the Union 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 the Union, 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.

ARTICLE 7 EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE (Continued)

7.6 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 to 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, the Union 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 the Union in each step.

ARTICLE 8 SAVINGS CLAUSE

8.1 This Agreement is subject to the laws of the United States and the State of Minnesota. In the event any provision of this agreement shall be held to be 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 shall continue in full force and effect. The voided provisions may be renegotiated at the written request of either party. All other provisions of this Agreement shall continue in full force and effect.

ARTICLE 9 SENIORITY

- 9.1 The Human Resources Department shall establish seniority lists for all permanent employees in the bargaining unit. Said lists shall be posted in appropriate locations. A seniority roster shall be maintained by the employer on the basis of total length of compensated employment by classification. All time served in a Commander classification or above shall count toward Deputy Sheriff-Commander seniority.
- 9.2 The employer shall post a seniority list on February 1. Any employee who disagrees with the accuracy of any of the information on the seniority list shall have ten (10) work days from the date of posting to notify the Human Resources Department in writing of the claimed inaccuracy. In the absence of such written notification, the seniority list will be conclusively deemed to be correct.
- 9.3 A reduction of work force shall be accomplished on the basis of seniority in the classification of Commander. Employees shall be recalled from layoff on the basis of seniority in the classification of Commander. The employer shall mail, by certified mail, notice to the employee who shall have five (5) calendar days from the date of mailing of such notice to accept re-employment. If written acceptance is not received by the Human Resources Department within such five (5) calendar day period, it shall constitute a waiver on the part of the employee to any further rights of employment or reinstatement. It is the obligation of each employee to ensure that his or her current address is on file with the employer. An employee on layoff shall have an opportunity to return to work within two (2) years of the time of layoff before any new employee is hired.

ARTICLE 10 DISCIPLINE

- 10.1 The employer will discipline employees for just cause only. Discipline will be in the form of:
- a) Oral reprimand;
 - b) Written reprimand;
 - c) Suspension;
 - d) Reduction;
 - e) Discharge.
- 10.2 Suspensions, reductions and discharges will be in written form.
- 10.3 Written reprimands, to become part of an employee's personnel file, shall be read and acknowledged by signature of the employee. Employees and the Union will receive a copy of such reprimands and notices of suspension and discharge.
- 10.4 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the employer.
- 10.5 Employees will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have a Union representative present at such questioning.
- 10.6 Grievances relating to this Article shall be initiated by the Union in Step 3 of the grievance procedure under Article 7
- 10.7 Choice of Remedy - An employee with a contract related grievance must select either the appropriate non-bargaining procedure or the grievance procedure provided by this contract. In no instances will an employee be permitted to seek a remedy under both provisions for the same grievance.

ARTICLE 11 CONSTITUTIONAL PROTECTION

11.1 Employees shall have the rights granted to all citizens by the United States and Minnesota State Constitution.

ARTICLE 12 HOLIDAYS

12.1 Holidays are defined as:

| | |
|---------------------------------|--|
| New years Day | January 1st |
| Martin Luther King's Birthday | Third Monday in January |
| Washington & Lincoln's Birthday | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4th |
| Labor Day | First Monday in September |
| Veterans Day | November 11th |
| Thanksgiving Day | Fourth Thursday in November |
| Thanksgiving Friday | Friday After Thanksgiving |
| Christmas Day | December 25th |
| Floating Holiday | Two (2) days each year to be granted with the approval of the department head. |

12.2 When New Year's Day, Independence Day, Veterans' Day or Christmas Day falls on Sunday, the following day shall be a holiday. When New Year's Day, Independence Day, Veterans' Day or Christmas Day falls on Saturday, the preceding day shall be a holiday.

12.3 Every employee wishing to take "floating holidays" must request permission of the department head at least five (5) days prior to the holiday.

12.4 An employee who is required to work at least five (5) hours of an eight (8) hour shift on Christmas Day or New Years Day shall receive straight time for the actual hours worked plus credit for twice that number of hours which shall be compensated by pay or time off at the discretion of the appointing officer.

- 12.5 1) Beginning with the first pay period that includes January 1, 2007, accrue floating holidays based on employment status.
- 2) Effective 1/1/07, any floating holiday in excess of the maximum accumulation allowed shall be lost to the employee on May 1 and November 1 of each year (same dates as used for vacation max). Maximum accrual will remain at 16 hours for employees currently at 16 hours.
- 3) Full-time and part-time employees shall earn pro-rated accrual based on actual hours on paid status in a pay period. Accruals for Locals that currently receive 16 hours of floating holiday would be .61536 per pay period.
- 4) Employees who have worked less than 6 months will not be paid for accrued floating holidays if terminating employment.
- 5) Floating holidays shall be taken at a time mutually agreeable to the employee and the department.

ARTICLE 12 HOLIDAYS (Continued)

- 6) No loss in accrual for full-time employees for up to 40 hours per pay period for no more than 2 consecutive pay periods for unpaid union leave.

