

**MASTER LABOR AGREEMENT**  
**BETWEEN**  
**THE CITY OF ELK RIVER**  
**AND**  
**LAW ENFORCEMENT LABOR SERVICES, INC.**  
**LOCAL 271**

**Effective January 1, 2022, through December 31, 2024**

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**Labor Agreement  
between  
City of Elk River  
and  
Law Enforcement Labor Services, Inc.**

**ARTICLE I - PURPOSE OF AGREEMENT**

This Agreement is entered into between the City of Elk River hereinafter called the Employer, and Law Enforcement Labor Services, Inc., Local No. 271, hereinafter called the Union.

The intent and purpose of this Agreement is to:

- 1.1 Establish certain hours, wages, and other conditions of employment;
- 1.2 Establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application;
- 1.3 Specify the full and complete understanding of the parties; and
- 1.4 Place in written form the parties' full agreement upon terms and conditions of employment for the duration of this Agreement.

The Employer and the Union, through this Agreement, continue their dedication to the highest quality of public service. Both parties recognize this Agreement as a pledge of this dedication.

**ARTICLE 2 - RECOGNITION**

- 2.1 The Employer recognizes the Union as the exclusive representative for all Employees in a unit certified by the State of Minnesota Bureau of Mediation Services, Case No. 00-PCE-483 as:  

All Sergeants employed by the City of Elk River Police Department, Elk River, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding non-supervisory, non-essential and confidential employees.
- 2.2 In the event the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

**ARTICLE 3 - DEFINITIONS**

- 3.1 Union Member: A member of Law Enforcement Labor Services, Inc., Local No. 271.
- 3.2 Employee: A member of the exclusively recognized bargaining unit.
- 3.3 Department: The City of Elk River Police Department.
- 3.4 Chief: The Chief of the City of Elk River Police Department.
- 3.5 Union Steward: Officer elected or appointed by Law Enforcement Labor Services, Inc., Local No. 271.

## **ARTICLE 4 - UNION SECURITY**

In recognition of the Union as the exclusive representative the Employer shall:

- 4.1 Deduct each payroll period an amount sufficient to provide the payment of dues established by the Union from the wages of all Employees authorizing in writing such deduction or a fair share fee deduction, as provided in Minnesota Statutes 179A.06 subd. 3; and
- 4.2 Remit such deduction to the appropriate designated officer of the Union.
- 4.3 The Union may designate certain Employees from the bargaining unit to act as stewards and shall inform the Employer in writing of such choice.
- 4.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the City as a result of any action taken or not taken by the City under the provisions of this Article.
- 4.5 The Employer agrees to make space available on the Employer bulletin board for the posting of official Union notice(s) and announcements.

## **ARTICLE 5 - EMPLOYER AUTHORITY**

- 5.1 The Employer retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel; to establish work schedules; and to perform any inherent managerial function not specifically limited by this Agreement.
- 5.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.

## **ARTICLE 6 - EMPLOYEE RIGHTS-GRIEVANCE PROCEDURE**

### 6.1 DEFINITION OF A GRIEVANCE

A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

### 6.2 UNION REPRESENTATIVES

The Employer will recognize representatives designated by the Union as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the Employer in writing of the names of such Union representatives and of their successors when so designated.

### 6.3 PROCESSING OF A GRIEVANCE

It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and the Union Steward shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the Employer during normal working hours provided the Employee and the Union Steward have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

#### 6.4 PROCEDURE

Grievances, as defined by Section 6.1, shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the Employer. The Employer-designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested and shall be appealed to Step 2 within ten (10) calendar days after the Employer-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 2 representative. The Employer-designated representative shall give the Union the Employer's Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 3. A grievance unresolved in Step 2 and appealed in Step 3 may be submitted to the Minnesota Bureau of Mediation Services. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the Union within ten (10) calendar days shall be considered waived.

Step 4. A grievance unresolved in Step 3 and appealed in Step 4 shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. The Employer and the Union representative shall endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the parties cannot agree on an arbitrator, the selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services.

#### 6.5 ARBITRATOR'S AUTHORITY

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.
- B. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.
- C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings the cost shall be shared equally.

## 6.6 WAIVER

If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union.

## **ARTICLE 7 - SAVINGS CLAUSE**

In the event any provision of this Agreement shall be held to be contrary to law by court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions of this Agreement shall continue in full force and effect. The voided provision may be renegotiated at the request of either party.

