

**AFSCME Local 8 General, Local 8 Public Health RN, Local 8 Professional,  
Local 151 SFH, Local 151 WFS, Local 151 LPN, Local 707 LOR, and Local  
1935 Parks Total Tentative Agreement List for 2025-2027**

**Tentative Agreement Reached on November 29, 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:** 3.0% wage increase effective the first full pay period following January 1, 2025. Employees shall progress through the wage schedule per the applicable salary plan in 2025.

Job classifications as identified on Addendum A will be consolidated and regraded as part of the countywide classification and compensation modernization.

The salary plan assigned to Local 1935 Parks and Recreation shall be modified as identified on Addendum B.

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

Effective January 1, 2024, all salary plans containing 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. No change to steps that require less than four (4) years between progression.

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

**MEDICAL INSURANCE**

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

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

The above contributions apply to the three insurance plans offered in year 2024. 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 (\$1,500annual maximum)
Employee + child(ren)	\$125/mo (\$1,500annual maximum)
Family	\$125/mo (\$1,500annual maximum)

The above premium splits and rates will be maintained for the calendar year 2027 unless the 2027 premium rate increase is greater than 8.9%. Should the medical insurance premium increases exceed 8.9% in 2027, the parties agree a reopener for the negotiation of insurance premium contributions for the calendar year 2027.

**DENTAL INSURANCE**

The Employer and employee will contribute toward dental insurance premiums as follows

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.

### **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**

<b>APPLICABLE LOCALS</b>	<b>AGREEMENT</b>
All Locals	<p><b><u>New Floating Holiday – Article 8</u></b></p> <ul style="list-style-type: none"> <li>• Effective in 2025, additional 8 (eight) hours of floating holiday for probationary or permanent status employees</li> </ul>
All Locals	<p><b><u>Separation Pay – Article 11</u></b></p> <ul style="list-style-type: none"> <li>• Effective January 1, 2025, increase the maximum allowance for separation pay for \$13,000 to \$15,00 for any one employee</li> </ul>
All Locals	<p><b><u>On-Call Pay – Article 13</u></b></p> <ul style="list-style-type: none"> <li>• Effective FFPP following 01/01/2025, increase on-call pay to \$3.00 per hour for those employees on-call</li> </ul>
All Locals	<p><b><u>Night Differential – Article 13</u></b></p> <ul style="list-style-type: none"> <li>• Effective FFPP following 01/01/2025, increase night differential to 7% of the first step in the salary range established for the job classification.</li> </ul>
All Locals	<p><b><u>Saturday/Sunday Differentials – Article 13</u></b></p> <ul style="list-style-type: none"> <li>• Effective FFPP following 01/01/2025, increase the Saturday and Sunday differentials \$1.00 per hour.</li> </ul>
All Locals	<p><b><u>Minnesota Paid Family and Medical Leave Premium Split – Article 17</u></b></p> <ul style="list-style-type: none"> <li>• Effective in 2026, the Minnesota Paid Family and Medical Leave premium will be split 50/50 between the Employer and employees pursuant to Minn. Stat. 268B.14.</li> </ul>
All Locals	<p><b><u>Incorporate Commuting MOA – Article 13</u></b></p> <ul style="list-style-type: none"> <li>• Introduces monthly parking allowance per Ramsey County Commuting Policy, Administrative Policy Manual, Chapter 2, Section 5, Policy 6.</li> <li>• Revises mileage, commuting and parking language to conform with MOA</li> </ul>
Local 8 PHRN	<p><b><u>New Correctional Health Nurse Uniform Reimbursement MOA</u></b></p> <ul style="list-style-type: none"> <li>• Effective FFPP following 01/01/2025, provide Correctional Health Nurses eighty dollars (\$80) annually for uniform reimbursement</li> </ul>
8 General & 1935 PKS	<p><b><u>New Parks &amp; Recreational Uniform MOA</u></b></p>

APPLICABLE LOCALS	AGREEMENT
	<ul style="list-style-type: none"> <li>• Effective FFPP following 01/01/2025, provide permanent and probationary Parks and Recreation Janitor/Building Guard employees represented by Local 8 2 two hundred dollars (\$200) annually the purchase of necessary workwear and/or footwear.</li> <li>• Effective FFPP following 01/01/2025, provide probationary and permanent Maintenance &amp; Operations Workers 1 &amp; 2, Maintenance &amp; Service Workers, and Parks &amp; Recreation Aides 2 two hundred dollars (\$200) annually the purchase of necessary workwear and/or footwear.</li> </ul>
8 General	<p><b><u>Callback for Building Maintenance Mechanics MOA</u></b></p> <ul style="list-style-type: none"> <li>• Effective 2025, employees in the job classification of Building Maintenance Mechanic shall be eligible to receive a minimum of four (4) hours of callback time should they be called into work while on on-call status and as directed by an authorized person to return to work after their regularly scheduled shift.</li> </ul>
8 General	<p><b><u>In Charge Differential for Library Assistants and Sr Library Assitants Pilot MOA</u></b></p> <ul style="list-style-type: none"> <li>• Effective January 2025, a one dollar (\$1.00) per hour differential for Library Assistants and Senior Library Assistants will be established for those expressly assigned as the person in-charge that will be received when this assigned person in-charge acts as the person in-charge because the Librarian and/or Library Associate are not on duty.</li> </ul>
707 LOR	<p><b><u>Shift Pick Up Incentive Pilot MOA</u></b></p> <ul style="list-style-type: none"> <li>• Effective January 2025, management may identify shifts as eligible for a shift pick up incentive of fifty dollars (\$50) for every four (4) hours worked.</li> <li>• This is a pilot that will end in June of 2025 at which point the pilot will be evaluated.</li> </ul>

