

**Ramsey County Deputy Federation**  
**Total Tentative Agreement List for 2022-2024**

**TA Reached 04/12/2022 \*Updated 8.12.22**

**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:** Effective upon county board ratification, implement a new salary range that reflects a market adjustment anchoring pay to the 65<sup>th</sup> percentile of the comparator market and modifies the number of steps and progression through the steps. Incumbent employees are placed on the new range that is also adjusted by a 1.50% general wage increase and retroactive to the first full pay period following January 1, 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 newly 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.

**MEDICAL INSURANCE**

**2022 – Agreement via MOA**

- 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****Overtime – Article 12.1**

- Increase overtime comp bank from 100 to 120 hours effective the first full pay period following January 1, 2022

**Juneteenth and Floating Holidays – Articles 14.3, 14.4, 14.5**

- Effective January 1, 2022, add Juneteenth as a county recognized holiday on June 19, within the existing twelve (12) paid holidays
- For employees who have received floating 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 30<sup>th</sup> in which vacation and floating holiday capping occurs.
- Modify floating holiday eligibility to include all employees and provide up to eight (8) hours floating holiday, pro-rated for part-time employees, effective in the pay period that follows June 30, 2022.

#### **Work Schedules – Premium Pay – Article 15.4**

- Effective first full pay period following January 1, 2023, increase Saturday differential from \$0.45 to \$0.85 and Sunday differential from \$0.50 to \$0.85.

#### **Sick Leave – Articles 17.5, 17.7**

- Expand the use of bereavement leave to include non-traditional family arrangements for clarity and inclusivity.
- Effective January 1, 2022, increase sick leave available for use by employees for the birth/adoption of a child from 40 hours to 80 hours.

#### **Maximum Annual Vacation Accrual - Article 19.5**

- Reduce to a one-time per year capping date starting in 2022. Capping and effective date is on or about June 30<sup>th</sup> each year.

#### **One-Time Lump Sum Pandemic Recognition – Article 25.6 (c)**

- One-time, lump sum payment of \$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, to be paid the first full pay period following Board approval.
- One-time, lump sum payment of \$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, to be paid the first full pay period following Board approval.
- These lump sum payments set no precedent or guarantee of future lump sum payments for same or similar purpose and reference to these lump sum payments shall be removed from future contracts.

### **OTHER LANGUAGE ITEMS**

#### **Deferred Compensation – Article 25.10**

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

### **MEMORANDA OF AGREEMENT**

- i. Short/long term Disability MOA- **Continue agreement**
- ii. Vacation Advance MOA- **Continue agreement**
- iii. Uniform Voucher MOA – **Continue agreement**
- iv. HCSP (2016) MOA- **Continue agreement**
- v. HCSP (2018) MOA- **Continue agreement**
- vi. 4-ten hour & 4-off Schedule impact MOA- **Continue agreement**
- vii. Intermittent Employees under ACA MOA- **Continue agreement**
- viii. Special Duty MOA - **Continue agreement**

## **LANGUAGE CHANGES**

### **Article 12 Overtime**

- 12.1 Employees will be compensated at one and one-half (1-1/2) times for hours worked in excess of the employee's regularly scheduled shift at the direction of the department head, in the following manner:
- (1) Employees with more than one hundred (100) hours of accumulated overtime will be compensated in cash on a payroll to payroll basis. Effective following county board approval in 2022, employees with more than one hundred twenty (120) hours of accumulated overtime will be compensated in cash on a payroll to payroll basis.
  - (2) Employees with accumulated overtime of one hundred (100) hours or less will be compensated in time off at the choice of the employee with the approval of the employer. Effective the first full pay period following January 1, 2022, employees with accumulated overtime of one hundred twenty (120) hours or less will be compensated in time off at the choice of the employee with the approval of the supervisor.
  - (3) Effective December 1, 1999, employees with accumulated overtime of forty (40) hours or more may choose cash or time off. However, such employees may not accumulate more than one hundred (100) hours. Effective the first full pay period following January 1, 2022, employees may not accumulate more than one hundred twenty (120) hours.

