

**Ramsey County**  
**Law Enforcement Labor Services Local 184**  
**Tentative Agreement Reached April 17, 2025**

**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:** Implementation of the 2025 Classification and Compensation Modernization salary plan and grades as attached in Addendum A effective the first full pay period following January 1, 2025.

Effective the first full pay period following January 1, 2025, current bargaining unit employees will receive one additional step movement.

3.0% general wage adjustment for steps 2 through 5 effective the first full pay period following January 1, 2025. Employees shall progress through the wage schedule per the established salary plan in 2025.

**2026:** 3.5% wage increase for Steps 2 through 5 effective the first full pay period following January 1, 2026. Employees shall progress through the wage schedule per the established salary plan.

Effective January 1, 2026, steps that require three (3) or more years between progression shall reduce the progression by two (2) years, not to result in more than two (2) years between steps.

0.55% market adjustment applied to steps 2 through 5 effective the first full pay period following July 1, 2026.

**2027:** 4.5% wage increase for Steps 2 through 5 effective the first full pay period following January 1, 2027. Employees shall progress through the wage schedule per the newly established salary plan.

0.55% market adjustment applied to steps 2 through 5 effective the first full pay period following July 1, 2027.

**MEDICAL INSURANCE**

*A) Revise article to include 2024 Insurance Memorandum of Agreement premium contributions*

*B) Add language specific to Minn. Statue 268B.14:*

**21.6** The Employer and 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.

**OTHER ECONOMIC ITEMS**

**Union Security – Article 6**

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

**Work Schedules – Article 13**

- Increase the differential for those employees assigned to act as an Undersheriff from 8% to 12% effective January 1, 2027.

**Clothing Allowance – Article 14**

- Increase the annual clothing allowance from \$900 per year to \$1,000 per year.

**Holidays – Article 15**

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

**Leave of Absence – Article 24**

- 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.
- Modify maternity leave to parental leave and conform with the county's Benefits Policies

**MEMORANDA OF AGREEMENT**

- i. Vacation Advance Renew
- ii. Post Retirement Health Care Savings Account Renew
- iii. Uniform Voucher System Renew
- iv. Short Term/Long Term Disability Renew
- v. HCSP Employee Contributions Renew