

LABOR AGREEMENT

BETWEEN

COUNTY OF RAMSEY

and

TECHNICAL EMPLOYEES ASSOCIATION

ARTICLE 1 PURPOSE

- 1.1 It is the intent and purpose of the parties hereto that this Agreement shall promote and insure that the practices and procedures of collective bargaining are conducted in a fair and orderly way, insofar as such practices and procedures are appropriate to the functions and obligations of the County to retain the right to effectively operate in a responsible and efficient manner, and are consonant with the paramount interest of the County and its citizens.
- 1.2 It is the intention of this Agreement to set forth the entire Agreement of the parties covering employment conditions, where not otherwise mandated by a statute, to maintain and increase individual productivity or quality of services to prevent interruptions of work and interference with the efficient operation of the department and to provide an orderly and prompt method for handling and processing grievances.

**TECHNICAL EMPLOYEES ASSOCIATION
INDEX – 2025-2027 – CONTRACT**

| ARTICLE | DESCRIPTION | PAGE NUMBER |
|----------------|---------------------------------------------|--------------------|
| 1 | Preamble | 1 |
| 2 | Recognition – Job Classes | 2 |
| 3 | Association Security | 3 |
| 4 | Employer Authority | 4 |
| 5 | Grievance Procedure | 5 |
| 6 | Seniority | 6 |
| 7 | Work Schedules – Premium Pay | 7 |
| 8 | Overtime | 8 |
| 9 | Holidays | 9 |
| 10 | Vacations | 10 |
| 11 | Sick Leave | 11 |
| 12 | Severance Pay | 12 |
| 13 | Salary Rates | 13 |
| 14 | Education Allowance | 14 |
| 15 | Insurance | 15 |
| 16 | Post Employment Health Care Savings Account | 16 |
| 17 | Part-Time Employees | 17 |
| 18 | Individual Rights | 18 |
| 19 | Complete Agreement & Waiver of Bargaining | 19 |
| 20 | Savings Clause | 20 |
| 21 | Term of Agreement | 21 |
| | LIST OF MEMORANDA OF AGREEMENT | |
| | Vacation Advancement | i. |
| | Reclassification Requests | ii. |
| | Leave Pending Investigation | iii. |
| | Phased Retirement Option | iv. |
| | Sick Leave Bank | v. |
| | ACA Contribution Standard | vi. |
| | APPENDIX A – Wage Schedule | |

ARTICLE 2 RECOGNITION

2.1 The County recognizes the Association as the exclusive representative for the following job classifications in the recognized bargaining unit:

Engineering Technician 1
Engineering Technician 2
Engineering Technician 3
Engineering Technician 4

2.2 The County shall not enter into any Agreements covering terms and conditions of employment with the employees of the bargaining unit under the jurisdiction of the Agreement either individually or collectively which in any way conflicts with the terms and conditions of this Agreement, except through the certified representative.

2.3 Neither the Association nor the Employer shall discriminate against any employee because of Association membership or non-membership, age, color, creed, disability, national origin, parental or marital status, political belief, race, religious belief, sexual orientation, sex, receiving public assistance, social services or because of a previous emotional or mental disturbance. Sexual harassment shall be considered discrimination under this Article.

2.4 The County may take such actions as it deems necessary to comply with the Americans With Disabilities Act in order to reasonably accommodate employees with respect to transfer, shift change or job restructuring.

ARTICLE 3 ASSOCIATION SECURITY

- 3.1 The County agrees to deduct from the wages of each Association member listed upon written authorization from the Union sent to the Employer, an amount equal to the regular dues of the Association, such reductions to be made on the first pay period of each month, and to transmit to the appropriate designated officer of the Association the total amount so deducted together with the list of names of the employees from whose pay deductions were made.
- 3.2 The Association may designate certain employees from the bargaining unit to act as a committee and shall, within ten (10) days of such designation, certify to the County in writing of its choice, and the designation of successors to former committee members.
- 3.3 The County agrees to recognize the committee certified by the Association as provided in this section subject to the following stipulations:
 - (a) There shall be no more than two (2) members at any one time.
 - (b) Committee members shall not leave their work stations without the prior permission of their designated supervisor(s) and they shall notify their designated supervisor(s) upon return to their work stations. Permission to leave a work station for Association business will be limited to not more than two (2) committee members for the investigation and presentation of grievances.
 - (c) Non-employee representatives of the Association shall be permitted to come on the premises of the County for the purpose of investigating and discussing grievances if they first obtain permission to do so from the County's designated representative and provided the Association representative does not interfere with the work of the employees.
- 3.4 The Employer shall furnish the Union each month a list of new employees hired in positions in the Bargaining Unit and the Employer shall further provide the Union with the statutorily required reports.

ARTICLE 4 EMPLOYER AUTHORITY

- 4.1 It is recognized by both parties that it is the prerogative of the Employer to operate and manage the affairs of the County in all respects in accordance with applicable, existing, and future laws, and regulations of appropriate authority and that the prerogatives and authority which the Employer has not officially and specifically abridged, delegated, or modified by this Agreement are retained by the Employer.
- 4.2 Nothing in this Article shall be construed as preventing the official employee representative from meeting with the Employer and Employer's agents for the purpose of discussing mutual concerns of the Employer and employees relating to the work situation for the purpose of maintaining the best possible relationships under this contract and to provide for the employees' safe and respectable conditions of work and for the Employer effective and efficient production.

ARTICLE 5 GRIEVANCE PROCEDURE

5.1 DEFINITIONS

Grievance - "Grievance" means a dispute or disagreement as to the interpretation or application of any term or terms of this contract.

Days - "Days" means calendar days excluding Saturday, Sundays and legal holidays as defined by Minnesota Statutes.

Written Answer - "Written Answer" means by personal delivery or by Certified Mail.

Reduce to Writing - "Reduce to Writing" means a concise statement outlining the matter of the grievance, the provision(s) of the contract in dispute and the relief requested.

Answer - "Answer" means a concise response outlining the Employer's position on the grievance.