Changes of shifts do not qualify an employee for overtime under this Article.

### **Article 14 Holidays**

- 14.3 Holidays are defined as:

|                                   |                                                                                   |
|-----------------------------------|-----------------------------------------------------------------------------------|
| New Year's Day                    | January 1st                                                                       |
| Martin Luther King's Birthday     | Third Monday in January                                                           |
| Washington and Lincoln's Birthday | Third Monday in February                                                          |
| Memorial Day                      | Last Monday in May                                                                |
| Juneteenth                        | June 19th                                                                         |
| Independence Day                  | July 4th                                                                          |
| Labor Day                         | First Monday in September                                                         |
| Veterans' Day                     | November 11th                                                                     |
| Thanksgiving Day                  | Fourth Thursday in November                                                       |
| Thanksgiving Friday               | Friday after Thanksgiving                                                         |
| Christmas Day                     | December 25th                                                                     |
| Floating Holiday                  | Eight (8) hours each year to be granted with the approval of the department head. |

- 14.4 When New Year's Day, Juneteenth, Independence Day or Christmas Day falls on Sunday, the following day shall be a holiday. When New Year's Day, Juneteenth, Independence Day or Christmas Day falls on Saturday, the preceding day shall be a holiday.
- 14.5 Every employee with permanent status shall be eligible for "floating holidays" on the following basis:
- 1) Effective following County Board approval of this agreement in 2022, all full- and part-time Deputies shall be entitled to up to eight (8) hours of floating holiday annually, to be provided on

the first full pay period following the pay period including June 30, pro-rated for part time employees.

- 2) Effective 2022, any floating holiday in excess of the maximum accumulation allowed shall be lost to the employee annually in the pay period including June 30.
- 3) Employees who have worked less than 6 months will not be paid for unused floating holiday hours if terminating employment.
- 4) Floating holidays shall be taken at a time mutually agreeable to the employee and the department.

#### **Article 15      Work Schedules – Premium Pay**

- 15.4    Effective January 1, 2009, all full-time employees or part-time employees receiving pro rata benefits, required to work on Saturday as part of their regular schedule shall be compensated at the rate of forty-five (\$.45) cents per hour for each hour worked. All full-time employees or part-time employees receiving pro rata benefits, required to work on Sunday as part of their regular schedule shall be compensated at the rate of fifty (\$.50) cents per hour for each hour worked. Effective the first full pay period following January 1, 2023, all full-time employees or part-time employees receiving pro rated benefits, required to work on Saturday or Sunday as part of their regular schedule shall be compensated at the rate of eighty-five cents (\$0.85) per hour for each hour worked. Compensation under this section will be earned for the entire period worked, provided at least five (5) hours of the period worked fall on the day for which the additional compensation is being paid. These differentials will not be paid where such work constitutes overtime under the provisions of the agreement.

#### **Article 17      Sick Leave**

- 17.5    Sick leave not to exceed forty (40) hours may be utilized upon the occasion of death in the employee's immediate family. Immediate family for the purpose of this section shall be defined as the employee's spouse, children, parents, siblings, grandchildren, grandparents, a person regularly residing in the employee's immediate household, or person the employee regards as a member of the employee's immediate family, and shall include parents and siblings of the employee's spouse or of a person regularly residing in the employee's immediate household.
- 17.7    Effective January 1, 2022, sick leave not to exceed eighty (80) 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.

#### **Article 19      Vacation**

- 19.5    Effective January 1, 2021, vacation may be accumulated to a maximum of two and a half times (2.5) the employee's earning rate. Any vacation in excess of the maximum accumulation allowed shall be lost to the employee on the pay period including June 30 of each year.

#### **Article 20      Insurance**

- 20.1    Employee Insurance – The County will provide the following insurance contributions on the 1st of the month following 30 (thirty) days of employment to provisional, probationary and permanent

employees who elect insurance coverage: (All contributions shown for medical and dental are monthly and based on full-time employment.)