ARTICLE 13 WORK SCHEDULES - PREMIUM PAY

- 13.1 This Article is intended only to define the normal hours of work. Nothing herein shall be construed as a guarantee of hours of work per day or per week.
- 13.2 Work shifts, staffing schedules and the assignment of employees thereto shall be established by the department head.
- 13.3 The normal work schedule shall be five (5) eight (8) hour days on duty followed by two (2) days off duty. Other work schedules may be authorized to accommodate the services performed by the department.
- 13.4 Any full-time employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. shall be entitled to receive a night differential for the entire shift, provided at least four (4) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m. The night differential shall be paid as additional compensation equivalent to six and one-half percent (6.5%) of the first step in the salary range established for the classification in the bargaining unit. Employees working on a continual night shift arrangement shall be paid this differential during all paid leaves.
- 13.5 An employee who is required to, or receives prior approval from the Sheriff or the Sheriff's designee, to work beyond the conclusion of the employee's regular work day, will accrue compensatory time off at one and one-half (1½) times the employee's regular rate of pay. An employee who is called back to work after the conclusion of the employee's regular work day or on a scheduled day off will accrue compensatory time at the rate of one and one-half (1½) times the employee's regular rate of pay. Compensatory time shall be calculated to the nearest 15 minutes. Compensatory time may accrue to a maximum of one-hundred (100) hours. Any compensatory time accrual in excess of 100 hours shall be liquidated in cash. Use of compensatory time is subject to the approval of the employee's supervisor. Effective January 1, 1999, employees with accumulated compensatory time of sixty (60) hours or more may choose cash or time off. However, such employees may not accumulate more than one-hundred (100) hours. Effective December 1, 1999, employees with accumulated compensatory time of forty (40) hours or more may choose cash or time off. However, such employees may not accumulate more than one-hundred (100) hours.
- 13.6 All full-time employees or part-time employees receiving pro rata benefits, required to work on Saturday as part of their regular schedule shall be compensated at the rate of thirty-five cents (\$.35) per hour for each hour worked. All full-time employees or part-time employees receiving pro rata benefits, required to work on Sunday as part of their regular schedule shall be compensated at the rate of forty cents (\$.40) per hour for each hour worked. Effective January 1,

ARTICLE 13 WORK SCHEDULES - PREMIUM PAY (Continued)

2013 the Saturday differential will increase to forty cents (\$.40) per hour and the Sunday differential will increase to forty-five cents (\$.45) per hour. Compensation under this section will be earned for the entire period worked, provided at least five (5) hours of the period worked fall on the day for which the additional compensation is being paid. These differentials will not be paid where such work constitutes overtime under the provisions of the agreement.

- 13.7 Court Time. An employee who is required to appear in Court during his/her scheduled off duty time shall receive a minimum of four (4) hours compensatory time off. An extension or early report to a regularly scheduled shift for court appearance does not qualify the employee for a four (4) hour minimum.
- 13.8 Call-Back Time. Employees called to duty during scheduled off-duty time shall receive a minimum of four (4) hours compensatory time off. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the four (4) hour minimum.
- 13.9 Working as Undersheriff. Employees assigned by the Sheriff or his/her designee to a vacant Undersheriff position of eight (8) hours or more shall receive a differential of eight percent (8%) per hour of the employee's base hourly rate in addition to their regular compensation. There is no presumption of assignment if an Undersheriff is absent.

ARTICLE 14 CLOTHING ALLOWANCE

- 14.1 Each employee will receive a clothing allowance for use in purchasing replacement of uniforms as required. Effective 1/1/13 the clothing allowance will increase from \$780 annually to \$790 annually and will be paid according to the attached Memorandum of Agreement between the County and the Union. Effective 1/1/14 the allowance will increase to \$800 annually. For employees not working for a full calendar year, this amount will be adjusted on a pro rata basis. Uniform allowance will be paid twice a year at six (6) month intervals, subject to submission of claims by the employee.
- 14.2 Employees may submit claims to replace prosthetic appliances, personal effects or other property of the employee where such personal effects, prosthetic or other property are destroyed or damaged in the course of the employee's employment provided that recovery cannot be made under Workers' Compensation Laws.

ARTICLE 15 SICK LEAVE

- 15.1 Sick leave shall be earned by permanent full-time employees at the rate of one and one-fourth (1-1/4) working days for each full month of service. Sick leave accrual for full-time employees will be based on actual hours on paid status in a pay period, except that there will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid Union leave.
- 15.2 Permanent employees may accumulate the unused portion of sick leave without any maximum restrictions.
- 15.3 Sick leave may be authorized for the illness or injury, dental or medical treatment of the employee, or the employee's minor child as defined in Minnesota Statutes. Sick leave usage shall be subject to approval and verification by the department head, who may require the employee to furnish a report from a recognized medical authority attesting to the necessity of the leave, or other information deemed necessary.
- 15.4 To be eligible for sick leave payment, an employee must notify the department head or designee prior to the starting time of the employee's scheduled shift. This notice may be waived if the department head determines that the employee could not reasonably be expected to comply with this requirement because of circumstances beyond the control of the employee. Those employees who misuse sick leave will be subject to disciplinary action.
- 15.5 Sick leave not to exceed five (5) days may be utilized upon the occasion of death in the employee's immediate family. Immediate family for the purpose of this section shall be defined as the employee's spouse, children, parents, siblings, grandparents, grandchildren, or a person regularly residing in the employee's immediate household and shall include parents and siblings of the employee's spouse or person's regularly residing in the employee's immediate household. This definition does not include aunts and uncles not regularly residing in the household.
- 15.6 Sick leave not to exceed forty (40) hours in any one instance may be used as a result of a serious illness or serious injury of the employee's spouse, children, employee's parents, or a person regularly residing in the employee's immediate household, to attend to the needs of the ill or injured person.
- 15.7 Pregnant employees of Ramsey County shall be eligible for the use of paid and unpaid sick leave in the same manner as any other disabled or ill Ramsey County employee. Such sick leave eligibility shall begin upon certification by the employee's attending physician that due to pregnancy, the employee is disabled in terms of her ability to perform the duties of her position. Such employee shall then be eligible to receive sick leave benefits in the same manner as is provided for any other ill or disabled County employee during the remaining period of pregnancy until such time as the employee is certified able to return to work by her attending physician.