- 5.2 If a grievance procedure is provided by a system of Personnel Law, Rules or other regulations, the exclusive representative must elect either to process the grievance through this procedure or the procedures provided by Personnel Law, Rules or other regulations and in no event may a grievant make use of both procedures.

5.3 STEP 1

The Association steward with or without the employee shall take up the grievance or dispute with the employee's immediate supervisor within ten (10) work days of the employee's knowledge of its occurrence. The supervisor shall then attempt to adjust the matter and shall respond to the steward within five (5) work days.

5.4 STEP 2

If the grievance is not settled in Step 1, it shall be referred in writing to the department head or designee within ten (10) working days after the designated supervisor's answer in Step 1. The department head or designee shall discuss the grievance within ten (10) days with the employee and the Association's representative at a time mutually agreeable to the parties. If the grievance is settled as a result of such a meeting, the settlement shall be reduced to writing and signed by the department head or designee and by the Association. If no settlement is reached, the department head or designee shall give written answer to the Association within ten (10) days following their meeting.

5.5 STEP 3

If the grievance is not settled in Step 2 and the Association desires to appeal, it shall be referred by the Association in writing to the Director of Human Resources or designee within ten (10) days after the department head or designee's answer in Step 2. A meeting between the Director of Human Resources or designee, the department head or representative, the employee and the Association shall be held ten (10) days following the Association request for a Step 3 meeting at a time mutually agreeable to the parties. At this meeting all pertinent facts shall be presented by

ARTICLE 5 GRIEVANCE PROCEDURE (Continued)

the Association and the Employer. (If the grievance is settled as a result of such a meeting, the settlement shall be reduced to writing and signed by the Director of Human Resources or designee and the Association.) If no settlement is reached, the Director of Human Resources or designee shall give the Employer's written answer to the Association within ten (10) days following the meeting.

5.6 STEP 4

The Employer and the employee representative shall endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the Employer and the employee representative are unable to agree on an arbitrator, they may request from the Director of the Bureau of Mediation Services, State of Minnesota, a list of five (5) names. The list maintained by the Director of the Bureau of Mediation Services shall be made up of qualified arbitrators who have submitted an application to the Bureau. The parties shall alternately strike names from the list of five (5) arbitrators until only one (1) name remains. The remaining arbitrator shall hear and decide the grievance. If the parties are unable to agree on who shall strike the first name, the question shall be decided by a flip of a coin. Each party shall be responsible for equally compensating the arbitrator for fees and necessary expenses, and shall be individually responsible for the expenses of their own representative and witnesses.

5.7 The arbitrator shall not have the power to add to, subtract from, or to modify in any way the terms of the existing contract and the decision shall be confined to the specific issues of the grievance. The decision of the arbitrator shall be final and binding on all parties to the dispute unless the decision violates any provision of the laws of Minnesota or rules or regulations promulgated thereunder, or municipal charters or ordinances or resolutions enacted pursuant thereto, or which causes a penalty to be incurred thereunder. The decision shall be issued to the parties by the arbitrator and a copy shall be filed with the Bureau of Mediation Services, State of Minnesota.

5.8 Processing of all grievances shall be during the normal workday whenever possible, and employees shall not lose wages due to their necessary participation. For purposes of this paragraph, employees entitled to wages during their necessary participation in a grievance proceeding are as follows:

1. The number of employees equal to the number of persons participating in the grievance proceeding on behalf of the public employer; or
2. If the number of persons participating on behalf of the public employer is less than three (3), three (3) employees may still participate in the proceedings without loss of wages.

5.9 The parties, by mutual written agreement, may waive any step and extend any time limits in a grievance procedure. However, failure to adhere to the time limits without waiver will result in a forfeit of the grievance. Failure of the Employer to respond within the time limits will constitute

ARTICLE 5 GRIEVANCE PROCEDURE (Continued)

denial of the grievance allowing the Association to appeal the grievance to the next step.

5.10 Discipline

- A. The Employer will discipline employees for just cause only. Discipline will be in the form of:
 - 1. Written reprimand
 - 2. Suspension
 - 3. Reduction
 - 4. Discharge
- B. Suspensions, reductions and discharges will be in written form.
- C. Written reprimands: The employee shall receive a copy of such reprimands and notices of suspension, reduction and discharge.
- D. Employees may be afforded Association representation when the employee is the subject of an investigation; that right shall be offered to employees upon notice of the investigation. If, in the course of an investigation, it is reasonably believed that disciplinary action may be taken against an employee, the employee will be given an opportunity to have an Association representative present before the Employer proceeds to further question the employee regarding the matter. It is the employee's responsibility to secure Association representation.

ARTICLE 6 SENIORITY

- 6.1 On March 1, the Human Resources Department shall establish a seniority list showing the continuous service of each employee by classification and with the date within the bargaining unit. Copies shall be sent to the Association representative and posted in each work location.
- 6.2 Should the operations of the Ramsey County Public Works Department be merged with or transferred to another agency of government the employees subject to this contract shall become employees of the new or merged unit and shall retain all rights and the highest conditions provided for by this contract or the new agency provisions. This provision shall be limited to those employed at the time of change.
- 6.3 In the event it becomes necessary to lay off employees for any reason, employees shall be laid off in the inverse order of their seniority within the classification, provided all probationary, temporary, intermittent and provisional employees are laid off first. Employees shall be recalled from lay off according to their seniority. No new employees shall be hired in the classification until all employees on lay off status desiring to return to work have been recalled.

Employees no longer working for the County will remain eligible for reinstatement from layoff status for a minimum of two years from the date of their layoff. After this initial two-year period, eligibility for reinstatement from layoff shall be extended each year that the employee notifies Human Resources of their continuing interest in reinstatement up to a maximum of ten years. Such notification of continuing interest shall be in writing to the Director of Human Resources and shall be made within 60 days following the anniversary date of the employee's layoff and include a current address and phone number of the employee on layoff. If no notice is received the employee's name will be removed from the recall list and the employee will no longer be eligible for reinstatement. After a maximum of ten years the laid-off employee's eligibility for reinstatement shall expire.

It is the responsibility of the employee on lay-off to keep a current address and phone number on file in Human Resources any time such contact information changes. Inability to contact the employee through information on file will result in the employee being removed from the layoff register.