(1) Medical Insurance:

**2022 –**

- **Single:** Effective January 1, 2022, the total premium for single coverage is \$1,012.17 per month. The monthly premium shall be split 92% County/8% employee. The County will subsidize the employee's portion of the single insurance monthly contribution by \$3.00 per month for 2022, which results in an employee contribution of \$77.97 per month and a County contribution of \$934.20 per month per employee.
- **Family:** Effective January 1, 2022, the total premium for family coverage is \$2,412.21 per month. The monthly premium shall be split 75% County/25% employee. The County will subsidize the employee's portion of the family insurance monthly contribution by \$32.01 per month for 2022, which results in an employee contribution of \$571.05 per month and a County contribution of \$1,841.17 per month per employee.

| Coverage | Total Premium Amount | Premium Split Percentage:<br>Employer/Employee | Premium Split Dollars:<br>Employer/Employee | Employer<br>Provided<br>Monthly<br>Subsidy | Resulting<br>Employee<br>Contribution | Resulting<br>Employer<br>Contribution |
|----------|----------------------|------------------------------------------------|---------------------------------------------|--------------------------------------------|---------------------------------------|---------------------------------------|
| Single   | \$1,012.17           | 92% / 8%                                       | \$931.20/\$80.97                            | \$3.00                                     | \$77.97/mo                            | \$934.20/mo                           |
| Family   | \$2,412.21           | 75% / 25%                                      | \$1,809.16/\$603.05                         | \$32.01                                    | \$571.05/mo                           | \$1,841.17/mo                         |

**2023 –**

- **Single:** Effective January 1, 2023, the total premium for single coverage shall be split 92% County/8% employee. The County will subsidize the employee's portion of the single insurance monthly contribution by \$6.00 per month for 2023.
- **Family:** Effective January 1, 2023, the total premium for family coverage shall be split 75% County/25% employee. The County 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's 2023 monthly insurance contribution being less than what the employee paid in 2022.

| Coverage | Total Premium Amount | Premium Split Percentage: | Premium Split Dollars: | Employer<br>Provided | Resulting<br>Employee<br>Contribution | Resulting<br>Employer<br>Contribution |
|----------|----------------------|---------------------------|------------------------|----------------------|---------------------------------------|---------------------------------------|
|----------|----------------------|---------------------------|------------------------|----------------------|---------------------------------------|---------------------------------------|

|        |     | Employer/Employee | Employer/Employee | Monthly Subsidy |     |     |
|--------|-----|-------------------|-------------------|-----------------|-----|-----|
| Single | TBD | 92% / 8%          | TBD               | \$6.00          | TBD | TBD |
| Family | TBD | 75% / 25%         | TBD               | \$47.00         | TBD | TBD |

#### **2024 –**

- The County and the Union will reopen the contract to negotiate medical insurance for 2024. Changes will be effective on January 1 of each year.

#### **(2) Dental Insurance:**

- **2022** – Effective January 1, 2022, the County and the employee will split the total premium for single or family dental coverage 50% County/50% employee.

| Coverage | Total Premium Amount | Premium Split Percentage: Employer/Employee | Employee Contribution | Employer Contribution |
|----------|----------------------|---------------------------------------------|-----------------------|-----------------------|
| Single   | \$44.68              | 50% / 50%                                   | \$22.34/mo            | \$22.34/mo            |
| Family   | \$99.59              | 50% / 50%                                   | \$49.80/mo            | \$49.80/mo            |

- **2023** – Effective January 1, 2023, the County and the employee will split the total premium for single or family dental coverage 50% County/50% employee.

| Coverage | Total Premium Amount | Premium Split Percentage: Employer/Employee | Employee Contribution | Employer Contribution |
|----------|----------------------|---------------------------------------------|-----------------------|-----------------------|
| Single   | TBD                  | 50% / 50%                                   | TBD                   | TBD                   |
| Family   | TBD                  | 50% / 50%                                   | TBD                   | TBD                   |

- **2024** – The County and the Union will reopen the contract to negotiate dental insurance for 2024.

Changes will be effective January 1 of each year.

#### **(1) Life Insurance:**

The County will provide group life insurance equal to one times an employee's annual salary. (minimum \$10,000, maximum \$50,000). Optional life insurance will be employee paid.

