

Ramsey County Deputy Federation
Total Tentative Agreement List for 2021

TA Reached 04/12/2022

DURATION

This Agreement shall be effective as of the first day of January 2021, and shall remain in full force and effect until the last day of December 2021.

WAGES

- 0.50% general wage increase and retroactive to the first full pay period following January 1, 2021.
- Employees shall progress through the wage schedule per the applicable salary plan in 2021.

INSURANCE

Prior Agreement via MOA

Medical: **2021**

Single Coverage:
Employee Pays \$75/mo.

Family Coverage:
Split of Increase 75% employer/25% employee

Dental:

2021 – 50/50 split of premium increase/decrease

New insurance premium rates effective January 1, 2021.

OTHER ECONOMIC ITEMS

Clothing Allowance – Article 16.1

- Effective January 1, 2021, increase clothing allowance from \$780 to \$900.

Maximum Annual Vacation Accrual – Articles 19.2

- Increase maximum annual vacation accrual from 2 times to 2.5 times the annual accrual effective January 1, 2021.

Special Assignment Pay – Article 25.5

- Increase special assignment pay from \$200/month to \$225/month effective the first full pay period following January 1, 2021.

OTHER LANGUAGE ITEMS

Recognition – Article 2

- Reflect new exclusive representative

Definitions – Article 3

- New definitions for Classification Seniority and Overall Seniority

Employee Rights – Grievance Procedure – Articles 7.4, New 7.7

- Clarification of language related to grievances
- New Article 7.7 to clarify that grievance documentation is not stored in the employee's official personnel file

Seniority – Articles 9.1, 9.7

- Clarification of continuous service record
- Changes to notification process for vacancies, to be emailed and posted for at least five days

Discipline – Article 10.5

- Clarification of language regarding items in personnel files

Sick Leave – Article 17.6

- Modifications to language in accordance with MN statute related to sick leave for family members and safety leave

Separation Pay – Article 18.1

- Clarification of language regarding minimum number of hours of sick leave

Vacation – Articles 19.3, 19.5

- Clarification of vacation bid when transferring to a new position or unit in Article 19.3
- Clean up of language in Article 19.5, no substantive change

Education – Article 23.1

- Modification of language to align with expansion of County-wide policy, no change to reimbursement amount

MEMORANDA OF AGREEMENT

- i. Short/long term Disability MOA- **Continue agreement**
- ii. Vacation Advance MOA- **Continue agreement**
- iii. Uniform Voucher MOA – **Remove existing and replace with revised version**
- iv. HCSP (2016) MOA- **Continue agreement**
- v. 4-ten hour & 4-off Schedule impact MOA- **Continue agreement**
- vi. Intermittent Employees under ACA MOA- **Continue agreement**
- vii. HCSP signed by S. Blaeser- presumably 2018? MOA- **Add date to MOA, and move behind the 2016 MOA for clarity in reading.**
- viii. Special Duty MOA - **Continue agreement**
- ix. Tuition Reimbursement MOA- **Remove, proposal between the parties to reflect this update in the body of the contract.**