ARTICLE 15 SICK LEAVE (Continued)

- 15.8 Sick leave not to exceed forty (40) hours may be utilized by employees for the birth or adoption of the employee's child or a child regularly residing in the employee's immediate household. The leave must be consecutive and taken within six (6) months of the birth or adoption.
- 15.9 Permanent and probationary employees who are injured while performing work within the scope of their employment for Ramsey County and by reason thereof are rendered incapable of performing their duties shall use their accumulated sick leave in an amount equal to the difference between any Workers' Compensation payments and the employee's normal daily salary. If an employee has no earned sick leave, or exhausts their accrued sick leave, they may use earned vacation to pay the difference between Workers' Compensation and their normal daily salary. In no event shall this section be construed or operate to permit an employee to receive wage and Workers' Compensation benefits exceeding the employee's normal daily wage. Any such employee unable to resume the duties of their position within or at the end of such recovery period and on the exhaustion of accumulated normal sick leave shall be eligible for the sick leave without pay provisions of this contract.
- 15.10 An employee unable to work because of illness or accident whose paid sick leave is exhausted, shall be granted a leave of absence for a period not to exceed two (2) years. Employees will return at the same seniority in the salary schedule. Existence and extent of illness or disability must be verified by a written statement from an appropriate medical authority when requested by the department head or designee, or the Human Resources Department. An employee who is granted a leave of absence without pay for illness or disability shall have the right to be reinstated to a position in their department in the classification held at the time the leave started, prior to or at the end of the term of the leave. The Employer may require a report from an appropriate medical authority attesting to the employee's fitness to return to work before allowing the employee to return from unpaid sick leave. When there are fewer than three (3) months between periods of leave of absence under this section for the same illness or accident, the periods of leave will be added together to determine the length of leave that may not exceed two (2) years, except that this restriction will be reduced from three (3) months to thirty (30) calendar days for employees receiving Workers' Compensation.
- 15.11 Full-time employees who do not utilize any sick leave hours in a three (3) month period shall have the option of converting four (4) hours of sick leave to vacation or pay at the option of the employee. The three (3) month periods are January 1 - March 31; April 1 - June 30; July 1 - September 30; October 1 - December 31.

ARTICLE 16 SEPARATION PAY

16.1 Upon separation from the service by resignation, layoff, expiration of a leave of absence, or death, a permanent employee or his/her estate shall be paid one-half (1/2) of all unused accumulated sick leave days provided:

- (1) That at the time of the separation, the employee has at least sixty (60) days of accumulated sick leave to his/her credit.
- (2) That at the time of separation from the County service the employee must have been employed by the County in the classified service for at least ten (10) years prior to the separation, except that this section shall not apply to an employee whose cause of separation is death, or whose position has been abolished, or who was required to retire from the service under the provisions of the Compulsory Retirement Law, Laws of Minnesota 1981, Chapter 68, Section 38.
- (3) An employee whose position has been abolished shall have the option of waiting until their eligibility for reinstatement expires as provided elsewhere in this Agreement, before applying for severance pay.
- (4) That no classified employee who is on a leave of absence to accept a position in the exempt service of the County shall be eligible for severance pay until their employment is finally terminated.
- (5) That the rate of payment shall be based upon the regular daily salary of the employee, in his/her permanent classification, at the time of separation. Separation as used in this Article means the last working day of the employee in the classified service.
- (6) That in the event an employee has been separated and paid for such accumulated sick leave and subsequently is re-employed, sick leave shall be calculated as though he/she were a new employee. No employee shall receive more than one (1) severance payment from the County.
- (7) An employee meeting the eligibility requirements of this Article will be provided up to the maximum severance payout shown below, based on number of sick leave hours accumulated at the time of separation, effective upon approval by the County Board.

| | |
|------------------------------------|----------------|
| 480 hours to less than 900 hours | up to \$12,000 |
| 900 hours to less than 1,440 hours | up to \$14,000 |
| 1,440 or more hours | up to \$17,500 |

ARTICLE 17 VACATIONS

- 17.1 All permanent full-time employees shall be eligible for vacation leave benefits except newly hired employees, who shall not be eligible to utilize vacation benefits during the first six (6) months of employment. Vacation accrual for full-time employees will be based on actual hours on paid status in a pay period, except that there will be no loss in accrual for full-time employees for up to forty hours per pay period for no more than two consecutive pay periods for unpaid union leave.
- 17.2 Each permanent employee paid on a monthly basis shall be granted vacation with pay for each full month of actual service rendered on the following basis:

| <u>Length of Employment</u> | <u>Accrual in Hrs. Per Pay Period</u> | <u>Yrly. Accrual</u> |
|---|---|-----------------------|
| Less than 4 years (less than 8,320 hours) | 4.6154 | 15 days (120 hrs.) |
| Between 4 and 15 years (8,321 to 31,200 hours) | 6.1538 | 20 days (160 hrs.) |
| Between 15 and 23 years (31,201 to 47,840 hours) | 6.4615 | 21 days (168 hrs.) |
| 23 years or more (47,841 hrs. or more) | 7.6923 | 25 days (200 hrs.) |

- 17.3 Vacation accrual for part-time employees is based on their actual number of hours of paid service.
- 17.4 Vacation may be accumulated to twice the employee's earning rate. Any vacation in excess of the maximum accumulation allowed shall be lost to the employee on May 1 and November 1 of each year, effective upon County Board approval of the new contract.
- 17.5 Employees with an accumulation of sick leave credits in excess of one hundred eighty (180) days (1,440 hours), may convert excess days to vacation at the rate of two (2) days sick leave to one (1) day vacation, but not to exceed (5) days in any calendar year.

ARTICLE 18 INSURANCE

18.1 Employee Insurance – The County will provide the following insurance contributions on the 1st of the month following 30 (thirty) days of employment to provisional, probationary and permanent employees who elect insurance coverage: (All contributions shown for medical and dental are monthly and based on full-time employment.)

(1) Medical Insurance:

2015 Employees shall continue to pay \$55 for single coverage. For family coverage, the County shall pay 75% of the premium increase from 2014 to 2015 and the employee shall pay 25% of the increase.

2016 – Employees shall contribute \$60 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2015 to 2016 75% County/25% employee. 2017– Employees shall contribute \$60 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2016 to 2017 75% County/25% employee. Changes will be effective on January 1 of each year.

(2) Dental Insurance:

2015 – Employees shall continue to pay the same amount for single or family coverage as in 2014.

2016 – The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.

2017 – The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.

Changes will be effective January 1 of each year.

(3) Life Insurance:

The County will provide group life insurance equal to one times an employee's annual salary. (minimum \$10,000, maximum \$50,000). Optional life insurance will be employee paid.