Employees shall be permitted to exercise their seniority rights to any classification previously held before being subject to layoff. No permanent position shall be eliminated until all probationary, intermittent, temporary and provisional employees in the same classification are laid off. All career development ladders shall be treated as one classification for the purpose of the application of this Article.

ARTICLE 6 SENIORITY (Continued)

6.4 Supervisory employees of the Public Works Department who are laid off shall be permitted to exercise their seniority rights to bargaining unit classifications previously held. Such employees must have worked in such classifications within the Public Works Department. Bargaining unit seniority established upon such reduction shall be 50% of the total of time worked in the bargaining unit classification.

ARTICLE 7 WORK SCHEDULES - PREMIUM PAY

- 7.1 This Article is intended only to define the normal hours of work and to provide the basis for the calculation of overtime. Nothing herein shall be construed as a guarantee of hours of work per day or per week.
- 7.2 Work shifts, staffing schedules and the assignment of employees thereto shall be established by the County Engineer.
- 7.3 The normal work schedule for employees shall be five (5) eight (8) hour shifts followed by two (2) days off. Other work schedules may be authorized to accommodate the services performed by the Department.
- 7.4 All full-time employees required to work on Saturday as part of their regular schedule shall be compensated at the rate of fifty (\$.50) cents per hour. All full-time employees required to work on Sunday as part of their regular schedule shall be compensated at the rate of fifty-five (\$.55) cents per hour. Compensation under this section will be in addition to the employee's regular salary and 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. This differential will not be paid where such work constitutes overtime under the provisions of this Agreement.
- 7.5 Any full-time employee who works as part of their regular schedule on a shift beginning earlier than 6 a.m., or ending later than 6 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 p.m. and 6 a.m. The night differential shall be paid as additional compensation equivalent to 7% of the Step 1 rate as established for the classifications in the bargaining unit. This differential will not be paid where such work constitutes overtime under the provisions of this Agreement.
- 7.6 Compensation shall not be paid more than once for the same hours worked under any provisions of this Agreement, nor shall there be any pyramiding of premium compensation.
- 7.7 Employees required to report for work on a day for which work is canceled shall receive credit of two hours reporting time, whether the cancellation is immediate or after any amount of time up to two hours.
- 7.8 In an emergency situation, an employee who is called to duty during their scheduled off-duty time shall receive a minimum of four (4) hours' compensatory time off.
- 7.9 Employees on an off-duty day, holiday, or vacation who are called back to duty shall receive a minimum of four (4) hours' compensatory time off.
- 7.10 When there is an emergency call for return to work, employees shall have one (1) hour in which to report after receiving the return to work call. Employees may be required to report to work at once which will suspend the one (1) hour reporting time allowance; however, when this occurs,

ARTICLE 7 WORK SCHEDULES – PREMIUM PAY (Continued)

the employee's time will be kept from the time of call.

- 7.11 In those situations where work crews are required, crews shall be assembled on the basis of seniority.
- 7.12 Except for emergencies, the Employer will not assign work solely on the basis of an employee not on duty being available on the premises for assignment.
- 7.13 A fifteen (15) minute rest period will be provided during both the a.m. and p.m. work period of the normal work day. When the work day exceeds ten (10) hours and for each four (4) hour period thereafter, an additional fifteen (15) minute rest period will be provided. A fifteen (15) minute rest period will be provided during each four (4) hours for other work schedules.
- 7.14 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.

ARTICLE 8 OVERTIME

- 8.1 Employees may be assigned to work overtime at the discretion of the employer. Employees required to work in excess of eight (8) hours in any one (1) day or continuous shift, or who are required to work on their regularly scheduled days off, shall earn overtime at the rate of time and one-half (1 1/2) the regular rate of pay in cash or one and one-half (1 1/2) the time in overtime hours worked as compensatory time-off. The option of overtime in cash or in compensatory time shall be at the discretion of the employer.
- 8.2 The Employer may require employees to use any accumulated compensatory time over one hundred twenty (120) hours prior to the first full pay period following the pay period that includes May 1 by giving the employee thirty (30) days' notice in advance. By mutual agreement between the Employer and employee an employee may elect to receive cash payment for any overtime worked. The Employer may choose to liquidate by cash payment any overtime in excess of one hundred twenty (120) hours prior to the first full pay period following the pay period that includes May 1 and will provide the employee with a thirty (30) days' notice in advance.
- 8.3 In no way shall an employee be discriminated against for refusal of working overtime. Overtime may be ordered in case of emergency or when no employees are reasonably available on a volunteer basis.
- 8.4 The employer will pay double time for work performed on Sundays when the work is necessary as a result of a vendor contract for a design or construction project which requires Sunday work. Double time on Sundays will not apply for call-in events resulting from unforeseen circumstances and/or natural events.

ARTICLE 9 HOLIDAYS

9.1 Holidays are defined as the twenty-four (24) hour period from 12:00 a.m. to 12:00 a.m. (midnight to midnight). Employees shall be granted a paid day off work for each of the following holidays:

| | |
|-----------------------------------|---------------------------------|
| New Year's Day | January 1st |
| Martin Luther King's Birthday | The third Monday in January |
| Washington and Lincoln's Birthday | The third Monday in February |
| Memorial Day | The last Monday in May |
| Juneteenth | June 19th |
| Independence Day | July 4th |
| Labor Day | The first Monday in September |
| Veteran's Day | November 11th |
| Thanksgiving Day | The fourth Thursday in November |
| Thanksgiving Friday | The Friday after Thanksgiving |
| Christmas Day | December 25th |

Employee required to work the above holidays shall be compensated for each hour worked in accordance with Article 9.3.

Floating Holiday Sixteen (16) hours each year to be granted with the approval of the supervisor.

9.2 When New Year's Day, Juneteenth, Independence Day, Veteran's Day or Christmas Day falls on Sunday, then Monday shall be a holiday. When New Year's Day, Juneteenth, Independence Day, Veteran's Day or Christmas Day falls on a Saturday, then Friday shall be a holiday.