## **ARTICLE 8 - WORK SCHEDULES**

- 8.1 The normal work year for full-time Employees is two thousand eighty (2,080) hours to be accounted for by each Employee through:
- a) hours worked on assigned shifts;
  - b) holidays;
  - c) assigned training;
  - d) authorized leave time.
- 8.2 Nothing contained in this or any other Article shall be interpreted to be a guarantee of a minimum or maximum number of hours the Employer may assign employees.
- 8.3 Any change of an Employee's schedule made by the Employer with less than a 24-hour notice shall result in the payment at the rate of time and one half the Employee's base rate of pay for all hours worked during the scheduled change. Change in shifts initiated by the Employee, special detail, special projects, and other non-regular shifts do not qualify for this provision.

## **ARTICLE 9 - OVERTIME**

- 9.1. Employees will be compensated at one and one-half (1 ½) time the Employee's regular base pay rate for hours worked in excess of the Employee's regularly scheduled shift. Changes of shifts do not qualify an Employee for overtime under this Article.
- 9.2. Overtime will be distributed as equally as practicable.
- 9.3. Overtime refused by Employees will, for record purposes under Article 9.2., be considered as unpaid overtime worked.
- 9.4. For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded, or paid twice for the same hours worked.
- 9.5. Overtime will be calculated to the nearest fifteen (15) minutes.
- 9.6. Employees have the obligation to work overtime or call backs as requested by the Employer unless unusual circumstances prevent the Employee from so working. The minimum call back will be two hours.
- 9.7 For Employees scheduled to work contract security events; if the event is cancelled within twenty-four (24) hours of the Employee's start time the Employee shall receive a minimum of two (2) hours

pay at straight time.

## **ARTICLE 10 - COMPENSATORY TIME**

Regular full-time Employees may be allowed to accumulate either overtime worked at the rate provided for in Article 9 or compensatory time at the rate of one and one-half (1 ½) times the excess hours worked. Employees may use compensatory time off duty with pay, subject to prior approval of the Employer. Employees may cash out accrued but unused compensatory time during a regular pay period in the month of June of each year. The City Administrator may approve compensatory time to be cashed out during a regular pay period at other times during the year due to unforeseen, extenuating circumstances. Compensatory time in excess of forty (40) hours accumulated but not used as time off with pay shall be paid by the Employer between December 1 and December 31 of each calendar year. No more than (40) hours of compensatory time shall be carried from one calendar year to the next.

## **ARTICLE 11 - SHIFT DIFFERENTIAL**

Employees who work shift hours between 6:00 p.m. and 5:59 a.m. shall be paid a shift differential of \$0.75 for each hour actually worked. Special detail, special projects, and other non-regular shifts do not qualify for shift differential.

## **ARTICLE 12 - COURT TIME**

A regular full-time Employee who is required to appear in court during the Employee's scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1 ½) times the Employee's base pay rate. An extension or early report to a regularly scheduled shift does not qualify the regular full-time Employee for the three (3) hour minimum. An Employee who works a power or night shift shall receive a minimum of three (3) hours pay at two (2) times the Employee's base rate of pay if the Employee is required to appear in court prior to 2:00 p.m. that same day.

Administration will confirm a cancellation to a scheduled court appearance and notify Employees electronically before the close of business (4:30 p.m. CST) the business day before the scheduled court date. On any occasion where an electronic cancellation notice is not provided and court is subsequently canceled after the close of business from the previous day, the Employee shall receive a minimum of three (3) hours pay at one and one-half (1½) times the Employee's base rate of pay.

## **ARTICLE 13 - STANDBY PAY**

Regular full-time Employees required by the Employer to standby shall be paid for such standby time at the rate of one-half (1/2) hours' pay for each hour on standby.

## **ARTICLE 14 - DISCIPLINE**

14.1 The Employer will discipline Employees for just cause only. Discipline will be in one of the following forms:

- a) Oral reprimand
- b) Written reprimand
- c) Suspension
- d) Demotion
- e) Discharge

14.2 Suspensions, demotions and discharges will be in written form.



- 14.3 Written reprimands, notices of suspension, notices of demotion and notices of discharge which are to become part of an Employee's personnel file shall be read and acknowledged by signature of the Employee. Employees and the Union will receive a copy of such reprimands and/or notices.
- 14.4 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.
- 14.5 Employees will not be questioned concerning an investigation of disciplinary action unless the Employee has been given an opportunity to have a Union representative present at such questioning.
- 14.6 Grievances relating to this Article shall be initiated by the Union at Step 3 of the grievance procedure under Article 6 of this Agreement.

