

**Ramsey County**  
**Teamsters Local 320 Chief Correctional Officers**  
**Tentative Agreement Reached on 2/26/2025 Following Mediation**

**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 the first full pay period following 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.

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

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

**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**

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

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

### **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

## **OTHER LANGUAGE ITEMS**

### **Union Security – Article 3**

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

### **Seniority List – Article 9**

- Change the annual date for seniority list posting from December to September

### **Sick Leave – Article 17**

- Update sick leave article to confirm with Minn. Statute 181.9445-181.9448
- Increase the number of sick leave hours available for birth or adoption from forty (40) hours to one hundred and sixty (160) hours

### **Paid Parental Leave – 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.

## **MEMORANDA OF AGREEMENT**

- i. Work Schedule MOU – Renew
- ii. Clothing Allowance MOU – Renew
- iii. Leave of Absence MOU – Renew
- iv. Watch Commander Assignments MOU – Renew
- v. Post Termination Health Care Savings Plan – Renew
- vi. Holiday Pay Provisions MOU – Renew

**Ramsey County**  
**Teamsters Local 320 Chief Correctional Officers**  
**Tentative Agreement Reached on 2/26/2025 Following Mediation**

**Addendum A**

**Salary Plan 142/Grade 41**

1	2	3	4	5	6	7	8	9	10	11
37.687318	39.571684	41.45605	43.340416	45.224782	47.109148	48.993513	50.877879	52.762245	54.646611	56.530977