9.3 Employees who work on a holiday shall be compensated for each hour worked as follows:

| <u>Holiday Worked</u> | <u>Time Worked Credit</u> | <u>Holiday Pay</u> |
|------------------------------------------------|---------------------------|--------------------|
| New Years' Day and Christmas Day: | | |
| On Mon-Fri (9.1) | Double time | 8 hours |
| On Sat or Sun (9.1) | Double time | -- |
| On Fri or Mon off (9.2) | One and 1/2 time | 8 hours |
| Juneteenth, Independence Day and Veterans Day: | | |
| On Mon-Fri (9.1) | One and 1/2 time | 8 hours |
| On Sat or Sun (9.1) | One and 1/2 time | -- |
| On Fri or Mon off (9.2) | One and 1/2 time | 8 hours |
| All Other Holidays | One and 1/2 time | 8 hours |
| Martin Luther King Birthday | | |
| President's Day | | |
| Memorial Day | | |
| Labor Day | | |
| Thanksgiving Day | | |
| Thanksgiving Friday | | |

No other overtime pay shall be earned when this provision is in effect. Differential pay will only be paid to regularly scheduled employees who work any of the above holidays. (7.4, 7.5 and 7.6)

ARTICLE 9 HOLIDAYS (Continued)

9.4 Every employee with permanent or probationary status shall be eligible for "floating holidays" on the following basis:

- 1) Permanent or probationary employees shall be entitled to up to sixteen (16) hours of floating holiday per year.
- 2) Full-time and part-time employees shall receive eight (8) hours of floating holiday annually on the first full pay period following the pay period including June 30, pro-rated for part-time employees.
- 3) Any floating holiday in excess of the maximum accumulation allowed shall be lost to the employee on the pay period including June 30.
- 4) Employees who have worked less than six (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 10 VACATION

- 10.1 All full-time probationary and permanent employees shall earn vacation leave benefits. Newly hired employees shall not be permitted to utilize vacation benefits during the first six (6) months of employment except with Director approval.
- 10.2 Each permanent employee paid on a monthly basis shall earn vacation with pay for each full month of actual service rendered on the following basis. Vacation accrual will be based on actual hours on paid status in a pay period. There will be no loss in accrual for unpaid union leave up to forty (40) hours per pay period for no more than two (2) consecutive pay periods:

| <u>Number of Years of Employment</u> | <u>Accrual in Hrs. Per Pay Period</u> | <u>Yrly. Accrual in Hours</u> | <u>Maximum Accrual</u> |
|-------------------------------------------|---------------------------------------|-------------------------------|------------------------|
| Less than 3 years | 3.0769 | 80 | 200 |
| At least 3 years, but less than 8 years | 4.6154 | 120 | 300 |
| At least 8 years, but less than 13 years | 5.5385 | 144 | 360 |
| At least 13 years, but less than 18 years | 6.1538 | 160 | 400 |
| At least 18 years, but less than 23 years | 7.0769 | 184 | 460 |
| 23 years or more | 7.6923 | 200 | 500 |

- 10.3 Effective January 1, 2022, any vacation accrued in excess of the maximum accumulation allowed shall be lost to the employee on the pay period including June 30 of each year.
- 10.4 Vacation choice will be based on the seniority of the employee in their classification. Seniority for this purpose will be counted from the date the employee was appointed to their classification.
- 10.5 Employees with an accumulation of sick leave credits in excess of one-hundred and eighty (180) days (1440) hours, may convert such excess days to vacation at the rate of two (2) days' sick leave to one (1) day vacation but not to exceed five (5) days in any calendar year.
- 10.6 Adjustments to Initial Vacation Accrual – Credit for Previous Service
The appointing officer may, at their discretion, recommend to the Director of Human Resources (or designee), that a new hire be given credit for length of service for all or a portion of any employment experience directly related to the position to which the employee is being appointed or to match the current vacation accrual provided by the employee’s most recent employer. The recommendation must be made in writing and be based on the appointing officer’s assessment of the employee’s qualifications beyond the minimum requirements, recruitment considerations or service accrual provided by the employee’s previous employer. The appointing officer must submit documentation of the qualifying service with the recommendation. At his/her discretion, the Director of Human Resources may authorize length of service credit for all, none, a portion of the related experience, or the practice of the previous employer. This length of service credit,

ARTICLE 10 VACATION (Continued)

plus the employee's subsequent actual length of service with the County, will be the basis for future vacation accrual determinations. No additional length of service credit for qualifications obtained prior to County employment shall be granted after initial appointment to the County.

ARTICLE 11 SICK LEAVE

- 11.1 Each full-time provisional, probationary and permanent employee shall earn sick leave at the rate of 4.6154 hours for each pay period. Sick leave accrual will be based on actual hours on paid status in a pay period and will be prorated for full-time provisional, probationary, and permanent employees who work less than 80 hours in a pay period. There will be no loss in accrual for unpaid union leave up to forty (40) hours per period for no more than two (2) consecutive pay periods.
- 11.2 Permanent, regularly scheduled employees may accumulate the unused portion of sick leave without any maximum restrictions.
- 11.3 To be eligible for sick leave payment an employee must notify County Engineer or designee prior to the starting time of their scheduled shift. This notice may be waived if the County Engineer 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.
- 11.4 The Employer and the Union agree that Sick Leave shall comply with or exceed the Minnesota Earned Safe and Sick Time Law (Minn. Stat. 181.9445-181.9558) and may be authorized for the following reasons with limitations as specified:

- (1) For illness or injury, dental or medical treatment for the employee or their family members as defined in the Minnesota Earned Safe and Sick Time Law (Minn. Stat. 181.9445). Sick leave usage by the employee shall be subject to approval and verification by the department head or the Human Resources Department, either of whom may require the employee to furnish a report after three consecutive absences from a scheduled and/or picked up shift.

An employee may use sick leave for safety leave for assistance to themselves or their relatives as described in paragraph (1). For the purpose of this paragraph, "safety leave" is leave for the purpose of providing or receiving assistance because of sexual assault, domestic abuse or stalking, pursuant to Minn. Stat. 181.9447.

