

**CITY OF ST. ANTHONY VILLAGE**

**AGREEMENT WITH LAW ENFORCEMENT  
LABOR SERVICES, INC.**

**ST. ANTHONY POLICE DEPARTMENT**



January 1, 2025- December 31, 2026

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## **INTRODUCTION**

This AGREEMENT is hereby made and entered into between Law Enforcement Labor Services, Inc., hereinafter referred to as the UNION and the City of St. Anthony, a municipal corporation, hereinafter referred to as the EMPLOYER. The intent and purpose of this AGREEMENT is to:

1. Establish certain hours, wages and conditions of employment;
2. Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application;
3. Specify the full and complete understanding of the parties; and
4. Place in written form the parties' AGREEMENT upon terms and conditions of employment for the duration of the AGREEMENT.

The EMPLOYER and the UNION, through this AGREEMENT, continue their dedication to the highest quality of public service.

## **ARTICLE 1: RECOGNITION**

The EMPLOYER recognizes the UNION as the exclusive representative in matters involving conditions of employment of all essential employees of the City of St. Anthony, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory and confidential employees.

## **ARTICLE 2: UNION SECURITY**

In recognition of the UNION as the exclusive representative, the EMPLOYER shall:

1. Deduct the first pay day of each month an amount sufficient to provide the payment of such dues or fair share established by the UNION to be due and payable, and
2. Remit such deduction to the UNION at the earliest practicable date after collection.
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. The UNION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders or judgments brought or issued against the EMPLOYER as a result of any action taken or not taken under the provisions of this Article.

## **ARTICLE 3: SENIORITY**

New employees shall be on a one (1) year probationary period. Seniority shall be determined by the employee's length of continuous employment with the Police Department and posted in an appropriate location. Seniority within classification will be based on date of promotion. Seniority rosters may be

maintained by the Chief on the basis of time in grade and time within specific classification. If an employee is promoted or demoted, their seniority time in grade remains as if they never left that previous rank.

Senior qualified Employees shall be given preference in bidding for shifts, within job classifications. All Employees covered by this AGREEMENT are eligible to bid for shifts by seniority, except those Employees with less than one (1) year continuous service in the Saint Anthony Police Department at the time of such bidding, or which are herein expressly exempted.

Except as otherwise provided in the Contract, the EMPLOYER will not assign an Employee to work a shift other than the one assigned through the bid process, for the duration of the bid process, unless the EMPLOYER gives the Employee 24-hours' notice. If a 24-hour notice is not provided, the EMPLOYER shall pay overtime.

Bidding shall commence not less than thirty (30) days prior to the commencement of the work schedule being bid, and bidding shall be open until twenty (20) days prior to the commencement of the work schedule being bid.

#### **ARTICLE 4: LAYOFF/RECALL**

In the event it becomes necessary to lay off employees for any reason, employees with the least amount of seniority, based on continuous employment, will be laid off first.

If there is a reduction in any staffing levels, at any rank (ie. Sgt, Lt. Capt.), the least senior member of that rank will be given the opportunity to accept a demotion to their prior rank. The employee accepting this demotion will retain the seniority at that new lower rank as if they had continued service in this rank without interruption.

The Union accepts that this could place a senior nonunion employee back into the union and cause a less senior officer to be laid off.

Employees shall be recalled from layoff according to their seniority in their classification. No new employees shall be hired until all employees on layoff status desiring to return to work have been recalled. The employee's option to return to work shall be limited to three (3) years after first notice of recall, subject to EMPLOYER'S determination of competence.

#### **ARTICLE 5: DISCIPLINE AND DISCHARGE**

Discipline shall be for just cause and in one or more of the following forms: oral reprimand, written reprimand, suspension, demotion, and termination.

Grievances relating to this Article shall be initiated by the Union at Step 3 of the grievance procedure under Article 22.

#### **ARTICLE 6: PROMOTIONS**

Promotions are solely at the discretion of the EMPLOYER, subject to the following:

1. There shall be a posting of a job vacancy in the unit for at least ten (10) days before the official closing of applications.
2. The City shall require such written, oral, performance, psychological and other examinations or evaluations as deemed necessary to fill the position. The date(s) of such examination and their respective weight in determining selection shall be communicated to all candidates before the first examination.
3. A written notification of promotion and salary shall be given to the person selected.

## **ARTICLE 7: PERSONAL LEAVE WITH PAY**

1. Amount allowed. Full time employees shall earn personal leave according to the following schedule:

<u>Hours Accrued Per Year</u>	
0 - 5 years	176 hours
5 - 14 years	216 hours
15+ years	256 hours

Employees using earned personal leave shall be considered to be working for the purpose of accumulating additional personal leave.

