

Ramsey County Deputy Federation
Total Tentative Agreement List for 2025-2027

Tentative Agreement Reached on April 10, 2025

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 June 21, 2025.

Effective the first full pay period following County Board approval, all employees shall receive a lump sum payment of \$7,500, inclusive of differentials, pro-rated for part time employees.

Effective June 21, 2025, the applicable salary plans shall be revised as part of the countywide classification and compensation modernization initiative. Employees on steps 4 or higher as of December 31, 2024 will be placed on their current step number.

Effective June 21, 2025, steps that require three (3) or more years between progression shall reduce the progression by two (2) years, not to result in more than two (2) years between steps.

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.

1.0% market adjustment effective the first full pay period following July 1, 2026 to be applies to Salary Plan 130, Grade 03, Steps 4 through 7 and Salary Plan 135, Grade 03, Steps 3 through 5.

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.

3.8% market adjustment effective the first full pay period following July 1, 2027 to be applied to Salary Plan 130, Grade 03, Steps 6 and 7 and 2.0% market adjustment effective the first full pay period following July 1, 2027 to be applies to Salary Plan 135, Grade 03, Step 5.

MEDICAL INSURANCE

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

Tier	Employer Contribution %	Employee Contribution %
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:

Employee only (Single)	\$60/mo (\$720 annual maximum)
Employee + Spouse	\$125/mo (\$1,500 annual maximum)

Employee + child(ren)	\$125/mo (\$1,500annual maximum)
Family	\$125/mo (\$1,500annual maximum)

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

AGREEMENT
<p><u>Incidental Pay – Article 13</u></p> <ul style="list-style-type: none"> • Effective June 21, 2025, employees off-duty will be paid overtime in accordance with Article 12.1 for time spent on phone or responding electronically to an on-duty employee with incidental questions/ concerns.
<p><u>New Floating Holiday – Article 14</u></p> <ul style="list-style-type: none"> • Effective in 2025, additional 8 (eight) hours of floating holiday for probationary or permanent status employees.
<p><u>Saturday/Sunday Differentials – Article 15</u></p> <ul style="list-style-type: none"> • Effective 06/21/2025, increase the Saturday and Sunday differentials \$1.00 per hour.
<p><u>Night Differential – Article 15</u></p> <ul style="list-style-type: none"> • Effective 06/21/2025, increase night differential to 7% of the first step in the salary range established for the job classification.
<p><u>Acting Sergeant and Acting Commander Differential – Article 15</u></p> <ul style="list-style-type: none"> • Effective 06/21/2025, deputies assigned to be acting sergeants and sergeants assigned to be acting commander will receive a 12% differential per hour of the employee's base hourly rate in addition to their regular compensation. • 12% differential will be applied to employee's overtime compensation of 1.5x base hourly rate for all eligible hours worked in that assignment. • This compensation is not considered premium compensation- employees working assignments eligible for this provision are eligible for all differentials and premium pay.
<p><u>Clothing Allowance – Article 16</u></p> <ul style="list-style-type: none"> • Effective January 1, 2025, each employee will receive \$985.00 as a clothing allowance.
<p><u>Separation Pay – Article 18</u></p> <ul style="list-style-type: none"> • Updated accrual years.
<p><u>Minnesota Paid Family and Medical Leave Premium Split – Article 20</u></p>

AGREEMENT	
<ul style="list-style-type: none"> 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. 	
<u>Education – Article 23</u>	
<ul style="list-style-type: none"> Effective January 1, 2027, the amount set aside will increase to \$800 per year for each Sergeant and the retirement payment will sunset. 	
<u>Investigative Assignment – Article 25</u>	
<ul style="list-style-type: none"> Effective June 21, 2025, employees assigned in an investigator assignment or sergeant assigned to administer Uniform Patrol FTO Program will receive \$1.75 per hour for time spent working in that capacity. 	
<u>Patrol Premium – Article 25</u>	
<ul style="list-style-type: none"> Effective June 21, 2025, employees assigned to patrol shall receive payment of \$1.50 per hour for time spent working in that capacity. 	
<u>FTO – Article 25</u>	
<ul style="list-style-type: none"> Effective June 21, 2025, increase compensation rate to \$7.00 per hour for actual hours worked while performing FTO duties. 	

OTHER LANGUAGE ITEMS

AGREEMENT	
<u>Recognition – Article 2</u>	
<ul style="list-style-type: none"> Update bargaining unit definition to reflect the current definition after the merge of the deputies and sergeants into one bargaining unit. 	
<u>Union Security – Article 6</u>	
<ul style="list-style-type: none"> Modify union security article to conform with Minn. Stat. 179A. 	
<u>Seniority – Article 9</u>	
<ul style="list-style-type: none"> Update language to reflect both deputies and sergeants in the same bargaining unit. 	
<u>Overtime – Article 12</u>	
<ul style="list-style-type: none"> Delete outdated and inapplicable language. 	
<u>Court Time, Call Back Time, and On-Call Pay – Article 13</u>	
<ul style="list-style-type: none"> Update language to reflect both deputies and sergeants in the same bargaining unit. 	
<u>Holidays – Article 14</u>	
<ul style="list-style-type: none"> Modify language to reflect both deputies and sergeants in the same bargaining unit. New language to reflect an employee eligible to earn 14.6 holiday pay shall only be eligible to receive holiday premium pay once per holiday. 	
<u>Sick Leave – Article 17</u>	
<ul style="list-style-type: none"> Update sick leave article to confirm with Minn. Statute 181.9445-181.9448. 	
<u>Sick Leave for Birth/Adoption – Article 17</u>	
<ul style="list-style-type: none"> Modify 17.7 to allow for employees to use sick leave not to exceed one-hundred and sixty (160) hours for the birth or adoption of the employee's child or a child regularly residing in the employee's immediate household. 	
<u>Vacation – Article 19</u>	

AGREEMENT	
<ul style="list-style-type: none"> Modify vacation accrual schedule to match other RCSO law enforcement groups. As part of a grievance settlement, Deputies and Sergeants eligible to vacation accrue at 6.4615 and 7.6923 hours per pay period will receive a one-time allotment of twenty (20) hours of compensatory time effective the first full pay period following County Board approval. 	
<u>Paid Parental Leave – Article 21</u>	
<ul style="list-style-type: none"> 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. 	
<u>Mileage and Parking – Article 21</u>	
<ul style="list-style-type: none"> Update language to include the county’s Commuting Policy. 	

MEMORANDA OF AGREEMENT

AGREEMENT	
Sergeants and Deputies:	
i. Short/Long Term Disability MOA– Renew	
ii. Vacation Advance MOA – Renew	
iii. Intermittent Employees under ACA MOA – Renew	
Deputies:	
i. Uniform Voucher MOA – Renew	
ii. Health Care Savings Plan MOA – Renew	
iii. Health Care Savings Plan Contributions MOA – Renew	
iv. 4- Ten Hour & 4- Off Schedule Impact MOA - Renew	
v. Specia Duty MOA – Renew	
Sergeants:	
i. Education and training Funds– Renew	
ii. Labor Management Committee – Renew	
iii. Disability Sick Leave Bank - Renew	
iv. Post Separation Health Care Savings Plan – Renew	
v. Post Separation Health Care Savings Plan- Employee Contribution – Renew	