**OTHER LANGUAGE ITEMS**

APPLICABLE LOCALS	AGREEMENT
All Locals	<p><b><u>Recognition – Article 2</u></b></p> <ul style="list-style-type: none"> <li>• Title updates as indicated on Addendum A to reflect classification modernization.</li> <li>• Add language to identify the process should there be future disputes regarding the inclusion or exclusion of a job classification.</li> </ul>
All Locals	<p><b><u>Union Security – Article 3</u></b></p> <ul style="list-style-type: none"> <li>• Modify union security article to conform with Minn. Stat. 179A</li> </ul>
All Locals	<p><b><u>Holidays – Article 8</u></b></p> <ul style="list-style-type: none"> <li>• Modify language to clarify that the holiday is eight (8) hours</li> <li>• New language to introduce a cap of one hundred and twenty (120) hours of accumulated holiday reserve hours</li> </ul>
All Locals	<p><b><u>Sick Leave – Article 9</u></b></p> <ul style="list-style-type: none"> <li>• Update sick leave article to confirm with Minn. Statute 181.9445-181.9448</li> </ul>
All Locals	<p><b><u>Workers Compensation – Article 9</u></b></p> <ul style="list-style-type: none"> <li>• Increase the amount of sick leave an employee may use in conjunction with Workers Compensation to 100% of an employee’s normal daily wage</li> </ul>
All Locals	<p><b><u>Sick Leave for Birth/Adoption – Article 9</u></b></p>

APPLICABLE LOCALS	AGREEMENT
	<ul style="list-style-type: none"> <li>Modify 9.3(5) (language below from 8 GEN, similar language in other contracts): Sick leave not to exceed one-hundred and sixty (160) 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.</li> </ul>
All Locals	<p><b><u>Paid Parental Leave – Article 12</u></b></p> <ul style="list-style-type: none"> <li>Effective 1/1/2025, the County will provide 8 week of paid parental leave to sunset once a state parental leave program is in effect.</li> </ul>
All Locals	<p><b><u>Investigations – Article 15</u></b></p> <ul style="list-style-type: none"> <li>Modify the language regarding union representation in investigations to clarify when an employee is afforded representation.</li> </ul>
All Locals	<p><b><u>Consolidated Job Class Seniority Impact – Article 18</u></b></p> <ul style="list-style-type: none"> <li>Established a process for job classifications consolidated during the classification and compensation modernization in the event of a layoff and how seniority is impacted.</li> </ul>
All Locals	<p><b><u>Health Insurance Labor Management Committee – Article 17</u></b></p> <ul style="list-style-type: none"> <li>Expand number of participants on the Health Insurance Labor Management Committee to include a newly established union.</li> </ul>
All Locals	<p><b><u>Notifications – Article 18 and General Provisions</u></b></p> <ul style="list-style-type: none"> <li>Modify to allow for other methods of noticing employees</li> </ul>
151 SFH	<p><b><u>Bidding – Article 18</u></b></p> <ul style="list-style-type: none"> <li>Modify language to expand bidding opportunities to include Child Protection workers</li> </ul>
8 PHRN	<p><b><u>Uniforms – Article 20.9</u></b></p> <ul style="list-style-type: none"> <li>Add language provides uniforms if an employee is required to wear a uniforms unless modified by the agreement.</li> </ul>
All Locals	<p><b><u>Countywide Labor Management Committee MOA</u></b></p> <ul style="list-style-type: none"> <li>A Countywide Labor Management Committees is established to allow Union opportunity to provide feedback on staffing issues to meet twice annually both prior to and after the approval of the county budget.</li> </ul>
707 LOR	<p><b><u>Staffing Committee MOA</u></b></p> <ul style="list-style-type: none"> <li>Establish committee to review and discuss staffing matters, including but not limited to staffing concerns, the assignment of overtime, and development or refinement of staffing and scheduling processes</li> </ul>