2. Usage. Personal leave may be used as earned, subject to approval by the Department Head and City Manager of the time at which it may be taken.

In order to allow coordination of personal leave with family and medical leave, employees seeking to take personal leave may be required to provide enough information about the purpose of the time off to allow a determination of whether the time will also qualify for family and medical leave. If the personal leave also qualifies for family and medical leave, the employee must take both leaves simultaneously.

3. Terminal Leave. Any employee leaving the municipal service in good standing after giving proper notice of such termination of employment, will be compensated for personal leave accrued and unused to the date of separation according to the schedule set forth in Section #7.

In the event of an employee's death before leaving municipal service, the employee's designated beneficiary, or estate if no beneficiary is named, will be compensated for personal leave accrued and unused according to the schedule set forth in Section #7.

4. Waiver of Personal Leave Prohibited. No employee is permitted to waive personal leave for the purpose of receiving double compensation.

5. Procedure. To be eligible for personal leave with pay, an employee shall report as soon as possible to his or her Department Head the need to take personal leave and its estimated duration.

6. **Workers' Compensation.** Employees are covered by the workers compensation laws of the State. In the event an employee is disabled and is entitled to workers compensation, the employee will keep any workers' compensation payments received and be eligible to receive a bi-weekly pay check equal to 1/3 pay through the use of personal leave benefits. In addition, the employee will be entitled to earn 1/3 of the amount of the personal leave pay they would otherwise be entitled to during an absence from their employment. Employees receiving such workers' compensation will be considered working for the purpose of accumulating additional personal leave benefits.

7. **Unused Personal Leave Pay.** An unused personal leave pay policy is established subject to the following rules and regulations:

(a) The employee must be in good standing and give proper notice of termination in the case of resignation.

(b) Qualifying employees shall receive their accumulated personal leave up to a maximum as listed in the following schedule:

	<u>Maximum Payment</u>
0 - 3 years of service	½ of personal leave accrued
3+ years	480.0 hours
4 + years	528.0 hours
5 + years	600.0 hours

Employees hired after January 1, 2013

	<u>Maximum Payment</u>
0 - 3 years of service	150 hours of personal leave accrued
3 to 10 years	300 hours
10 to 15 years	400 hours
15 to 20 years	500 hours
20 plus years	600 hours

8. **Donation of Personal Leave to Employees with Serious Medical Problems.** Employees may voluntarily donate personal leave time in hour increments which can be converted to use by employees facing serious medical problems or extended time off due to serious medical problems and who have no accumulated personal leave time available. The use of this donated personal leave must be approved by the Department Head and the City Manager and will be converted to the receiving employee's paid hourly rate.

This does not include temporary or seasonal positions or unionized employees who have a sick pool that is already established.

9. **Essential Sick and Safe Time (ESST)-** The City's PTO policy exceeds the requirements of the State's ESST provision. The ESST accrual hours will show on paychecks as required by the law. These accrued hours are not a separate bank of paid time off, but rather the number of the employee's earned PTO hours that qualify under the ESST provisions.

## **ARTICLE 8: FUNERAL LEAVE**

In the event of the death of any employee's spouse, children, brothers and sisters or parents or spouse's parents, the employee will be granted three (3) days of funeral leave with pay. In the event of the death of an employee's or his spouse's grandparents, an employee will be granted one (1) day's funeral leave with pay.

## **ARTICLE 9: LEAVE OF ABSENCE**

Employees subpoenaed as witnesses, or called and selected for jury duty shall receive their regular compensation less jury pay. Mileage allowance will not be considered as jury pay.

Whenever any employee is delegated to attend conventions of labor which require his absence from work, the EMPLOYER agrees that such absence shall be allowed, provided there is not substantial work interference, and the EMPLOYER is able to make satisfactory arrangements.

## **ARTICLE 10: HOLIDAYS**

All Employees shall observe the following twelve (12) paid holidays each year

New Years Day	Labor Day
Martin Luther King Day	Veterans Day
Presidents Day	Indigenous Peoples Day
Memorial Day	Thanksgiving Day
Juneteenth	Friday following Thanksgiving Day
Independence Day	Christmas Day

## **ARTICLE 11: HOURS OF WORK, WORK SCHEDULES**

A normal work day for full time employees may be up to twelve (12) hours. The normal work week for full time Employees shall be an averaged forty (40) hours. EMPLOYEES, when ordered to work overtime, shall work no longer than a 16-hour shift. The Chief of Police has authority to establish shifts.