#### **(2) Long-Term Disability:**

The County will provide a basic long-term disability benefit providing 40% income replacement. Employees may buy an additional 20% income replacement at their own expense for a total of 60%.

#### **(3) Short-Term Disability:**

The County will offer an employee paid short-term disability plan to employees effective 1/1/2000 subject to meeting insurance carriers enrollment requirements.

The Union will allow the Employer to offer a pre-tax cafeteria plan that includes Health Care Expense Account-Premium Option, Health Care Reimbursement Account, and the Dependent Care Reimbursement Account to members of the bargaining unit. Participation is voluntary. The employer will contact the Union representative thirty (30) days or more prior to implementing any substantive changes in the program. If the Union disagrees with the proposed changes, the changes will not be implemented for the members of the bargaining unit unless legally required.

20.2 ...

### **County Contributions**

Early Retiree Contributions: For employees retired from Ramsey County who are less than the age of Medicare eligibility (early retirees), the County will make the same contribution to medical insurance premium as for active employees, subject to the years-of-service requirements listed above.

Regular Retiree Contributions: For employees retired from Ramsey County who are eligible for Medicare, or are at or exceed the age of Medicare eligibility (regular retirees):

2022- The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$75.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$150.00 per month.

2023 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$75.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$150.00 per month.

2024 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$75.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$150.00 per month.

County contributions are subject to the years of service requirements listed above. All changes effective January 1 each year.

## **Article 25 Wages**

25.2

Effective upon County Board approval of the 2022-2024 Agreement, the Employer may appoint employees above the minimum upon initial hire as Deputy Sheriff with consideration for previous experience as a law enforcement officer. Upon County Board approval of the 2022-2024 Agreement, no Deputy shall be appointed above step five (5). Effective January 1, 2023, no Deputy shall be appointed above step six (6).



- 25.3 Step increases will become effective on the applicable anniversary date of the employee's appointment to their classification as prescribed in the appended salary scale.
- 25.6 The general wage increases will be applied to the wage rates in the following order:
- a) Effective January 1, 2018, a one-time salary scale adjustment of \$0.10 will be applied to the base rate of pay. This adjustment will be the new base rate of pay effective January 1, 2018 prior to the wage increase. (This one-time adjustment is being made to incorporate the P.O.S.T. premium of 0.25% of Step 6 into the base salary.)
  - b)
    - 2022 - Effective upon County Board ratification in 2022, a new salary range reflecting a market adjustment will be implemented that includes a 1.50% general wage increase. The new salary range consists of seven (7) steps. Incumbents will be placed on the new range retroactive to the first full pay period following January 1, 2022.
    - 2023 – Wages will be increased by 2.25% effective the first full pay period following January 1, 2023. Employees shall progress through the wage schedule per the applicable salary plan in 2023.
    - 2024 – Wages will be increased by 2.25% effective the first full pay period following January 1, 2024. Employees shall progress through the wage schedule per the applicable salary plan in 2024.
- 25.10 Effective the first full pay period following 1/1/2022 the Employer will provide a matching contribution directly to the employee's deferred compensation plan provider of a maximum of \$35 per month or \$420.00 annual maximum, per contributing employee, provided the employee makes a minimum contribution of \$10.00 per month. This contribution will be prorated based on regular hours worked. In the event an employee contributes to more than one deferred compensation plan provider offered by the county, the employer contribution shall only be made to a single plan and will default to the plan that the employee contributes a greater amount to. In the event the employee contributes equally to the plan providers, the employer contribution will default to the MSRS administered plan.
- 25.12 A one-time, lump sum payment of one thousand dollars (\$1,000) will be made 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, to be paid the first full pay period following Board approval.
- A one-time, lump sum payment of five hundred dollars (\$500) will be made to all other employees who were not required to work in-person and/or provide in-person services/care throughout the ongoing pandemic and have had the option to work from home, as determined by the employer, to be paid the first full pay period following Board approval.
- These lump sum payments set no precedence or guarantee of any future lump sum payments for same or similar purposes. Reference to these lump sum payments shall be removed from the successor agreement following the 2022-2024 Agreement.