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 a person regularly residing in the employee's immediate household to attend to the needs of the ill or injured person.

- (2) Sick leave not to exceed eighty (80) 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. This is in addition to the three (3) weeks of paid parental leave for the birth or

ARTICLE 11 SICK LEAVE (Continued)

adoption of a child (Article 11.11.)

- (3) Pregnant employees shall be eligible for sick leave in the same manner as any other disabled or ill employee. Such sick leave eligibility shall begin upon certification through reasonable documentation that due to pregnancy, the employee is disabled in terms of their ability to perform the duties of their position. Such employee shall then be eligible to receive sick leave benefits in the same manner as is provided for any other ill or injured employee during the remaining period of pregnancy and until such time as the employee is certified able to return to work by their treating provider. In the event a pregnant employee elects to resign their employment because of pregnancy, such employee will be paid for accumulated sick leave up to but not exceeding one hundred-twenty (120) hours.
- (4) Sick leave not to exceed eighty (80) hours may be utilized upon the occasion of death in the employee's family as defined in paragraph (1).
- (5) Should illness occur while an employee is on vacation, the period of illness may be charged to sick leave and the charge to vacation reduced accordingly. An employee requesting such a change may be required to submit a written statement from a physician attesting to the illness and the period of disability.

11.5 A permanent or probationary employee unable to work because of illness or accident whose paid sick leave is exhausted, shall be granted an unpaid leave of absence for a period not to exceed two (2) years. Employees will return at the same seniority in the salary schedule, will retain promotion rights and will earn vacation schedule seniority for sick leave under this paragraph. 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 absence 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.

A permanent or probationary employee who is granted a leave of absence without pay for illness or disability shall be accorded an unqualified right to be reinstated to:

- (1) The employee's former position in the department if the absence is for sixty (60) calendar days or less, or
- (2) A position in the department in the classification held at the time the leave started, if the absence is longer than sixty (60) calendar days, except in either case when all positions in such class have been abolished.

If all positions in the classification in the department have been filled, in order to accommodate a person who returns to work after illness, the employee with the least amount of seniority in the department in the classification shall vacate that position subject to any eligibility for transfer or reduction that the employee may have acquired.

ARTICLE 11 SICK LEAVE (Continued)

An employee must present a physician's statement attesting to their fitness to return to work when requested by the appointing officer or the Director of Human Resources.

- 11.6 The Employer may require that the employee on sick leave with or without pay provide reasonable documentation attesting to the necessity of the leave, the employee's ability to return to work, proof of death in the employee's family, or other information deemed necessary. In the event of failure to or refusal to supply the requested documentation or if the documentation does not clearly establish the employee's use of sick leave for an authorized reason, or if the appointing officer or the Director of Human Resources questions the existence or severity of such sickness or disability, the appointing officer or the Director of Human Resources may cancel such leave and require the employee to report for duty on or by a specified date.
- 11.7 An employee on sick leave with or without pay who accepts other employment whether remunerative or not without the prior written consent of the Employer shall be discharged in accordance with Personnel Rules.
- 11.8 All sick leave credits shall expire on the date of separation of the employee from the County service; however, if the employee is reinstated under the provisions of these rules, all previously accumulated and unused sick leave shall be revived and placed on credit.
- 11.9 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, upon approval by Human Resources, be granted sick leave for each work day up to a maximum of one hundred and thirty (130) days for which Workers' Compensation payments are made for said injury or illness, said sick leave not to be charged against normal sick leave they have accumulated. This additional sick leave shall be granted in an amount equal to and not exceeding the difference between any Workers' Compensation payments-and one hundred percent (100%) of the employee's daily wage. In the event an employee's absence due to a work-related injury does not qualify for Workers' Compensation solely because of a statutory waiting period, each day of said absence shall be considered as "a day for which Workers' Compensation benefits are made" under the provisions of this section.
- Any such employee unable to resume the duties of their position within or at the end of the recovery periods and on the exhaustion of accumulated normal sick leave shall be eligible for sick leave without pay.
- 11.10 Full-time employees who do not use any sick leave hours in a three (3) month period shall have the option of converting four-hours (4) 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; and, October 1 – December 31.
- Part-time employees who do not use any sick leave hours in a three (3) month period shall have

ARTICLE 11 SICK LEAVE (Continued)

the option of converting sick leave to vacation or pay at the option of the employee, on a pro-rated basis, based on hours worked for the three (3) month period. The three (3) month periods shall be the same as identified in the preceding paragraph.

- 11.11 The County will provide one hundred twenty hours (120 hours) of paid parental leave (pro-rated for part-time employees) for the birth or adoption of a child. Effective January 1, 2022, paid parental leave shall be utilized within twelve (12) months following the birth or adoption of a child (or children). Paid parental leave must be exhausted prior to using unpaid leave time. At no point during a leave is an employee eligible to receive more than 100% of their regular rate of pay.
- 11.12 Parental Leave for Birth or Adoption of a Child. Permanent or probationary employees shall be granted up to six (6) months unpaid parental leave in addition to any authorized paid leave. At the discretion of the parent, the time off shall begin before or at the time of their child's birth or immediately following any authorized paid leave taken at the time of or after the child's birth; or at the time of the child's adoption or foster care for the purpose of arranging the child's placement or caring for the child after placement. Employees under this provision shall not be eligible for paid sick leave during the period of leave except as provided for in 11.4.
- 11.13 Employees who have worked for at least twelve (12) months and who have been employed for at least 1,250 hours in the previous twelve (12) months may take up to twelve (12) weeks for the following reasons: (as provided in the FMLA)
1. Placement of a child with the employee for foster care.
 2. To care for the employee's spouse, child or parent who has a serious health condition.
 3. A serious health condition rendering the employee unable to perform their job.
- This leave will be unpaid unless the employee uses vacation, comp time, sick leave or other paid time available. Use of paid time must be in accordance with applicable provisions of this Agreement. If the FMLA leave is due to the employee's own serious health condition, the employee must exhaust their paid sick leave accumulation before going on unpaid leave. Both paid and unpaid time count as part of the twelve (12) weeks of FMLA 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 provided for under the FMLA.
- 11.14 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 leave allowed under the Family & Medical Leave Act (FMLA), except when doing so would result in a violation of the Family & Medical Leave Act. FMLA time taken under Article 11.13 will count against time allowed under Article 11.14
- 11.15 See Memorandum of Agreement #v. regarding sick leave.

