

Teamsters 320 Probation Officer

Tentative Agreement List for 2021

TA Reached 07/07/2021

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.

Compensation Related Changes:

WAGES

2021

Increase: 0.5%

Effective Date: First Full Pay Period (FFPP) following January 1, 2021. Employees shall progress through the wage schedule per the applicable salary plan in 2021.

INSURANCE- Agreement via MOA effective 01/01/2021 – incorporate language from agreement into the contract

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.

RETIREE INSURANCE CONTRIBUTIONS

Regular Retiree Minimum Payment:

2021

Single – No less than: \$65/mo.
Family – No less than: \$140/mo.

Early Retiree Medical – Same contribution as active employee for 2021.

Boys Totem Town – Article 13.4

Strike language in Article 13.4 regarding Boys Totem Town. Renumber current articles accordingly.

Wages

Provide a one-time lump sum payment of two-hundred (\$200) dollars for contract year 2021. This is payable following County Board approval of the agreement and applies to employees currently employed at the time of board approval. This lump sum sets no precedence or practice.

Updated MOA – Pilot Option for Compensatory Time Off Cash Out

Update dates of existing MOA to continue pilot for 2021.

New MOA – Field Training Officer Training Program Pilot - 2021

Establish a salary differential of \$3.00 for employees assigned Field Training Officer duties.

New MOA – Working out of Class as Acting Shift Supervisor at JDC

Clarify Acting Shift Supervisor at the JDC.

MOAs

- MOA Vacation Advance (i) – **Continue agreement**
- MOA Post Termination HCSP (ii) – **Continue agreement**
- MOA Short/Long Term Disability (iii) – **Continue agreement**
- MOA ACA Insurance for Intermittent Employees (iv) – **Continue agreement**
- MOA Working Out of Class JCD/BTT – **Remove**
- MOA Pilot for Comp Time Cash Out (v) – **Updated MOA for 2021**
- BTT Closure – **Remove**
- **New MOA** Field Training Officer – Training Program Pilot 2021 (vi)
- **New MOA** Working out of Class as Acting Shift Supervisor at JDC (vii)

Housekeeping

- Update dates and numbering throughout the contract.
- Add page numbers to MOAs and add to index.
- Modify gender pronouns.

Parties to review upon redline of final agreement.

LANGUAGE CHANGES

Article 13 Work Force

~~13.4 — Assignment of Probation Officers to dorms (Boys' Totem Town) — When openings occur in the Probation Officer positions, new staff will be assigned to the vacant position within the dormitory. Staff may request to be transferred from one dormitory to another. These requests will be considered at the time an opening occurs or in July of each year. The decision for assignment of dormitory staff will be by discussion and consensus of the assistant superintendent and treatment director. Final approval will be made by the superintendent. Notification of any reassignments will be made by July 31st of each year. Bidding on rotating shift — Probation Officers (Boys' Totem Town) — From August 1st to August 15th each year, (commencing August 1, 1979) the Probation Officers assigned to a dormitory may bid on the position within each dorm that rotates days and afternoons. This bidding will be within a dormitory only and not across dormitories. The bidding will be by seniority within the bargaining units. The shift reassignments will be effective September 1st of each year.~~

Article 15 Insurance

15.1 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:

~~2018—Employees shall contribute \$65 for single coverage. For family coverage, the County shall pay 75% of the premium increase from 2017 to 2018 and the employee shall pay 25% of the increase.~~

~~2019—Employees shall contribute \$65 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2018 to 2019, 75% County/25% employee.~~

2020-2021— Employees shall contribute \$7075 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2019 to 2020, 75% County/25% employee.

Changes will be effective on January 1, 2021 ~~of each year~~.

(2) Dental Insurance:

~~2018—The County and the employee will split the increase in premium for single and family coverage 50/50.~~

~~2019—The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.~~

2020-2021— The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.

Changes will be effective January 1, 2021 ~~of each year~~.

(3) 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.

(4) 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%.

(5) 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.