(4) Long-Term Disability:

The County will provide a basic long-term disability benefit providing 40% income replacement. Employees may buy an additional 20% income replacement at their own expense for a total of 60%.

(5) Short-Term Disability:

The County will offer an employee paid short-term disability plan to employees effective 1/1/2000 subject to meeting insurance carriers enrollment requirements.

ARTICLE 18 INSURANCE (Continued)

The Union will allow the Employer to offer a pre-tax cafeteria plan that includes Health Care Expense Account-Premium Option, Health Care Reimbursement Account, and the Dependent Care Reimbursement Account to members of the bargaining unit. Participation is voluntary. The employer will contact the Union representative thirty (30) days or more prior to implementing any substantive changes in the program. If the Union disagrees with the proposed changes, the changes will not be implemented for the members of the bargaining unit unless legally required.

18.2 Eligibility

Retiree Insurance: Employees who retire from Ramsey County under provisions of the Public Employment Retirement Act may participate at their option under the health and welfare insurance plans for retired Ramsey County employees. There is no County contribution to dental insurance premiums. County contribution for medical insurance is as follows:

Employees hired before July 1, 1992 – Employees hired before July 1, 1992 must have 10 years (20,800 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums. If an employee retires under PERA disability retirement, the employee must have 5 years (10,400 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums.

Employees hired on or after July 1, 1992 – Employees hired on or after July 1, 1992 must have 20 years (41,600 hours) of County service to receive 50% of the County contribution to retiree medical insurance premiums. This amount will increase by 4% for each additional year (2,080 hours) of County service until there is a maximum of 90% of the County contribution after 30 years (62,400 hours).

Current insurance eligible employees hired between 7/1/92 and 12/31/05 – Current insurance eligible employees hired between 7/1/92 and 12/31/05 elected in writing prior to 11/1/06 whether they would maintain their current retiree insurance benefit, or opt out of the current retiree benefit and participate in the Health Care Savings Plan (HCSP) option. **This was a one time, irrevocable decision. Employees who did not make an election in writing prior to 11/1/06, were deemed to have elected to retain their current retiree insurance benefit.** Effective the 1st full pay period following 1/1/07, employees opting out of the current retiree insurance benefit contribute 1% of salary on a per pay period basis to the HCSP.

The County will contribute five hundred twenty five dollars and twenty cents (\$525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period

ARTICLE 18 INSURANCE (Continued)

after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (\$634.40) per year.

The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date.

Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year.

Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave.

Only insurance-eligible employees are eligible to participate in this HCSP option.

Employees hired on or after 1/1/06 - Employees hired on or after 1/1/06 will not receive any County contribution toward retiree insurance. Employees who meet the eligibility requirements for retiree insurance may participate in the County's retiree insurance plan but will be responsible for the entire premium.

All new employees hired on or after 1/1/06 will contribute 1% of salary on a per pay period basis to a Health Care Savings Plan (HCSP).

The County will contribute five hundred twenty five dollars and twenty cents (\$255.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first

ARTICLE 18 INSURANCE (Continued)

full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (\$634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date.

Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year.

Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave.

Only insurance-eligible employees are eligible to participate in this HCSP option.

County Contributions

Early Retiree Contributions: For employees retired from Ramsey County who are less than the age of Medicare eligibility (early retirees), the County will make the same contribution to medical insurance premium as for active employees, subject to the years-of-service requirements listed above.

Regular Retiree Contributions: For employees retired from Ramsey County who are eligible for Medicare, or are at or exceed the age of Medicare eligibility (regular retirees):

2015 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$45.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$100.00 per month.

2016 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$50.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$110.00 per month.

2017 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$55.00 per month; and will contribute toward the premium for

ARTICLE 18 INSURANCE (Continued)

family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$120.00 per month.

County contributions are subject to the years of service requirements listed above. All changes effective January 1 each year.

- 18.3 The County will make a payroll deduction for the premium for the voluntary Group Term Life Insurance Program offered through the Public Employees Retirement Association, for those employees who choose to participate.
- 18.4 Employees who are regularly scheduled to work between sixty-four (64) and eighty (80) hours per pay period shall receive contributions towards health and dental premiums at the same rate as full-time employees. Employees whose standard paid hours are at least fifty percent (50%), but less than eighty percent (80%) of full time shall receive two-thirds (2/3) of the County contribution towards insurance benefits.

ARTICLE 19 UNPAID LEAVES OF ABSENCE

- 19.1 Employees shall be eligible for unpaid leaves of absence under this article after thirty (30) days' service with the Employer.
- 19.2 Any request for a leave of absence shall be submitted in writing by the employee to the Employer or designee. The request shall state the reason the leave of absence is being requested and the length of time off the employee desires. If approved by the employer, authorization for a leave of absence shall be furnished to the employee in writing
- 19.3 An employee who is granted a leave of absence without pay under this Article shall have the right to be reinstated to a position in their department in the classification held at the time the leave started, prior to or at the end of the term of the leave
- 19.4 Employees on leave of absence under this Article shall retain their classification seniority while on leave of absence. The time on leave will not count toward eligibility for salary increases or increases in vacation accrual.
- 19.5 Neither benefits nor salary increases shall be earned by employees while on a leave of absence without pay. Employees returning to work after leave without pay will be paid at the same salary step held at the time the leave began.
- 19.6 Employees shall be granted a leave of absence with pay any time they are required to report to jury duty or jury service. All fees shall be returned to the Employer except those paid for duty on the employee's normal day off and those paid for meals and mileage. Any hours not on jury duty shall be worked. The Employer will make an effort to accommodate the schedules of employees called to jury duty.
- 19.7 Personal Leaves of absence not to exceed six (6) months may be granted. Such leave may be extended or renewed not to exceed a total leave of twelve (12) months.
- 19.8 Maternity leaves, not to exceed six (6) months, shall be granted at the request of the employee.
- 19.9 Either parent adopting a child or the spouse of the woman having a child shall be granted a personal leave, not to exceed six (6) months, at the request of the employee. Employees under this provision shall not be eligible for paid sick leave during the period of leave.
- 19.10 Educational leaves of absence may be granted for a maximum of two (2) years.
- 19.11 Family and Medical Leave: Employees who have worked for at least twelve (12) months and who have been employed for at least 1,250 hours in the previous 12 months may take up to twelve (12) weeks of leave for the following reasons: (as provided in the FMLA)
 - a. Birth of the employee's child.
 - b. Placement of a child with the employee for adoption or foster care.
 - c. To care for the employee's spouse, child or parent who has a serious health condition.
 - d. A serious health condition that makes the employee unable to perform his or her job.

