

Ramsey County
Teamsters Local 320 Probation Officers
2022-2024 Agreement Tentative Summary Reached Following Mediation 8/22/2022

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 17

- \$1,000 to employees who have been required to work on-site and provide direct in-person services as of Q1 2022, as determined by the employer.
- \$500 to all other employees who were not required to work in-person or had the option to work from home as of Q1 2022, as determined by the employer.

Eligibility is based on employees meeting the above requirements who were employed as of the end of Q1 2022 and remain employed at the time the payment is issued following implementation of the full 2022-2024 Agreement.

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

Work Schedules – Premium Pay –Article 6

- 6.4 change from .70 cents to .75 cents per hour for each hour worked

Juneteenth and Floating Holidays – Articles 7

- 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 7.3 to separate the floating holiday language to a new section 7.4 and re-number accordingly.

Sick Leave – Article 8

- 8.3(2) Increase the number of hours of sick leave that can be used for the purpose of birth or adoption from 40 hours to 80 hours.
- 8.6 Expand the use of bereavement leave to include non-traditional family arrangements for clarity and inclusivity

Maximum Annual Vacation Accrual – Article 9

- Modify the language in article 9.5 Vacations 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.

Wages – Article 17.8 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.

Tuition Reimbursement/Education Allowance – Article 21.11

- Revise Education Allowance language to align with expansion of County-wide policy, no change to County reimbursement amount.

Bargaining Dates – Article 23

- Language added to provide a date for the exchange of dates to begin bargaining

Housekeeping

- Review for non-substantive clean-up formatting, gender neutral language.
- Strike “INSTITUTIONAL EMPLOYEES” from the title of Article 16. This language includes both field and institution employees and article 16.4 outlines an exception for employees working within institutions.

MEMORANDA OF AGREEMENT

- i. MOA for Vacation Advance - **Renew**
- ii. Post Termination Health Care Savings Plan - **Renew**
- iii. Short/Long Term Disability - **Renew**
- iv. Intermittent employee medical insurance eligibility - **Renew**
- v. Pilot Option for Compensatory Time Off Cash Out - **Renew**
- vi. Field Training Officer- Training Program Pilot - **Renew**
- vii. Working Out of Class As Acting Shift Supervisor at JDC - **Renew**
- viii. Juvenile Restructuring MOA - **Renew**
- ix. **NEW*** - Pilot Shift bid by Team at the JDC

* New MOA for pilot shift bid at the JDC based on Employer identified teams, does not include any post assignments, effective at a time determined by the employer during the life of the contract (2022-2024). MOA will automatically expire effective 12/31/2024 and parties are required to negotiate any agreement to continue a shift bid process beyond 12/31/2024.