**MEMORANDA OF AGREEMENT**

*Renumber MOAs and update Appendix list on Table of Contents as appropriate*

APPLICABLE LOCALS	AGREEMENT
8 GEN	<ul style="list-style-type: none"> <li>i. Mobility for Career Development series – <b>Renew</b></li> <li>ii. Overtime for 8 Nines and 1 Eight Schedule – <b>Renew</b></li> <li>iii. Phased Retirement Option – <b>Renew</b></li> </ul>

APPLICABLE LOCALS	AGREEMENT
	<ul style="list-style-type: none"> <li>iv. PERA – <b>Renew</b></li> <li>v. Work Schedule and Pay Practiced for Medical Examiners – <b>Renew</b></li> <li>vi. Work out of Class Assignments JDC – <b>Renew</b></li> <li>vii. Shift Differential for Certain Janitorial Employees – <b>Remove</b></li> <li>viii. Sheriff Office Uniform Allowance – <b>Renew</b></li> <li>ix. Field Training Officer- Training Program- <b>Renew</b></li> </ul>
8 PHRN	<ul style="list-style-type: none"> <li>i. Mobility for Career Development Series – <b>Remove</b></li> <li>ii. Staffing to Meet Nursing Responsibilities – <b>Remove</b></li> <li>iii. Phased Retirement Option – <b>Renew</b></li> <li>iv. PERA – <b>Renew</b></li> </ul>
8 PROF	<ul style="list-style-type: none"> <li>i. Mobility for Career Development Series – <b>Renew</b></li> <li>ii. Educational Programs – <b>Renew and edit to include execution date</b></li> <li>iii. Phased Retirement Option – <b>Renew</b></li> <li>iv. PERA – <b>Renew</b></li> <li>v. Vacancy Filling in Librarian Classification Series – <b>Remove</b></li> <li>vi. Holidays for Employees Working in the Libraries – <b>Renew</b></li> </ul>
151 CHS	<ul style="list-style-type: none"> <li>i. Mobility for Career Development Series – <b>Renew</b></li> <li>ii. Promotion Only for Social Worker 1 – <b>Renew</b></li> <li>iii. Hours of Work – <b>Renew</b></li> <li>iv. Parking – <b>Remove</b></li> <li>v. Phased Retirement Option – <b>Renew</b></li> <li>vi. PERA – <b>Renew</b></li> <li>vii. Disposition of Seniority in the Consolidation of Information Services Job Classification - <b>Renew</b></li> <li>viii. Disposition of Seniority in Job Classification of Individuals in MNChoices units Reassigned from Public Health to Human Services – <b>Renew</b></li> <li>ix. Alternative Work Schedule Pilot-2021 – <b>Remove</b></li> </ul>
151 LPN	<ul style="list-style-type: none"> <li>i. Mobility for Career Development Series – <b>Remove</b></li> <li>ii. Nursing Department Additional Compensation- <b>Renew</b></li> <li>iii. Phased Retirement Option – <b>Renew</b></li> <li>iv. PERA – <b>Renew</b></li> <li>v. COVID Testing – <b>Remove</b></li> <li>vi. Temporary Unscheduled Shift Incentive 2021 – <b>Remove</b></li> </ul>
151 WFS	<ul style="list-style-type: none"> <li>i. Mobility for Career Development Series – <b>Remove</b></li> <li>ii. Phased Retirement Option – <b>Renew</b></li> <li>iii. PERA – <b>Renew</b></li> <li>iv. Government Center East Parking – <b>Remove</b></li> </ul>
707 LOR	<ul style="list-style-type: none"> <li>i. Straight Time Hours – <b>Renew</b></li> <li>ii. Mobility for Career Development Series – <b>Remove</b></li> <li>iii. Meet and Confer if Change in FT/PT Positions - <b>Renew</b></li> <li>iv. Layoff/Training if LOR Closes- <b>Renew</b></li> <li>v. Ties Hours - <b>Renew</b></li> <li>vi. Mandatory In-Service – <b>Renew</b></li> <li>vii. Overtime Payment – <b>Renew</b></li> <li>viii. Phased Retirement Option - <b>Renew</b></li> </ul>

APPLICABLE LOCALS	AGREEMENT
	<ul style="list-style-type: none"> <li>ix. PERA - <b>Renew</b></li> <li>x. R&amp;E Sunday Shift Bonus Pilot – <b>Renew</b></li> </ul>
1935 PARKS	<ul style="list-style-type: none"> <li>i. Appendix A- Night Differential Explanation- <b>Incorporated into contract; Remove</b></li> <li>ii. LOU - Mobility for Career Development Series – <b>Remove</b></li> <li>iii. No Dual Class – <b>Renew</b></li> <li>iv. 10-Hour Layover – <b>Incorporated into contract; Remove</b></li> <li>v. Maintenance and Operations Workers – <b>Incorporated into contract; Remove</b></li> <li>vi. Phased Retirement Option - <b>Renew</b></li> <li>vii. Class A Commercial License – <b>Renew</b></li> <li>viii. Maintenance and Service Worker, Seasonal Differential- <b>Renew</b></li> </ul>