15.2 **Eligibility**

Retiree Insurance: Employees who retire from Ramsey County under provisions of the Public Employment Retirement Act may participate at their option under the health and welfare insurance plans for retired Ramsey County employees. There is no County contribution to dental insurance premiums. County contribution for medical insurance is as follows:

Employees hired before July 1, 1992 – Employees hired before July 1, 1992 must have 10 years (20,800 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums. If an employee retires under PERA disability retirement, the employee must have 5 years (10,400 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums.

Employees hired on or after July 1, 1992 – Employees hired on or after July 1, 1992 must have 20 years (41,600 hours) of County service to receive 50% of the County contribution to retiree medical insurance

premiums. This amount will increase by 4% for each additional year (2,080 hours) of County service until there is a maximum of 90% of the County contribution after 30 years (62,400 hours).

Current insurance eligible employees hired between 7/1/92 and 12/31/05 – Current insurance eligible employees hired between 7/1/92 and 12/31/05 elected in writing prior to 11/1/06 whether they would maintain their current retiree insurance benefit, or opt out of the current retiree benefit and participate in the Health Care Savings Plan (HCSP) option. **This was a one time, irrevocable decision. Employees who did not make an election in writing prior to 11/1/06, were deemed to have elected to retain their current retiree insurance benefit.**

Effective the 1st full pay period following 1/1/07, employees opting out of the current retiree insurance benefit contribute 1% of salary on a per pay period basis to the HCSP.

The County will contribute five hundred twenty five dollars and twenty cents (\$525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (\$634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year.

Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave.

Only insurance-eligible employees are eligible to participate in this HCSP option.

Employees hired on or after 1/1/06 - Employees hired on or after 1/1/06 will not receive any County contribution toward retiree insurance. Employees who meet the eligibility requirements for retiree insurance may participate in the County's retiree insurance plan but will be responsible for the entire premium. All new employees hired on or after 1/1/06 will contribute 1% of salary on a per pay period basis to a Health Care Savings Plan (HCSP).

The County will contribute five hundred twenty five dollars and twenty cents (~~\$~~525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (~~\$~~634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year. Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave. Only insurance-eligible employees are eligible to participate in this HCSP option.

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):

~~2018—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 \$60.00 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 \$130.00 per month.~~

~~2019—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 \$60.00 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 \$130.00 per month.~~

~~2020-2021-~~ 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 \$65.00 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 \$140.00 per month.

County contributions are subject to the years of service requirements listed above. All changes effective January 1, 2021-each year.

Article 16 Overtime – Institutional Employees

16.5 Employees must not accumulate more than sixty (60) hours overtime during one (1) six (6) month period. When staffing permits, overtime will be liquidated under the following procedure:

- (1) Compensatory time will be offered to employees with over sixty (60) hours accumulated time.
- (2) Supervisors will order liquidation of overtime in excess of sixty (60) hours on twenty-four (24) hour notice to the employee.
- (3) Liquidation of compensatory time will be scheduled four (4) days in advance for those employees with sixty (60) hours or less accumulated overtime.
- (4) Compensatory time will be assigned upon an employee's request when staffing is available and the request will not interfere with the orderly operation of the department.

Note: Pilot program Memorandum of Agreement (attached) governs this section for the duration of the collective bargaining agreement for ~~2018-2020~~2021.)

Article 17 Wages

17.1 Wage Schedules. Employees shall be compensated in accordance with the wage schedules attached to this Agreement, ~~and will continue to be paid the salary rates that were effective as of January 1, 2017. Effective the first full pay period following January 1, 2018, the January 1, 2017 salary rates shall be increased by 2.5%. Effective the first full pay period following January 1, 2019, the January 1, 2018 salary rates shall be increased by 2.5%. Effective the first full pay period following January 1, 2020, the January 1, 2019 salary rates shall be increased by 2.5%. Effective the first full pay period following January 1, 2021, the January 1, 2020 salary~~

rates shall be increased by 0.5%. Employees shall progress through the wage schedule per the applicable salary plan in 2021.

Article 23 Term of Agreement

This Agreement shall be in full force and effect from January 1, ~~2018-2021~~ to December 31, ~~2020-2021~~, and shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by September 1st prior to the anniversary date that it desires to modify or terminate this Agreement. In witness thereof, the parties have caused this agreement to be executed this _____ day of _____.

See attached MOAs