

Ramsey County
Teamsters Local 320 Correctional Officers 1 & 2
Tentative Agreement Following Interest Arbitration Award 8/19/2022

DURATION

This Agreement shall be effective as of the first day of January 2022 and shall remain in full force and effect until the last day of December 2024.

WAGES

- 2022:** 1.50% wage increase effective the first full pay period following January 1, 2022. Employees shall progress through the wage schedule per the established salary plan in 2022.
- 2023:** 2.25% 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.
- 2024:** 2.25% 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.
- Effective January 1, 2024, steps that require five (5) or more years between progression shall reduce the progression by one (1) year, not to result in less than four (4) years between steps. No change to steps that require less than five (5) years between progression.

MEDICAL INSURANCE

2022:

- Single – Effective January 1, 2022, split total premium 92% ER / 8% EE. Employer will subsidize the employee's portion of the single insurance monthly contribution by \$3.00 per month for 2022.
- Family – Effective January 1, 2022, split total premium 75% ER / 25% EE. Employer will subsidize the employee's portion of the family insurance monthly contribution by \$32.01 per month for 2022.

Coverage	Total Premium	Split	ER/EE	Subsidy	Resulting Employee Contribution	Resulting Employer Contribution
Single	\$1,012.17	92% ER / 8% EE	\$931.20/\$80.97	\$3.00	\$77.97/mo	\$934.20/mo
Family	\$2,412.21	75% ER / 25% EE	\$1,809.16/\$603.05	\$32.01	\$571.05/mo	\$1,841.16/mo

2023:

- Single – Effective January 1, 2023, split total premium 92% ER / 8% EE. Employer will subsidize the employee's portion of the single insurance monthly contribution by \$6.00 per month for 2023.
- Family – Effective January 1, 2023, split total premium 75% ER / 25% EE. Employer will subsidize the employee's portion of the family insurance monthly contribution by \$47.00 per month for 2023.

- In no case will the subsidies to the employee's 2023 single or family insurance contributions result in the employee 2023 contribution being less than what the employee paid in 2022.

Coverage	Total Premium	Split	ER/EE	Subsidy	Resulting Employee Contribution	Resulting Employer Contribution
Single	TBD	92% ER / 8% EE	TBD	\$6.00	TBD	TBD
Family	TBD	75% ER / 25% EE	TBD	\$47.00	TBD	TBD

2024:

Re-opener to address medical insurance for 2024.

DENTAL INSURANCE

2022:

- Single – Effective January 1, 2022, split total premium 50% ER / 50% EE.
- Family – Effective January 1, 2022, split total premium 50% ER / 50% EE.

Coverage	Total Premium	Split	Employee Contribution	Employer Contribution
Single	\$44.68	50% ER / 50% EE	\$22.34/mo	\$22.34/mo
Family	\$99.59	50% ER / 50% EE	\$49.80/mo	\$49.80/mo

2023:

- Single – Effective January 1, 2023, split total premium 50% ER / 50% EE.
- Family – Effective January 1, 2023, split total premium 50% ER / 50% EE.

Coverage	Total Premium	Split	Employee Contribution	Employer Contribution
Single	TBD	50% ER / 50% EE	TBD	TBD
Family	TBD	50% ER / 50% EE	TBD	TBD

2024:

Re-opener to address dental insurance for 2024.

RETIREE INSURANCE CONTRIBUTIONS

Regular Retiree Minimum Payment increase of \$10 effective January 1, 2022:

- **Single** – No less than \$75/month
- **Family** – No less than \$150/month

OTHER ECONOMIC ITEMS

One-Time Lump Sum Pandemic Recognition – Article 25

- \$1,000 to employees who have been required to work on-site and provide direct in-person services/care throughout the ongoing pandemic as determined by the employer
- \$500 to all other employees who were not required to work in-person or provide in-person services/care throughout the ongoing pandemic and have had the option to work from home, as determined by the employer.

This lump sum payment sets no precedence or guarantee of future lump sum payments for same or similar purpose and reference to shall be removed from future contracts.

OTHER LANGUAGE ITEMS

Juneteenth and Floating Holidays – Article 14

- Effective 01/01/2023, add Juneteenth as a county recognized holiday on June 19, within the existing twelve (12) paid holidays
- One floating holiday is exchanged for the recognition of the Juneteenth holiday
- The remaining floating holiday will be modified from an accrual over the course of a year to be provided in whole up to eight (8) hours provided annually.
- The floating holiday will be loaded annually the FFPP following the pay period that includes June 30th in which vacation capping occurs.
- Modify 14.5 and re-number accordingly.

Clothing Allowance – Article 16

- Increase the clothing allowance in 2022 to \$875 and \$900 in 2023.

Sick Leave – Article 17

- Modify Article 17.5 to expand the use of bereavement leave for inclusion and clarity
- Clarification of existing language regarding Worker's Compensation

Vacation – Article 19

- Modify vacation bidding to provide from annual bidding in November, and supplemental bidding six months later.
- Modify the language in article 20 to increase the max vacation accumulation limit from two (2) times the annual accrual to two and one-half (2.5) times the annual accrual in 2023
- Reduce from twice annual capping dates (May & November) to one-time annual capping date on June 30th of each year beginning in 2023 and modify language accordingly.

Education – Article 23

- Revise education allowance language to align with expansion of County-wide policy, no change to County reimbursement amount in 23.1.

Wages – Article 25.7 Deferred Compensation

- Revise language to clarify County deferred compensation contributions to vendor in the event of employees contributing to more than one vendor source, no change to County contribution amount.

Housekeeping

- Review for non-substantive clean-up and formatting

MEMORANDA OF AGREEMENT

- i. Vacation Advance – **Renew**
- ii. Memorandum regarding Class Seniority/Probationary Periods – **Keep for reference**
- iii. New Hire Step Placement – **Remove**
- iv. Sick Leave Bank - **Renew**
- v. ACA Insurance Eligibility – **Renew**
- vi. Post Termination HCSP – **Renew**
- vii. Intermittent Correctional Officers – **Keep for reference**
- viii. Stationary Engineers On-Call – **Renew**
- ix. Labor Management Committee – **Renew**
- x. 2021 Sheriff Office CO Holidays – **Renew**