ARTICLE 12 SEVERANCE PAY

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

1. That at the time of separation, the employee has at least one hundred (100) hours of accumulated sick leave to their 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 five (5) years prior to their 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 1963, Chapter 852.
3. An employee whose position has been abolished shall have the option of waiting until their eligibility for reinstatement expires as provided elsewhere in the rules, 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 their permanent classification, at the time of separation. Separation as used in this rule 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, their sick leave shall be calculated as though they were a new employee. No employee shall receive more than one (1) severance payment from the County.
7. That allowances made under this rule shall be in accordance with the following schedule:
 - a. Employees with at least 100 hours of sick leave, but less than 480 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$5,000.
 - b. Employees with at least 480 hours, but less than 850 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$10,000.
 - c. Employees with at least 850 hours, but less than 1,000 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$11,000.
 - d. Employees with at least 1,000 hours, but less than 1,150 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$12,000.
 - e. Employees with at least 1,150 hours, but less than 1,300 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$13,000.

ARTICLE 12 SEVERANCE PAY (Continued)

- f. Employees with at least 1,300 hours, but less than 1,450 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$14,000.
- g. Employees with over 1,450 hours, but less than 1,600 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$15,000.
- h. Employees with over 1,600 hours of sick leave shall receive one-half (1/2) of all unused accumulated sick leave up to \$16,000.

Effective 1/1/07 employees with at least 1,600 hours and less than 1,750 hours sick leave will be eligible for \$16,000; employees with 1,750 or more hours sick leave will be eligible for \$17,000.

Effective 1/1/08 employees with at least 1,750 hours and less than 1,900 hours sick leave will be eligible for \$17,000; employees with 1,900 or more hours sick leave will be eligible for \$18,000.

ARTICLE 13 SALARY RATES

13.1 Salaries for each classification are attached and labeled as Appendix A.

2025:

- Effective January 1, 2025, the salary plans will be as shown in Appendix A.
- Effective January 1, 2025, employees will be placed on the new salary scales (seen in Appendix A) on the step that is the closest dollar amount to their current rate, but not less than their current hourly rate.
- A 3% general wage increase will be effective on the first full pay period following January 1, 2025.
- Employees shall progress through the wage schedule on their job classification dates as usual pursuant to the new wage schedule progression.

2026:

- A 3.5% general wage increase will be effective the first full pay period following January 1, 2026.
- Effective January 1, 2026, steps that require four (4) or more years between progression shall reduce the progression by two (2) years, not to result in more than two (2) years between steps, as seen in Appendix A.
- Employees shall progress through the wage schedule on their job classification dates as usual.

2027:

- A 4.5% general wage increase will be effective the first full pay period following January 1, 2027..
- Employees shall progress through the wage schedule on their job classification dates as usual.

13.2 Employees who are temporarily assigned as project supervisor on a construction project or survey crew leader for a minimum of five (5) working days in duration, shall be paid at the Technician 3 rate in accordance with Ramsey County Personnel Rule 16.4 - Promotional Increases.

13.3 Effective July 1, 2006, Ramsey County will make a one time, no match required, payment of one hundred twenty dollars (\$120.00) to each contributing employee's deferred compensation account. Deferred compensation contributions will be made the first pay period that deferred compensation applies. Employees hired after January 1, 2006 are not eligible for the contribution

ARTICLE 13 SALARY RATES (Continued)

described in this provision.

- 13.4 Effective the first full pay period following 1/1/2022 the Employer will provide a matching contribution directly to the employee's deferred compensation plan provider of a maximum of \$35 per month or \$420.00 annual maximum, per contributing employee, provided the employee makes a minimum contribution of \$10.00 per month. This contribution will be prorated based on regular hours worked. In the event an employee contributes to more than one deferred compensation plan provider offered by the county, the employer contribution shall only be made to a single plan and will default to the plan that the employee contributes a greater amount to. In the event the employee contributes equally to the plan providers, the employer contribution will default to the MSRS administered plan.
- 13.5 The employer shall provide an annual clothing allowance of \$200.00 for all full-time employees in all bargaining unit classifications. Part-time employees will receive a pro-rated allowance.

ARTICLE 14 EDUCATION ALLOWANCE

14.1 Any employee who, in order to improve their current or future work performance, takes courses which have a direct relationship to their work or a position they can reasonably hope to advance to, 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 prior to enrollment by their department head. Factors upon which an employee's eligibility depends includes the relevancy of the course work to the employee's position, the status of the educational institution and availability of funds, pursuant to the County's Tuition Reimbursement guidelines. Effective 1/1/19, the maximum tuition reimbursement shall be limited to four thousand dollars (\$4,000) annually per employee. Employees otherwise eligible for a refund shall not submit claims for tuition reimbursement when such tuition has been or shall be paid by a federal plan of "benefits for veterans and service personnel" or by other sources.

ARTICLE 15 INSURANCE

15.1 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:

- a. Single— The total premium for single coverage shall be split 95% County / 5% employee.
- b. Employee plus Spouse— The total premium for employee plus spouse coverage shall be split 82% County / 18% employee.
- c. Employee plus Child(ren)— The total premium for employee plus child(ren) coverage shall be split 82% County / 18% employee.
- d. Family— The total premium for family coverage shall be split 83% County / 17% employee.

The above contributions apply to the three insurance plans offered in year 2024. Employer contributions are prorated for part-time employees.