## **ARTICLE 15 - SENIORITY**

- 15.1 Seniority will be the determining criterion for transfers and promotions within the bargaining unit when the job relevant qualifications between applicants are equal.
- 15.2 Job classification seniority will be the determining criterion for layoffs. Seniority will be the determining criterion for recall only when the job-relevant qualification factors are equal. Recall rights under this provision will continue for twenty-four (24) months after lay off. Recalled Employees shall have ten (10) working days after notification of recall by registered mail at the employee's last known address to report to work or forfeit all recall rights.
- 15.3 Two (2) continuous vacation periods may be selected on the basis of seniority until April 1 of each calendar year.

## **ARTICLE 16 - PROBATIONARY PERIODS**

- 16.1 All newly hired or rehired Employees will serve a one (1) year probationary period.
- 16.2 All Employees will serve a six (6) month probationary period in any job classification in which the Employee has not served a probationary period.
- 16.3 At any time during the probationary period a newly hired or rehired Employee may be terminated at the sole discretion of the Employer.
- 16.4 At any time during the probationary period a promoted or reassigned Employee may be demoted or reassigned to the Employee's previous position at the sole discretion of the Employer.

## **ARTICLE 17 - UNIFORMS**

Regular full-time Employees shall receive a \$700.00 uniform allowance each year to be used on a voucher system basis.

Employees assigned to positions not requiring a uniform (i.e. detective) shall receive a cash reimbursement upon submittal of receipts.

All items charged to the Employer by the regular full-time Employee on the voucher system basis must receive prior approval of the Chief. The amount charged shall not exceed the outstanding balance in the Employee's uniform allowance account.

An Employee who has submitted a notice either verbally or in writing to terminate employment shall not purchase uniforms under this section and reimbursement shall not be made for any purchases after the

notice.

Employees are required to maintain a proper duty uniform.

The city will develop a Load Bearing Vest program and fund Load Bearing Vests and replacements which include replacement of pouches and accessories.

## **ARTICLE 18 - SICK LEAVE**

18.1 Sick leave is not a privilege or vested right that an Employee may use at his/her discretion. Eligible Employees may use sick leave only for the following:

- Personal illness or injury;
- To attend medical and dental appointments;
- To care for sick dependents;
- To take dependents to medical and dental appointments;
- To utilize additional time for bereavement;
- In accordance with state and federal law.

Paid sick leave is provided for regular full-time and on a prorated basis for eligible part-time Employees. Regular full-time Employees accrue sick leave at a rate of eight (8) working hours for each calendar month. Temporary and seasonal Employees are not eligible for sick leave.

There is no limit on the amount of accrued sick time that can be accumulated and carried forward from one year to the next.

An Employee must notify his/her immediate supervisor at least thirty (30) minutes before the start of his/her regular start time if the Employee intends to be absent from work. If an emergency prevents the Employee from notifying his/her immediate supervisor at such time, the Employee must call his/her immediate supervisor as soon as possible during the workday. The Employee is required to keep his/her immediate supervisor informed of his/her anticipated return to work.

An Employee attempting to use sick time for reasons other than those explicitly permitted in this policy will be subject to disciplinary action up to and including termination.

A doctor's note shall be required if an Employee is absent more than four (4) days or if abuse of sick leave is suspected by the Employee's immediate supervisor, department head, or the City Administrator. In some circumstances, an Employee may be requested to submit to a medical examination by a physician or medical facility licensed to practice medicine. In such a circumstance, the City may select the physician and facility that will conduct the examination.

Unused sick leave will not be paid out in wages upon termination of employment, except as provided in the Severance Pay section below.

18.2 Leave balances will be checked on the last pay day in October of each year.

If Employee is at or over 960 accrued sick hours, they will begin accruing leave at the rate of eight (8) 8-hour days per year on the first pay day in November.

If Employee is under 960 accrued sick hours they will remain accruing at the rate of twelve (12) days per year.

When balances are checked on the last pay day in October the following year, Employees accruing at the eight (8) days per year rate shall have one-half (1/2) of the previous year's accrued hours paid into Employee's Post Employment Health Care Savings Plan and the remaining half will remain in Employee's sick leave bank. ie: If you begin the year at the 8-day accrual rate half of your year's accrual will be paid into your PEHCSP at the end of the year and the other half will remain in your bank.