The average work month for Employees for the purpose of computing personal leave and fractions of a month's work shall be one hundred seventy-three (173) hours. All Employees will be allowed two work relief periods a shift not to exceed fifteen (15) minutes each.

The shift trade procedure is established to memorialize and incorporate the current shift trading practice between employees into this AGREEMENT.

1. Employees will continue to utilize the departmental current half-sheet "Shift Trade" form.
2. Employees engaging in shift trades may exceed eighty (80) hours of work in a pay period.
3. Employees will not be entitled to overtime compensation for traded shift hours worked in excess of eighty (80) hours in a pay period unless authorized by management.
4. Employees will submit agreed upon schedule shift trades of equal hours prior to posting on the schedule. All shift trades must occur within the same bid schedule year.
5. An annual review of shift trades will be conducted by December 15th. Any balance of time

owed that has not been scheduled for payback will be deducted from the Employee's personal leave balance.

## **ARTICLE 12: OVERTIME**

Overtime is defined as all hours worked in excess of the scheduled shift.

Overtime for all Employees shall be paid as it is earned at the rate of time and one-half (1 ½). Officers called in for SWAT shall receive a minimum of 2 hours of pay at time and one-half (1 ½). See Article 17 for overtime rate calculations.

Overtime shall be divided on a seniority basis, as equally as possible among all Employees on the seniority list.

Officers called in for court appearance while off duty will receive a minimum of three (3) hours pay at time and one-half (1 ½). Officers required to be "on call" for a court appearance during time off will receive a maximum of two (2) hours pay at time and one half (1 ½ ).

Posted overtime (OT) will be awarded as evenly as possible throughout the year with seniority being the deciding factor otherwise. The OT boards (department-funded OT board and outside-funded OT board, as applicable) will be started at zero on January 1st of each year. Example: The junior officer will receive the posted OT if, after receiving such time, their accumulated hours are less than or equal to that of the senior officer also requesting the OT.

In situations when the officers are scheduled too many hours due to schools, "flex" times, or otherwise, the department has the authority and discretion to modify the schedule and have officers take other days/hours off to bring their total hours scheduled back down to 80 for the pay period. When practical, officers may request specific dates and times off.

In situations when officers are scheduled too many hours and the schedule does not allow for them to take any other days/hours off within the pay period, they will be paid OT for those additional hours worked.

In situations when multiple officers are scheduled too many hours and the schedule allows for some hours off but not all of the extra scheduled hours it will follow the following format. Any amount of OT hours that would be needed to keep minimum shift coverage will be distributed to those officers within the specific shift (ex. Day A, Day B, Dog A, Dog B) as covered in paragraph number one (OT hours will be decided using the OT board and desire for the OT from the officers on that shift). The remaining hours that can be scheduled off during that pay period will again follow paragraph two.

## **ARTICLE 13: CALL BACK TIME**

An EMPLOYEE who is called to duty during his/her scheduled off-duty time shall receive a minimum of two hours (2) 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 for duty does not qualify the employee for the two (2) hour minimum.

## **ARTICLE 14: UNION VISITATIONS AND NOTICES**

A duly authorized representative of the UNION will be permitted to visit the premises of the EMPLOYER at reasonable times for the purpose of transacting legitimate business of the UNION, provided there will

be no undue and unreasonable interference with the operation of the department. The UNION shall be allowed to post reasonable and appropriate UNION notices for employees at a convenient place designated by the EMPLOYER.

#### **ARTICLE 15: UNION BUSINESS**

Up to Two (2) Employees at a time shall be granted leave without pay to attend to UNION business not to exceed a total of ten work days per calendar year. The EMPLOYER shall attempt, if possible, to arrange the employee's work schedule so that the employee will not lose pay.

#### **ARTICLE 16: HEALTH AND LIFE INSURANCE**

Please see Attachment A for 2025 contributions by plan.

For 2026 health contributions, the EMPLOYER will pay equal to the 2025 contributions plus 50% of the premium increase. The 2026 contributions will be provided to the UNION when rates are made available to the EMPLOYER.

Retired EMPLOYEES are allowed to continue participating in the EMPLOYER's medical insurance plan as provided in Minnesota Statute 471.61, Subd. 2b. The EMPLOYEE shall pay 100% of the cost.