For Health Savings Account-eligible plans, the County shall also contribute for those employee participants as follows:

- a. Single—\$60.00 per month toward a health savings account (H.S.A.)
- b. Employee plus Spouse— \$125.00 per month toward a health savings account (H.S.A.)
- c. Employee plus Child(ren)— \$125.00 per month toward a health savings account (H.S.A.)
- d. Family— \$125.00 per month toward a health savings account (H.S.A.)

| | |
|------------------------|------------------------------------|
| Employee only (Single) | \$60/mo. (\$720 annual maximum) |
| Employee + Spouse | \$125/mo. (\$1,500 annual maximum) |
| Employee + child(ren) | \$125/mo. (\$1,500 annual maximum) |
| Family | \$125/mo. (\$1,500 annual maximum) |

(2) Dental Insurance:

- a. Single— The total premium for single coverage shall be split 50% County / 50% employee.
- b. Employee plus Spouse— The total premium for employee plus spouse coverage shall be split 50% County / 50% employee.

ARTICLE 15 INSURANCE (Continued)

- c. Employee plus Child(ren)— The total premium for employee plus child(ren) coverage shall be split 50% County / 50% employee.
- d. Family— The total premium for family coverage shall be split 55% County / 45% employee.

| Tier | Employer Contribution % | Employee contribution % |
|------------------------|-------------------------|-------------------------|
| Employee Only (single) | 50% | 50% |
| Employee + Spouse | 50% | 50% |
| Employee + Child(ren) | 50% | 50% |
| Family | 55% | 45% |

Employer contributions are prorated for part-time employees.

Changes will be effective on 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.

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, Vision, 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.

15.2 **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:

ARTICLE 15 INSURANCE (Continued)

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 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.

ARTICLE 15 INSURANCE (Continued)

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 (\$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 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.

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):

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 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.

ARTICLE 15 INSURANCE (Continued)

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

- 15.3 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.
- 15.4 County Board Resolution 9-1811. Ramsey County shall defend, save harmless and indemnify each of its officers and employees, whether elective or appointive, 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.
- 15.5 The Employer and employee will split the premiums for the Minnesota Paid Family and Medical Leave program on a 50/50 basis with the employee share payable through payroll deduction pursuant to Minn. Stat. 268B.14.

ARTICLE 16 POST EMPLOYMENT HEALTH CARE SAVINGS ACCOUNT

16.1 Ramsey County will establish and administer a Post Employment Health Care Savings Account (PEHCSA) program for the technical employees. Technical Employees Association member contributions to the PEHCSA for the 2022-2024 contract period will be according to the following schedule, for years of service in a position represented by the Technical Employees Association. Changes made in 2022 will be effective the first full pay period after Board ratification, MSRS approval, and system modification.

| | |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0-13 years of service | 1% of annual salary |
| 14- 34 years of service | 2% of annual salary |
| 35+ years of service | 4% of annual salary plus 100% of payout of the following at termination: severance pay, accrued vacation leave hours, accrued compensatory time off hours, accrued holiday reserve hours, and accrued floating holiday hours. |

ARTICLE 17 PART-TIME EMPLOYEES

- 17.1 Part-time employees with provisional, probationary or permanent status shall be eligible to earn all employee benefits on a pro rata basis provided that such employees work not less than thirty-two (32) hours in each pay period and are assigned a regular work schedule, as opposed to being subject to call or to work when available.
- 17.2 Part-time employees with provisional, probationary or permanent status shall be eligible for the County pro rata insurance program if such employees work not less than forty (40) hours per pay period. Employees whose average 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. 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. An intermittent employee is defined as a person with permanent or probationary status not working a regular work schedule (e.g. on call).

ARTICLE 18 INDIVIDUAL RIGHTS

18.1 Employees have the right to join or to refrain from joining the Association. Neither the County nor the Association shall discriminate against or interfere with the rights of employees to become or not become members of the Association and further, that there shall be no discrimination or coercion against any employee because of Association membership or non-membership.

ARTICLE 19 COMPLETE AGREEMENT AND WAIVER OF BARGAINING

- 19.1 This Agreement shall represent the complete Agreement between the Association and the County.
- 19.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make requests and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the complete understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the County and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge of contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE 20 SAVINGS CLAUSE

20.1 This agreement is subject to the laws of the United States, the State of Minnesota, and Ramsey County. 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 provision shall be voided. All other provisions shall continue in full force and effect.

ARTICLE 21 TERM OF AGREEMENT

This Agreement shall be in full force and effect from January 1, 2025 to December 31, 2027, and shall be automatically 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.

This Agreement was approved by the Ramsey County Board of Commissioners on January 14, 2025, Board Resolution B2025-018, and signed by the parties as dated below.

WITNESSES:

Cassy Fogale 03/19/2025

RAMSEY COUNTY

By: Rafael E Ortega 04/21/2025
Rafael E Ortega (Apr 21, 2025 10:14 CDT)
Chair, Ramsey County Board of Commissioners

Ling Becker 04/21/2025
Ling Becker (Apr 21, 2025 08:59 CDT)
Ramsey County Manager

Approved as to form by:

Elisabeth Brady

Assistant County Attorney
Date: 03/19/2025

TECHNICAL EMPLOYEES ASSOCIATION

By: Dan Bodelson 03/18/2025

And: Brian Essler

Dated: March 18, 2025.

MEMORANDUM OF AGREEMENT

This Memorandum is entered into between the County of Ramsey and the Technical Employees Association representing employees in the Public Works Department.

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 Memorandum 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 X.
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 X continue to apply.
6. An employee may not donate advanced vacation hours to another employee. 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 Understanding to be executed for renewal on this 18 day of March, 2025.

FOR THE COUNTY OF RAMSEY

FOR TEA

Cassy Fogale

Dan Bodelson

Brian Essler

Date: 03/19/2025

Date: 03/18/2025

**Letter of Understanding
Reclassification Requests**

This letter of Understanding is entered into between the County of Ramsey and the Technical Employees Association representing employees in the Public Works Department.

WHEREAS, the parties have entered into a Collective Bargaining Agreement effective 1/1/2025 – 12/31/2027;

WHEREAS, employees may initiate requests for position reclassifications to be forwarded to the Personnel Department for review;

NOW, THEREFORE, the parties agree as follows:

- 1) Members of the Technical Employees Association may initiate requests for position reclassifications;
- 2) Requests for reclassification shall be presented to the employees supervisor;
- 3) Supervisors shall forward the request for reclassification to the Personnel Department with 30 days of receipt.