If the balance is below 960 when checked the following year, Employee returns to the twelve (12) days per year accrual rate. Employees are not eligible for HCSP payment when accruing at the twelve (12) days per year rate and all unused accrued hours remain in their bank.

If the balance is at or above 960 when checked, they move to or remain in the eight (8) day per year accrual plan.

For the purpose of implementing this plan in 2022, the leave balances will be checked on the first pay day following the signing of this contract and the terms above will apply going forward.

### 18.3 Severance Pay

An Employee resigning his/her employment with the City will be eligible for a cash payment for unused sick leave if the following conditions are met:

1. The Employee must resign in good standing (not terminated by the City); and
2. The Employee must provide proper written notice of his/her resignation in accordance with the City Resignation Policy; and
3. The Employee must execute a release of claims.

Payment shall be based on the consecutive years of service completed by the Employee and his/her accrued sick leave balance.

An Employee terminating after completing two (2) years of consecutive service will receive payment for fifty percent (50%) of his/her accumulated sick leave balance up to a maximum payment for four hundred eighty (480) hours. Payment shall be at the current rate of pay when the resignation is submitted.

Any accumulated sick leave in excess of nine hundred sixty (960) hours is not eligible for payment under this policy. Employees may continue to accumulate sick leave in excess of nine hundred sixty (960) hours to be used in accordance with the Family Medical Leave Act.

## **ARTICLE 19 - INJURY ON DUTY**

Regular full time Employees injured during the performance of their duties for the Employer shall be paid the difference between the full time Employee's regular pay and worker's compensation insurance payments for a period not to exceed forty-five working days per injury, not charged to the regular full time Employee's vacation, sick leave or other accumulated leave time, for full shifts off work due to injury, in addition to any partial shifts off of work on the initial day of injury, and after three (3) working days initial waiting period per injury. The three (3) working day waiting period shall be charged to the regular full time Employee's sick leave account less workers compensation insurance payments.

**ARTICLE 20 - VACATION**

20.1 Regular full-time Employees shall earn vacation time at the following rate:

<u>Length of Service</u>	<u>Accrual Rate</u>
From start of employment through completion of the 5 <sup>th</sup> year	88 working hours per year
Beginning of the 6 <sup>th</sup> year through completion of the 7 <sup>th</sup> year	112 working hours per year
Beginning of the 8 <sup>th</sup> year through completion of the 9 <sup>th</sup> year	120 working hours per year
Beginning of the 10 <sup>th</sup> year through completion of the 11 <sup>th</sup> year	128 working hours per year
Beginning of the 12 <sup>th</sup> year through completion of the 13 <sup>th</sup> year	136 working hours per year
Beginning of the 14 <sup>th</sup> year through completion of the 15 <sup>th</sup> year	144 working hours per year
Beginning of the 16 <sup>th</sup> year through completion of the 17 <sup>th</sup> year	152 working hours per year
Beginning of the 18 <sup>th</sup> year	160 working hours per year
Beginning of the 19 <sup>th</sup> year	168 working hours per year
Beginning of the 20 <sup>th</sup> year	176 working hours per year
Beginning of the 21 <sup>st</sup> year	184 working hours per year
Beginning of the 22 <sup>nd</sup> year through completion of the 24 <sup>th</sup> year	192 working hours per year
Beginning of the 25 <sup>th</sup> year and thereafter	200 working hours per year

20.2 40/40/40 Vacation Payout Option

An Employee may request a one-time per year payout for forty (40) hours of accumulated vacation in conjunction with taking forty (40) hours of vacation leave provided that after the reduction of the eighty (80) hours the Employee retains a minimum vacation balance of forty (40) hours. The irrevocable election to take the 40/40/40 option must be made by the end of the year prior to taking the vacation and the vacation hours taken must be consecutive. The vacation payout will be made the latter of when the Employee has earned forty (40) hours of vacation in the year or the pay period following the vacation taken.

**ARTICLE 21 - BEREAVEMENT LEAVE**

Regular full-time Employees shall be eligible for bereavement leave per City Policy.

## **ARTICLE 22 - HOLIDAYS**

22.1 All regular full-time Employees shall receive the following eleven (11) holidays or a substitute day off with pay. Employees scheduled to work on the following holidays will receive an additional one-half (1/2) times pay for each hour worked:

New Year's Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
President's Day	Day after Thanksgiving Day
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	

If Juneteenth is included in Minnesota Statute 645.44 Subd. 5. during the life of this contract, Juneteenth will be included in this list of holidays.

