

**Ramsey County**  
**Teamsters Local 320 Correctional Officers 3**  
**Tentative Agreement Reached on November 5, 2024**

**DURATION**

This Agreement shall be effective as of the first day of January 2025 and shall remain in full force and effect until the last day of December 2027.

**WAGES**

**2025:** Effective January 1, 2025, the applicable salary plans as contained within Addendum A shall be revised as part of the countywide classification and compensation modernization initiative.

3% wage increase effective the first full pay period following January 1, 2025. Employees shall progress through the wage schedule per the established salary plan in 2025.

Effective January 1, 2025, 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.

**2026:** 3.5% wage increase effective the first full pay period following January 1, 2023. Employees shall progress through the wage schedule per the established salary plan in 2023.

**2027:** 4.5% wage increase effective the first full pay period following January 1, 2024. Employees shall progress through the wage schedule per the newly established salary plan in 2024.

**MEDICAL INSURANCE**

The Employer and employee will contribute toward medical insurance premiums as follows in 2025, 2026, and 2027:

Tier	Employer Contribution %	Employee Contribution %
Employee only (Single)	95%	5%
Employee + Spouse	82%	18%
Employee + child(ren)	82%	18%
Family	83%	17%

Employer contributions are prorated for part-time employees.

For the High Deductible plan, the Employer shall also contribute to a Health Savings Account (HSA) as follows:

<b>Employee only (Single)</b>	<b>\$60/mo (\$720 annual maximum)</b>
Employee + Spouse	\$125/mo (\$1,500 annual maximum)
Employee + child(ren)	\$125/mo (\$1,500 annual maximum)
Family	\$125/mo (\$1,500 annual maximum)

**DENTAL INSURANCE**

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

## **RETIREE INSURANCE CONTRIBUTIONS**

### **Regular Retiree Minimum Payment effective January 1, 2025:**

- **Single** – No less than \$55/month
- **Family** – No less than \$110/month

## **OTHER ECONOMIC ITEMS**

### **Overtime Eligibility on Holidays – Article 14**

- All employees working overtime on a holiday to be eligible to receive holiday pay as provided for other employees working on the holiday

### **New Floating Holiday – Article 14**

- Effective in 2025, additional 8 (eight) hours of floating holiday for probationary or permanent status employees

### **Premium Pay – Article 15**

- Night differential increase from 6.5% of first step to 7% of first step per hour.
- Add: Field Training Officer Differential - \$5.00 per hour.

### **Clothing Allowance – Article 16**

- Increase the clothing allowance from \$900 to \$915 in 2025, \$930 in 2026 and \$945 in 2027.

### **Minnesota Paid Family and Medical Leave – Article 20**

- The employer and the employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14

### **Education – Article 23**

- Increase education funds from \$625 to \$650 annually.

## **OTHER LANGUAGE ITEMS**

### **Union Security – Article 3**

- Modify union security article to conform with Minn. Stat. 179A

### **Sick Leave – Article 9**

- Update sick leave article to confirm with Minn. Statute 181.9445-181.9448

### **Paid Parental Leave – Article 9**

- Effective 1/1/2025, the County will provide 8 weeks of paid parental leave to sunset once a state parental leave program is in effect.

### **Workers Compensation – Article 9**

- Increase the amount of sick leave an employee may use in conjunction with Workers Compensation to 100% of an employee's normal daily wage

## **MEMORANDA OF AGREEMENT**

- i. Post Employment HCSP – RENEW
- ii. Short/Long Term Disability – RENEW
- iii. ACA Eligibility– RENEW
- iv. Vacation Accrual Within Community Corrections – RENEW
- v. Labor Management Committee – RENEW
- vi. Training Funds Carryover and One-Time Cash Payout -2021 – REMOVE
- vii. Sheriff's Office CO Holidays – RENEW WITH MODIFICATION