ARTICLE 19 UNPAID LEAVES OF ABSENCE (Continued)

The twelve (12) week leave under (a) or (b) shall not be taken intermittently or on a reduced leave schedule without the consent of the employee's department. The twelve (12) week leave may be taken on an intermittent or reduced basis with appropriate medical evidence under (c) or (d).

This leave shall be unpaid except that the employee may substitute paid sick leave as provided for, and under the limitations described in Article 17 (Sick Leave), floating holidays, accrued compensatory time, or paid vacation if available. "Child" under this section shall be defined as "son or daughter" as defined in the Family and Medical Leave Act. This definition is: a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis, who is either under age 18 or age 18 or older and incapable of self-care because of a mental or physical disability.

The department may require the employee to exhaust all paid leave prior to using unpaid leave. In no case shall the department be required to allow the employee to take a combination of paid and unpaid leave greater than twelve (12) weeks in any year under the FMLA.

Insurance coverage will continue while an employee is on an FMLA leave as provided in Federal Law. Seniority under Article 9 will continue to accrue while an employee is on unpaid FMLA leave.

- 19.12 Up to twelve (12) weeks of unpaid leave shall be granted to an employee to care for a person regularly residing in the employee's immediate household, who is not the employee's spouse, child or parent, and who has a serious medical condition. This leave will be administered as if it were FMLA, except when doing so would result in a violation of the Family & Medical Leave Act. FMLA time taken under Article 19.11 will count against time allowed under Article 19.12.
- 19.13 The application of the provisions of Article 19.11 and 19.12 will run concurrently with all other applicable paid and unpaid leave provisions of this agreement, where they apply to the same circumstances as do Articles 19.11 and 19.12.

ARTICLE 20 LEGAL SERVICES

20.1 The County of Ramsey agrees to defend, save harmless and indemnify each of its officers and employees, whether elective or appointed, against a tort claim or demand, whether groundless or otherwise, arising out of each alleged act or omission occurring in the performance of duty, except malfeasance in office or willful or wanton neglect of duty.

ARTICLE 21 EDUCATION

- 21.1 Any employee who, in order to improve their work performance, takes courses which have a direct relationship to their work, may, upon submission of evidence of successful completion of such courses, be refunded the amount of the tuition. An employee desiring to take advantage of this training program must have the course work approved previous to enrollment by their department head and the Director of Human Resources. Facts upon which an employee's eligibility depends includes the past work record of the employee, their service ratings, length of service, the relevancy of the course work to the employee's position, the status of the educational institution and availability of funds. If the employee leaves the County service within one (1) year after completion of a course taken under this rule, he/she must refund the amount paid by the County. Tuition payments shall be limited to five hundred dollars (\$500) annually per employee. Effective January 1, 2016, tuition payments shall be limited to one thousand three hundred dollars (\$1300) annually per employee.
- 21.2 In recognition of the additional skills and knowledge required to effectively perform the role of Commander, the Sheriff's Department will set aside an amount of \$850.00 per year to be used for job related education and training. Effective January 1, 2013, the Department will set aside an amount of \$900 per year. The funds may be accumulated for up to four years. No payout will be made for unused funds when the employee leaves County employment.
- 21.3 Employees assigned to training and/or conference meetings by the department shall be refunded all expenses for attendance at such conferences or meetings. Training conferences and meetings attended in the seven-county metro area shall be subject to the provisions of this paragraph, except that no compensation will be paid for the expense of meals or travel. Food and travel expenses for BCA police training shall be paid as provided by law.

ARTICLE 22 SAFETY

22.1 Employer and employee shall cooperate in the enforcement of all applicable regulations for the enforcement of job safety. If an employee feels that his/her work duties or responsibilities require such employee to be in a situation that violates Federal and State safety standards, the matter shall be immediately considered by the Employer. If such matter is not satisfactorily adjusted, it may become the subject of a grievance and will be processed in accordance with the grievance procedure set forth herein.

ARTICLE 23 WAGES

- 23.1 Effective January 1, 2015, employees shall receive a 3.2% market wage increase in wages. The wage rates are contained in the Appendix.
- 23.2 An employee with permanent or probationary status shall be granted an increase in salary of one salary step for each six (6) month, one (1) year, or five (5) year interval of full-time service.
- 23.3 Step increases shall be effective on the first day the employee is eligible by completing the length of time required for his/her current step.
- 23.4 Effective January 1, 2003, the Employer will pay ninety (\$90.00) dollars every three (3) years toward the POST License renewal fees for each Commander. Effective upon ratification of this agreement by the County Board, the Employer will pay one hundred five (\$105) every three (3) years toward the POST License renewal fees for each Commander.
- 23.5 Effective 1/1/14 employees will receive an annual P.O.S.T. License premium in an amount equivalent to 0.25% of the five (5) year Deputy Sheriff rate (0.25% of Step 6).
- 23.6 The ten (10), fifteen (15), twenty (20), and twenty-five (25) year longevity rates are for total County service. Employees earning this seniority increment shall receive it on their anniversary date. No employee will be paid at the ten (10), fifteen (15), twenty (20), and twenty-five (25) year step without that length of continuous County service. Employees hired directly as Commanders from outside the County, who are hired above the minimum as provided for in the County Personnel Rules, will be given credit for the time credit they were given upon hire in all subsequent pay increases. Employees previously hired from outside the County into the Deputy or Sergeant classification, who upon initial hire received credit for prior experience as a law enforcement officer for purposes of wage progression shall, upon promotion to Commander, receive the same credit for all subsequent pay increases in the Commander's Unit.
- 23.7 Mileage and Parking - Employees will be reimbursed for work related mileage and parking as follows:
- (1) Mileage Rates - The mileage rate shall be the maximum allowed by the Internal Revenue Service.
If the IRS rate should change during the term of the contract, the contract rate shall change also on the date specified by the IRS.
 - (2) Parking Plan - County employees will be designated by management as either "frequent" or "infrequent" drivers for parking reimbursement. Management designation as a "frequent" driver must be in writing.
"Frequent" Drivers - Employees designated by management as "frequent" drivers (those who are required to have their car available for County business at least 10 days per month) will receive the following reimbursement:

ARTICLE 23 WAGES (Continued)

Work-Site Parking - Employees will either be provided with free parking by the employer or be reimbursed up to \$80 per month in 2006, \$84 per month in 2007, and \$88 per month in 2008 for the actual cost of parking at their regular work site if they provide a receipt or other appropriate documentation designated by the employer. Effective 1/1/13 the maximum monthly reimbursement will increase to \$95.

Other Parking - All necessary out-of-pocket parking expenses incurred while conducting County business away from the regular work site will be reimbursed in full with a receipt or other appropriate documentation in 2006, 2007 and 2008.

"Infrequent" Drivers - Employees designated by management as "infrequent" drivers (those who are required to have their car available for County business less than 10 days per month) will receive the following reimbursement:

Work Site Parking - Employees will be reimbursed all necessary daily parking expenses (documented by a receipt or other appropriate documentation) incurred at their regular work site when having their car available for County business. Reimbursement for work site parking shall not exceed \$80 per month in 2006, \$84 per month in 2007, and \$88 per month in 2008. Effective 1/1/13 the maximum monthly reimbursement will increase to \$95.

Other Parking - All necessary out-of-pocket parking expenses incurred while conducting County business away from the regular work site will be reimbursed in full with a receipt or other appropriate documentation in 2006, 2007 and 2008.

- 23.8 Effective 1/1/14 the matching contribution will increase to \$25.00 per month per contributing employee. Effective the first full pay period following January 1, 2017, the matching contribution to deferred compensation will increase to \$30.00 per month per contributing employee. Contributions will be pro-rated for part-time employees.

ARTICLE 24 TERM OF AGREEMENT

This agreement shall be in full force and effect from January 1, 2015 to December 31, 2017 and shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by June 1, prior to the anniversary date, that it desires to modify or terminate this Agreement.

WITNESSES:

RAMSEY COUNTY

ally goldman

by:

ally goldman

Victoria A. Reinhardt
Chair, Ramsey County Board of Commissioners

Ree W. [unclear]

Julie Kleinschmitt
Ramsey County Manager

Approved as to form by:

LAW ENFORCEMENT LABOR SERVICES, INC.
LOCAL #184

Dan Mitchell
Assistant County Attorney

by: [Signature]

Date: 7-20-14

and:

[Signature]
[Signature]

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the County of Ramsey and Law Enforcement Labor Services, Local 184.

WHEREAS, the parties have entered into a Collective Bargaining Agreement effective 1/1/97; and

WHEREAS, the parties have agreed to allow employees to use vacation in advance of accrual subject to certain restrictions;

NOW, THEREFORE, the parties agree as follows:

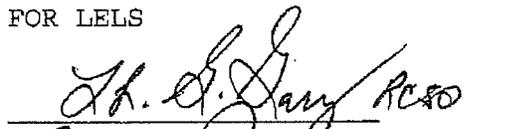
1. Vacation hours advanced under this Letter must be used, they cannot be put into the employee's accrued balance.
2. Vacation hours advanced are subject to the same approval provisions as other vacation hours under Article XVII.
3. Vacation hours advanced to an employee must immediately be repaid from future vacation accruals. If an employee leaves County employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If this is not possible, the employee will be required to refund the remaining dollar value to the County.
4. An employee may not have more than 40 vacation hours advanced to him/her at any time.
5. Vacation hours advanced do not increase the employee maximum accumulation of vacation. The provisions regarding maximum vacation in Article XVII continue to apply.
6. An employee may not donate advanced vacation hours to another employee's sick leave account. An employee may not be required to request that vacation hours be advanced to them, before being eligible to receive donated hours.

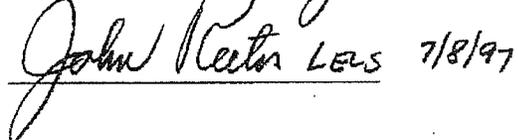
IN WITNESS WHEREOF, the undersigned have caused this Memorandum of Agreement to be executed this 16 day of July, 1997.

FOR THE COUNTY OF RAMSEY



FOR LELS





John Kector LELS 7/8/97

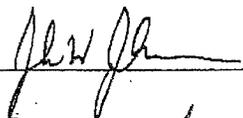
MEMORANDUM OF AGREEMENT
Post Retirement Health Care Savings Account

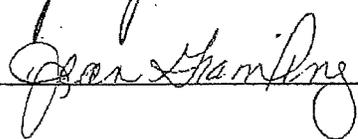
Ramsey County and Law Enforcement Labor Services Local 184 (LELS Local 184) agree to the following with regard to Local 184 member participation in the Minnesota State Retirement System (MSRS) Post Retirement Health Care Savings Account:

- Ramsey County, LELS Local 184, and MSRS will cooperate in determining if LELS Local 184 members may participate in a Post Retirement Health Care Savings Account under the MSRS. This determination will be subject to administrative and legal review by Ramsey County counsel, LELS Local 184 counsel, and any other reviews required by other governmental and non-governmental agencies; and
- If it is determined that the fund does not meet the acceptance of all the required reviewers (in paragraph one), Ramsey County will not establish and administer a payroll deduction for purposes of enrolling LELS Local 184 members in the PRHCSA under MSRS; but
- If it is determined that LELS Local 184 member participation in the PRHCSA meets the acceptance of all required reviewers (in paragraph one) Ramsey County will, at the request of LELS Local 184, establish and administer a payroll deduction for purposes of enrolling LELS Local 184 members in the PRHCSA under MSRS; and
- LELS Local 184 member contributions to the PRHCSA will be according to a schedule established by LELS Local 184 after consultation with representatives from MSRS; and
- Ramsey County shall deduct the authorized payroll amount from each LELS Local 184 members wages or severance pay, and forward this amount to MSRS for investment in the PRHCSA; and
- It is understood that 100% employee participation and 100% payroll deduction authorization is required for any payroll or severance pay deductions to be made by Ramsey County; and
- It is understood that Ramsey County shall not provide any additional monetary contributions toward or above the employees authorized payroll or severance pay deduction for the PRHCSA; and
- It is understood that payroll or severance pay deductions, if authorized, shall be made according to a schedule established by the Ramsey County Budgeting and Accounting Department; and,
- It is understood that enrollment of LELS Local 184 members in the MSRS PRHCSA as outlined in this Memorandum of Agreement shall be at a time that is practical and mutually agreed to by Ramsey County and LELS Local 184.

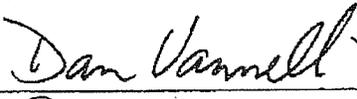
IN WITNESS WHEREOF, The undersigned have caused Memorandum of Agreement to be executed this 18th day of February, 2003.

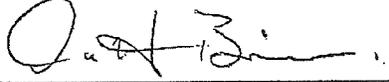
FOR THE COUNTY OF RAMSEY





FOR LELS Local 184





LELS #184 (Lieutenants)

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the County of Ramsey (hereafter "County") and Law Enforcement Labor Services, Local 184 (hereafter "Union") representing employees in the Deputy Sheriff-Commander Bargaining Unit.

WHEREAS, The County and the Union wish to continue a Uniform Voucher System for the application of Article 14, Clothing Allowance, of the Collective Bargaining Agreement; and

NOW, THEREFORE, The parties hereby agree as follows:

1. Effective January 1, 2007, thru December 31, 2008, the County and the Union agree to establish a Voucher System for the application of Article 14, Clothing Allowance.
2. Effective December 31, 2008, in the event either the County or the Union choose to rescind this understanding regarding the implementation of a Voucher System, either party may serve written notice on the other party prior to December 31, 2008, of their desire to withdraw from the Voucher System and return to the current system as described in Article 14 of the Collective Bargaining Agreement.
3. The County and the Union agree that uniform allowance for the period of this agreement will accrue annually and any unexpended balances will be carried over from year to year, up to a maximum accrual of four (4) years.
4. Beginning January 1, 2006, one (1) weapon approved for off duty use by the Sheriff's Department, may be purchased by each Commander every seven (7) years with the Uniform allowance, not to exceed five hundred dollars (\$500). The amount of the purchase will be deducted from that Commander's current uniform allowance balance.
5. If the contracted vendor is unable to deliver requested uniform items within ten (10) working days from the Specified Uniform and Equipment list, the Commander may purchase the item from an outside vendor and will be reimbursed for the purchased item. The amount of purchase will be deducted from the uniform voucher account.
6. Special Purchases
 - a. Police equipment that is not sold through the contract vendor, that is on the approved Specified Uniform and Equipment list (including inclement weather wear, i.e. thermal underwear, socks, boots, wind, rain and snow gear) may be purchased by the Commander and costs submitted for reimbursement.
 - b. Any police equipment not on the Specified Uniform and Equipment list, that is sold through the contract vendor, may be purchased by the Commander with the written approval of their Division Undersheriff.
 - c. Special police equipment that is not sold through the contract vendor may also be purchased by the Specialty Unit Commander with written approval of the appropriate Division Undersheriff.
 - d. In all cases where slips will be submitted for reimbursement, the written approval form will be submitted with the reimbursement slip.

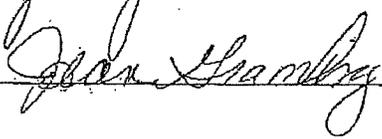
LELS #184 (Commanders)

7. Commanders will be allowed to purchase one (1) watch per year, not to exceed \$75.00 per year, from their Uniform Voucher Account.
8. It is realized that Commanders must maintain both a uniform and other professional attire. Reimbursement slips may be submitted for plain clothes professional attire.
9. The Uniform amounts for the contract period will be as in Article 14 of the agreement.
10. This represents the complete and total agreement between the parties regarding this matter.

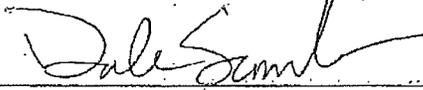
IN WITNESS WHEREOF, The undersigned have caused this Memorandum of Agreement to be executed this 12th day of December, 2006

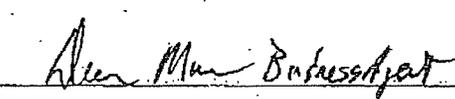
FOR THE COUNTY OF RAMSEY





FOR LAW ENFORCEMENT LABOR
SERVICES, LOCAL NO. 184





MEMORANDUM of AGREEMENT

Ramsey County
And
Law Enforcement Labor Services, Local 184 (Commanders)

Ramsey County (County) and Law Enforcement Labor Services, Local 184 (Commanders) agree to the following, effective January 1, 2014:

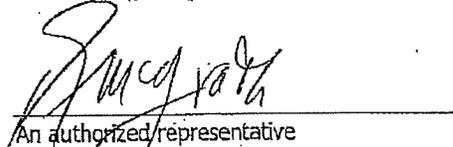
1. An employee that has satisfied the elimination period for either short term or long term disability may, at the employee's option, retain a sick leave bank of up to 80 hours when the employee begins an unpaid medical leave, provided the employee has a bank of paid sick leave hours remaining after satisfying the elimination period.
2. An employee with a paid sick leave bank of 80 hours or less after satisfying the elimination period for either short or long term disability may elect to retain either all or none of their remaining sick leave bank.
3. If the employee elects to retain a sick leave bank after satisfying the elimination period for either short-term or long-term disability, the employee may not use any time from that bank until the employee returns from unpaid medical leave.
4. If the employee does not return from unpaid medical leave, the time retained in the employees sick leave bank will be lost to the employee, such that the employee will receive no compensation for the retained sick leave.
5. In any other circumstances except those described in items 1 through 4 of this Memorandum of Agreement, employees will continue to be required to use all paid sick leave prior to going on an unpaid medical leave of absence.

