

Ramsey County
Teamsters Local 320 Correctional Officers 1 & 2
Tentative Agreement Reached on December 4, 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, 2026. Employees shall progress through the wage schedule per the established salary plan in 2026.

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:

Employee only (Single)	\$60/mo (\$720 annual maximum)
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 Christmas, New Years Day or Thanksgiving 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.
- Saturday and Sunday differential increase from \$0.85 to \$1.00 per hour
- Field Training Officer Differential increased from \$3.00 per hour to \$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.

Maximum Separation Pay – Article 18

- Increase maximum payment for 2,000 or more hours of separation pay from \$14,500 to \$15,000

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

Recognition – Article 2

- Modify the job classification to denote those no longer active

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.

Workers Compensation – Article 17

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

Vacation Bidding – Article 19

- Clarify that employees may bid for vacation equal to their hours of annual vacation accrual

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

Ramsey County
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Tentative Agreement Reached in Mediation on 2/25/2025

Addendum A

New Salary Plan 128

Grades	1	2	3	4	5	6	7	8	9	10	11
01	26.072905	27.599615	29.126324	30.653034	32.179743	33.706453	35.233162	36.759872	38.286581	39.813291	41.338140
03	28.337490	29.992741	31.647992	33.303243	34.958494	36.613745	38.268996	39.924247	41.579498	43.234749	44.890640
05	30.104584	31.829126	33.553667	35.278209	37.002750	38.727292	40.451834	42.176375	43.900917	45.625458	47.359226