

Provisions of Sheriff's Deputies Association Labor Agreement 1/1/2019 – 12/31/2021

WAGES

2019

Effective January 6, 2019 all rates shall be increased by 2.5%.

2020

Effective January 5, 2020 all rates shall be increased by 2.5%.

2021

Effective January 3, 2021 all rates shall be increased by 2.0%.

PROGRESSION/ PROMOTION

2019, 2020, 2021

Employees not at the maximum of their salary range are eligible for a 3% progression increase on their anniversary date, provided the employee's work performance evaluation is valued or better.

The minimum increase for promotions shall also be 3%.

MARKET ADJUSTMENTS

In 2019, licensed Association job classes will receive a 4.0% market adjustment due to an arbitration award; we will implement the market adjustment concurrent with the 2019 general salary adjustment. In 2019, the Sheriff's Deputy range minimum and maximum (including the general and market adjustments) will be \$58,028 – 81,022.

MISCELLANEOUS ADJUSTMENTS

- **HCSP contributions** – Consistent with the economic pattern settlement, the County contribution will be paid annually in February based on the length of service level to be achieved in December of the same calendar year. This change provides administrative convenience over providing contributions on individual employee anniversary dates throughout the year.
- **Uniforms** – licensed deputies will receive a \$150 increase to their uniform allowance, from \$850 – \$1000 annually, paid on a monthly remittance schedule beginning in 2021; deputies' first-dollar clothing obligation increases from \$75 to \$150.
- **Medical Leave of Absence** – Consistent with other bargaining agreements, requires a disabled employee to exhaust only all sick leave benefits before eligibility for a medical leave of absence.
- **Paid Time Off** – Consistent with most bargaining units and employee groups, this collective bargaining agreement will incorporate the County's PTO leave plan as an option for members.

MEDICAL INSURANCE

Employee Contributions toward Health Premiums, 2019, 2020, 2021

Standard Plan

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	11%
Employee + spouse	25%
Employee + child/ren	25%
Family	24%

Advantage Plans – Fairview/North Memorial/HealthEast OR HealthPartners/Park Nicollet

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	7%
Employee + spouse	21%
Employee + child/ren	21%
Family	20%

Advantage Plans – HCMC/NorthPoint

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	3%
Employee + spouse	17%
Employee + child/ren	17%
Family	15%

Health Insurance Plan Design Changes, 2019

The Labor Management Health Care Committee (LMHCC) unanimously recommended no plan design changes this year based on the 1% premium increase.

Health Insurance Premium and Plan Design Changes, 2020, 2021 and 2022. Under the terms of the prior contract, the Labor Management Health Care Committee (LMHCC) unanimously recommended the continuation of the consensus process for the purpose of setting plan design and premium for the years 2020, 2021 and 2022.

SUBSIDY TO COUNTY DENTAL PLAN - Effective with the 2019 plan year, the county will contribute 40% of the premium for union employees who have selected the county dental plan.

LIFE INSURANCE - The County will increase Basic Life Insurance from \$30K to \$50K.

SHORT AND LONG TERM DISABILITY - Changes in how these benefits are delivered. Effective 1/1/19, short term disability will no longer be funded by employee sick/PTO accruals, but will rather be paid via paycheck deduction. Long Term Disability will become an employer-paid benefit.

TRANSIT SUBSIDY - The transit subsidy will increase from 40% to 50% for both the Metro Pass and the Go To Card.