22.2 Regular full-time Employees who leave employment of the Employer under honorable conditions shall be paid holiday earned on a pro-rated basis for the months of service worked in that calendar year. Regular full-time Employees leaving the employment of the Employer during a calendar year who have utilized more holiday time than would be earned on a pro-rated basis, will be required to reimburse the Employer for time taken and not earned. Payment in lieu of holiday time off of work, or days off of work in lieu of holidays will be on the basis of straight time. Payment of unused holiday time shall be made by the Employer to Employees between December 1 and December 31 of each calendar year.

## **ARTICLE 23 – DETECTIVE SERGEANT ON-CALL**

A Detective Sergeant assigned by the Police Chief to a scheduled on-call duty rotation, will not be regularly scheduled to work the above referenced eleven (11) holidays and will receive eight (8) hours of regular pay for each designated holiday.

A Detective Sergeant assigned on-call duty by management at a time other than their weekly rotation shall be compensated one hour of compensatory time for each day on-call. Changes made between Employees do not qualify for the one-hour compensatory time.

## **ARTICLE 24 – MILEAGE ALLOWANCE**

The Employer agrees to reimburse any Employee required to use his/her own auto per the mileage allowance policy in effect for all city employees.

## **ARTICLE 25 - LEAVES OF ABSENCE**

Employees will be granted leaves of absences as provided by law or City policy.

## **ARTICLE 26 - INSURANCE**

The Employer shall contribute the same amount as that contributed for the City's non-union employees toward group health insurance including dependent coverage.

## **ARTICLE 27 - WAIVER**

25.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are

hereby superseded.

25.2 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any terms or conditions of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The Employer and the Union each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement or with respect to any term or condition of employment not specifically referred to or covered by this Agreement, even though such terms or conditions may not have been within the knowledge or contemplation of either or both parties at the time this contract was negotiated or executed.

**ARTICLE 28 - DURATION**

This Agreement shall be effective as of January 1, 2022 and shall remain in full force and effect until the 31st day of December, 2024.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 6 day of December, 2021.

FOR THE CITY OF ELK RIVER

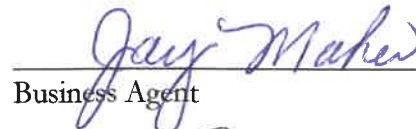


John J. Dietz, Mayor



Tina Allard, City Clerk

FOR LAW ENFORCEMENT  
LABOR SERVICES, INC.  
LOCAL 271



Business Agent



Union Steward

## APPENDIX

### WAGES

	1/1/2022
Start	\$49.47
After one (1) year	\$50.55
After three (3) years	\$51.40

Pay steps shall increase based on the following:

July 1, 2022 – Market adjustment to top 30% of peer city contracts applied in 0.25% increments retro to January 1, 2022.

January 1, 2023 – 2.5% general wage increase.

July 1, 2023 – Market adjustment to top 30% of peer city contracts applied in 0.25% increments retro to January 1, 2023.

January 1, 2024 – 2.5% general wage increase.

July 1, 2024 – Market adjustment to top 30% of peer city contracts applied in .025% increments retro to January 1, 2024.

#### WAGE INCENTIVE PROGRAM

Regular full-time Employees shall be eligible to participate in the Wage Incentive Program. Employees who meet established guidelines of the program shall be eligible for the following:

After five (5) years – Up to 3% of Employee's base wage rate

After nine (9) years – Up to 4.5% of Employee's base wage rate

After thirteen (13) years – Up to 6% of Employee's base wage rate

After seventeen (17) years – Up to 7.5% of Employee's base wage rate

After twenty-one (21) years – Up to 9% of Employee's base wage rate

#### P.O.S.T. LICENSE

The Employer shall reimburse Employees for the cost of P.O.S.T. Licensure.

#### HEALTH CARE SAVINGS PLAN

By payroll deduction, all members in the bargaining group shall contribute 4% of their base salary each payroll to the Minnesota State Retirement System Health Care Savings Plan. For 2022, 2023, and 2024, all compensatory time, vacation time, holiday pay, and sick severance eligible to be paid out at separation will be paid into the employee's Health Care Savings Plan. This plan is pursuant to Minnesota Statute §352.98.