IN WITNESS WHEREOF, The undersigned have caused this Letter of Understanding to be executed in renewal on this 18 day of March, 2025.

FOR THE COUNTY OF RAMSEY

Cassy Fogale 03/19/2025

FOR THE TECHNICAL
EMPLOYEES ASSOCIATION

Dan Bodelson 03/18/2025

Brian Essler 03/18/2025

**MEMORANDUM OF AGREEMENT
LEAVE PENDING INVESTIGATION**

Between Ramsey County, Minnesota and the Technical Employees Association (“the Union”).

The County and the Union agree that employees placed on leave with pay pending investigation, as provided under Rule 26.5 of the Ramsey County Personnel Rules, shall be instructed by the employer regarding the employer’s requirements for the employee’s availability, and the employee will provides the employer with a means of contacting the employee by phone, pager, or other technology that provides same day telephone access within two business hours and in person access within one business day during the investigation.

IN WITNESS WHEREOF, The undersigned have caused Memorandum of Agreement to be executed this 18 day of March, 2025.

FOR THE COUNTY OF RAMSEY

Cassy Fogale 03/19/2025

FOR THE TECHNICAL EMPLOYEES
ASSOCIATION

Dan Bodelson 03/18/2025

Brian Essler 03/18/2025

**MEMORANDUM OF AGREEMENT
PHASED RETIREMENT OPTION**

Ramsey County and the Technical Employees Association ("the Union") agree to the following with respect to the Phased Retirement Option Program (PRO):

- i. All Technical Employees Association employees will be eligible to participate in the PRO Program offered by Ramsey County, as outlined in County Board Resolution 2010-035 (copy attached)
- ii. Technical Employees Association represented employees shall not be released from employment anytime during the first six (6) calendar months of the initial PRO period.

IN WITNESS WHEREOF, The undersigned have caused Memorandum of Agreement to be executed for renewal on this 18 day of March, 2025.

FOR THE COUNTY OF RAMSEY

Cassy Fogale 03/19/2025

FOR THE TECHNICAL EMPLOYEES ASSOCIATION

Dan Bodelson 03/18/2025

Brian Essler 03/18/2025

MEMORANDUM of AGREEMENT

Ramsey County
and
Technical Employees Association

Ramsey County (County) and Technical Employees Association, 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.

This Memorandum of Agreement replaces the previous Memorandum of Agreement dated June 3, 2004 that provided for retaining a sick leave bank of up to 40 hours.

For the Employer

For the Bargaining Unit

Cassy Fogale
An authorized representative

Dan Bodelson
An authorized representative

03/19/2025
Date

03/18/2025
Date

MEMORANDUM of AGREEMENT
FULL-TIME COUNTY CONTRIBUTION STANDARD AND DETERMINING MEDICAL INSURANCE
ELIBILITY FOR INTERMITTENT EMPLOYEES UNDER ACA

Ramsey County
And
TECHNICAL EMPLOYEES ASSOCIATION

In order to comply with the shared responsibility provisions of the Affordable Care Act (ACA) and to conform with the changes approved by the County Board for unrepresented employees (Resolution 2014-262), Ramsey County and Technical Employees Association agree to the following, effective January 1, 2015 through December 31, 2017:

1. Modify 17.2 of the labor agreement to change the full time County contribution standard for insurance for regularly scheduled part-time employees from 64-80 hours per pay period to 60-80 hours per pay period.
2. Modify 17.2 of the labor agreement to change the average hours worked threshold to receive 2/3 of the County contribution for regularly scheduled part-time employees from at least 50% but less than 80% of full-time, to at least 50% but less than 75% of full-time.
3. As established by the County Board (Resolution 2014-262) there is an Initial Measurement period of 12 months (new hires), and Standard Measurement Period of 12 months (current employees) for Intermittent employees to determine if they meet the ACA full-time standard of at least 30 hours per week; an Administrative Period of not more than 60 days to assess hours worked during the measurement period and enroll those who qualify as full-time and choose to elect coverage; and a Stability Period with 12 months medical insurance for those who elect coverage, provided they remain employed with the County. The County will offer single/family medical insurance to Intermittent employees who meet the ACA full-time standard of at least 30 hours per week as provided in this section, with the same County contribution provided to Regular Permanent employees.

For the Employer

For the Bargaining Unit

Cassy Fogale

Dan Bodelson

An authorized representative

An authorized representative

03/19/2025

03/18/2025

Date

Date

ARTICLE 15 INSURANCE (Continued)

APPENDIX A

Salary Plan effective January 1, 2025:

Salary Plan 125A

| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 01 | 22.138815 | 23.267895 | 24.396974 | 25.526054 | 26.655133 | 27.784213 | 28.913292 | 30.042372 | 31.171452 | 32.300531 | 33.429611 |
| 02 | 25.637753 | 26.945278 | 28.252804 | 29.560329 | 30.867855 | 32.175380 | 33.482905 | 34.790431 | 36.097956 | 37.405482 | 38.713007 |
| 03 | 28.825904 | 30.296025 | 31.766146 | 33.236267 | 34.706388 | 36.176510 | 37.646631 | 39.116752 | 40.586873 | 42.056994 | 43.527115 |
| 04 | 32.351466 | 34.001391 | 35.651316 | 37.301240 | 38.951165 | 40.601090 | 42.251015 | 43.900939 | 45.550864 | 47.200789 | 48.850714 |

Salary Plan Progression effective January 1, 2026:

| Step Advancement | | Service Requirements | |
|------------------|---------|----------------------|----------|
| From Step | To Step | Full-Time | PT Hours |
| 1 | 2 | 0.5 years | 1,040 |
| 2 | 3 | 0.5 years | 1,040 |
| 3 | 4 | 1 year | 2,080 |
| 4 | 5 | 1 year | 2,080 |
| 5 | 6 | 1 year | 2,080 |
| 6 | 7 | 1 year | 2,080 |
| 7 | 8 | 2 years | 4,160 |
| 8 | 9 | 2 years | 4,160 |
| 9 | 10 | 2 years | 4,160 |
| 10 | 11 | 2 years | 4,160 |
| 11 | MAX | | |

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