For the Employer


An authorized representative

9-22-14
Date

For the Bargaining Unit


An authorized representative

September 11, 2014
Date

#184 (Commanders)

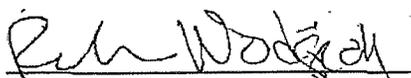
MEMORANDUM of AGREEMENT

Ramsey County
And
Law Enforcement Labor Services, Local 184 (Commanders)

Ramsey County (County) and Law Enforcement Labor Services, Local 184 (Commanders) agree to the following, effective January-1, 2014:

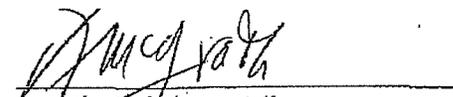
1. An employee that has satisfied the elimination period for either short term or long term disability may, at the employee's option, retain a sick leave bank of up to 80 hours when the employee begins an unpaid medical leave, provided the employee has a bank of paid sick leave hours remaining after satisfying the elimination period.
2. An employee with a paid sick leave bank of 80 hours or less after satisfying the elimination period for either short or long term disability may elect to retain either all or none of their remaining sick leave bank.
3. If the employee elects to retain a sick leave bank after satisfying the elimination period for either short-term or long-term disability, the employee may not use any time from that bank until the employee returns from unpaid medical leave.
4. If the employee does not return from unpaid medical leave, the time retained in the employee's sick leave bank will be lost to the employee, such that the employee will receive no compensation for the retained sick leave.
5. In any other circumstances except those described in items 1 through 4 of this Memorandum of Agreement, employees will continue to be required to use all paid sick leave prior to going on an unpaid medical leave of absence.

For the Employer


An authorized representative

9-22-14
Date

For the Bargaining Unit


An authorized representative

September 11, 2014
Date

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the County of Ramsey (hereafter "County") and Law Enforcement Labor Services, Inc., Local 184 (hereafter "Union").

Whereas, the County and the Union have a collective bargaining agreement that allows employees represented by the Union to participate in the Minnesota State Retirement System (MSRS) Post Termination Health Care Savings Plan (HCSP); and

Whereas, the County and Union established an initial HCSP in 2005; and

Whereas, in accordance with the IRS regulations, HCSP's may be modified during a collective bargaining process;

Now Therefore, the parties hereto agree that the requirements of the existing HCSP for LELS, Inc., Local 184 will be replaced with the following:

(A) Employees promoted to Commander January 1, 1998 or after shall contribute to their HCSP as set out below:

- 1) Employees retiring between January 1, 2016 and December 31, 2017 will have all 100% of the following put into their HCSP:
 - 1a) 100% of accrued Severance
 - 1b) 100% of accrued Comp Time
 - 1c) 100% of accrued Vacation
 - 1d) 100% of accrued Floating Holiday
 - 1e) 100% of accrued Holiday Reserve

Effective 1/1/2007, all employees subject to clause **(A)** above will contribute to a HCSP as follows:

- Employees hired by Ramsey County between 1/1/1979 and 12/31/1991 will contribute 1% of their salary.
- Employees hired by Ramsey County after 1/1/1992 will contribute 3% of their salary

The terms of this Memorandum shall remain in effect through December 31, 2017, unless the parties mutually agree to extend the duration of this Memorandum.

This Memorandum of Agreement represents the full and complete agreement between the parties regarding this matter.

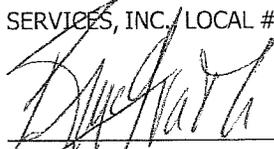
LELS#184(Commanders)

In Witness Whereof the parties have caused this Memorandum of Agreement to be executed this
26 day of April, 2016.

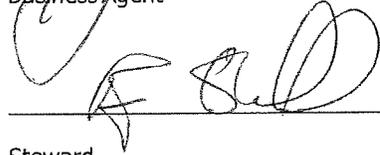
FOR LAW ENFORCEMENT LABOR

FOR THE COUNTY OF RAMSEY

SERVICES, INC. LOCAL #184



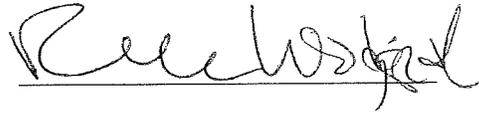
Business Agent



Steward



Steward



LELS#184(Commanders)

APPENDIX

Salary rates will remain at the rates effective as of January 1, 2015, as follows:

| Step: | Start 01 | 6 Mos 02 | 1 Year 03 | 1.5 Year 04 | 2 Year 05 | 2.5 Year 06 | 5 Year 07 | 10 Year 08 | 15 Year 09 | 20 Year 10 | 25 Year 11 |
|---------------|-------------|-------------|--------------|----------------|--------------|----------------|--------------|---------------|---------------|---------------|---------------|
| Monthly Rate: | 5,452 | 5,666 | 5,887 | 6,120 | 6,361 | 6,611 | 6,870 | 7,226 | 7,503 | 7,840 | 7,998 |

Effective the first full pay period after January 1, 2015, the salary range will increase by 2%.

Effective the first full pay period after January 1, 2016, the salary range will increase by 2.5%.

Effective the first full pay period after January 1, 2017 the salary range will increase by 2.6%.