In the event of the EMPLOYEE'S death prior to leaving the EMPLOYER's medical insurance plan, the EMPLOYEE's spouse or dependent children shall be allowed to continue medical insurance coverage at 100% of their own expense, provided the deceased EMPLOYEE'S spouse and/or dependent children were covered under the plan prior to the EMPLOYEE's death. Coverage for the EMPLOYEE's spouse shall remain in effect until such time that the EMPLOYEE's spouse becomes eligible for Medicare or Medicaid. Coverage for dependent children will remain in effect until such time that they no longer qualify as a dependent child.

In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the EMPLOYER to be subject to a penalty, fine or additional tax liability, the Union and the Employer will meet promptly to bargain over alternative provisions.

EMPLOYER paid Life Insurance maximum policy benefit is \$25,000.

#### **ARTICLE 17: WAGES/LONGEVITY/OVERTIME RATES**

Employees with the required service credit shall receive wage and longevity pay according to the following:

<b>OFFICER</b>					
<b>2025 PAY RATES</b>	<b>STEP</b>	<b>BASE RATE</b>	<b>LONGEVITY</b>	<b>REGULAR RATE</b>	<b>OT RATE</b>
START	80%	\$39.94		\$39.94	\$59.92
1 YEAR	85%	\$42.44		\$42.44	\$63.66
2 YEAR	95%	\$47.43		\$47.43	\$71.15
3 YEAR	100%	\$49.93		\$49.93	\$74.90

FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$49.93	\$1.50	\$51.43	\$77.15
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$49.93	\$2.50	\$52.43	\$78.65
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$49.93	\$3.50	\$53.43	\$80.15
SIXTEEN (16) YEARS OR MORE	109%	\$49.93	\$4.49	\$54.42	\$81.63

2026 PAY RATES	STEP	BASE RATE	LONGEVITY	OT RATE	
				REGULAR RATE	OT RATE
START	80%	\$41.14		\$41.14	\$61.71
1 YEAR	85%	\$43.71		\$43.71	\$65.57
2 YEAR	95%	\$48.86		\$48.86	\$73.28
3 YEAR	100%	\$51.43		\$51.43	\$77.14
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$51.43	\$1.54	\$52.97	\$79.45
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$51.43	\$2.57	\$54.00	\$81.00
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$51.43	\$3.60	\$55.03	\$82.54
SIXTEEN (16) YEARS OR MORE	109%	\$51.43	\$4.63	\$56.06	\$84.09

SERGEANT					
2025 PAY RATES	STEP	BASE RATE	LONGEVITY	OT RATE	
				REGULAR RATE	OT RATE
<b>STEP 1</b>	90%	\$51.49		\$51.49	\$77.23
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$51.49	\$1.54	\$53.03	\$79.54
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$51.49	\$2.57	\$54.06	\$81.09
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$51.49	\$3.60	\$55.09	\$82.63
SIXTEEN (16) YEARS OR MORE	109%	\$51.49	\$4.63	\$56.12	\$84.18
<b>STEP 2</b>	95%	\$54.35		\$54.35	\$81.52
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$54.35	\$1.63	\$55.98	\$83.97
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$54.35	\$2.72	\$57.07	\$85.60
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$54.35	\$3.80	\$58.15	\$87.22
SIXTEEN (16) YEARS OR MORE	109%	\$54.35	\$4.89	\$59.24	\$88.86
<b>STEP 3</b>	100%	\$57.21		\$57.21	\$85.82
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$57.21	\$1.72	\$58.93	\$88.40
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$57.21	\$2.86	\$60.07	\$90.11
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$57.21	\$4.00	\$61.21	\$91.82
SIXTEEN (16) YEARS OR MORE	109%	\$57.21	\$5.15	\$62.36	\$93.54

2026 PAY RATES	STEP	BASE RATE	LONGEVITY	OT RATE	
				REGULAR RATE	OT RATE
<b>STEP 1</b>	90%	\$53.03		\$53.03	\$79.55
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$53.03	\$1.59	\$54.62	\$81.94
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$53.03	\$2.65	\$55.68	\$83.53
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$53.03	\$3.71	\$56.74	\$85.12
SIXTEEN (16) YEARS OR MORE	109%	\$53.03	\$4.77	\$57.80	\$86.71
<b>STEP 2</b>	95%	\$55.98		\$55.98	\$83.97
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$55.98	\$1.68	\$57.66	\$86.49
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$55.98	\$2.80	\$58.78	\$88.17
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$55.98	\$3.92	\$59.90	\$89.85
SIXTEEN (16) YEARS OR MORE	109%	\$55.98	\$5.04	\$61.02	\$91.53
<b>STEP 3</b>	100%	\$58.93		\$58.93	\$88.39
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$58.93	\$1.77	\$60.70	\$91.04
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$58.93	\$2.95	\$61.88	\$92.81

TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$58.93	\$4.12	\$63.05	\$94.57
SIXTEEN (16) YEARS OR MORE	109%	\$58.93	\$5.30	\$64.23	\$96.34

- A. Field Training Officers will receive one (1) hour of overtime for every day of training, which includes use of force and firearms instruction.
- B. Sergeant step increases will be based on the promotion date to Sergeant.
- C. Pay Days. Employees will be paid every two weeks on the alternate Fridays. When a holiday falls on a Friday pay day, employees will receive their paychecks on the preceding Thursday. When two-day holidays fall on the Friday pay day and the Thursday preceding the Friday pay day, employees will receive their pay checks on the preceding Wednesday.
- D. Investigator. Employees classified or assigned as Investigator or VCET Investigator shall receive 4.5% of base wage per month in addition to regular Patrol wages.
- E. Officer in Charge: An officer designated as "Officer in Charge" (OIC), by the Chief of Police (or designee) shall be paid the officer's hourly regular rate plus an additional 10% of the regular rate. Management retains the right to name the OIC. The OIC assignment shall only commence when the OIC is in charge for one (1) or more work hours. An officer designated as an OIC does not have the authority to discipline, make schedule changes, authorize time off, or take sick calls from staff members that are working during the OIC's work assignment. The senior officer on a shift will be the OIC unless otherwise designated by the Chief of Police or his/her designee

## **ARTICLE 18: HOLIDAY PAY**

Employees with the required service credit shall be paid holiday pay according to the following:

<b>OFFICER - HOLIDAY PAY</b>			
<b>2025 PAY RATES</b>	<b>STEP</b>	<b>REGULAR RATE</b>	<b>MO HOLIDAY</b>
START	80%	\$39.94	\$479.33
1 YEAR	85%	\$42.44	\$509.29
2 YEAR	95%	\$47.43	\$569.20
3 YEAR	100%	\$49.93	\$599.16
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$51.43	\$617.16
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$52.43	\$629.16
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$53.43	\$641.16
SIXTEEN (16) YEARS OR MORE	109%	\$54.42	\$653.04

<b>OFFICER - HOLIDAY PAY</b>			
<b>2026 PAY RATES</b>	<b>STEP</b>	<b>REGULAR RATE</b>	<b>MO HOLIDAY</b>
START	80%	\$41.14	\$493.71
1 YEAR	85%	\$43.71	\$524.56

2 YEAR	95%	\$48.86	\$586.28
3 YEAR	100%	\$51.43	\$617.13
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$52.97	\$635.61
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$54.00	\$647.97
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$55.03	\$660.33
SIXTEEN (16) YEARS OR MORE	109%	\$56.06	\$672.69

SERGEANT- HOLIDAY PAY			
2025 PAY RATES	STEP	REGULAR RATE	MO HOLIDAY
1 STEP	90%	\$51.49	\$617.87
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$53.03	\$636.35
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$54.06	\$648.71
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$55.09	\$661.07
SIXTEEN (16) YEARS OR MORE	109%	\$56.12	\$673.43
2 STEP	95%	\$54.35	\$652.19
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$55.98	\$671.75
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$57.07	\$684.83
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$58.15	\$697.79
SIXTEEN (16) YEARS OR MORE	109%	\$59.24	\$710.87
3 STEP	100%	\$57.21	\$686.52
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$58.93	\$707.16
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$60.07	\$720.84
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$61.21	\$734.52
SIXTEEN (16) YEARS OR MORE	109%	\$62.36	\$748.32

SERGEANT- HOLIDAY PAY			
2026 PAY RATES	STEP	REGULAR RATE	MO HOLIDAY
1 STEP	100%	\$53.03	\$636.40
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$54.62	\$655.48
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$55.68	\$668.20
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$56.74	\$680.92
SIXTEEN (16) YEARS OR MORE	109%	\$57.80	\$693.64
2 STEP	95%	\$55.98	\$671.76
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$57.66	\$691.92
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$58.78	\$705.36
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$59.90	\$718.80
SIXTEEN (16) YEARS OR MORE	109%	\$61.02	\$732.24
3 STEP	100%	\$58.93	\$707.12
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$60.70	\$728.36
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$61.88	\$742.52
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$63.05	\$756.56
SIXTEEN (16) YEARS OR MORE	109%	\$64.23	\$770.72

## **ARTICLE 19: HEALTH RETIREMENT SAVINGS PLAN**

All employees with 0 years to 15 years of service shall contribute 1% of regular rate of pay.

All employees with more than 15 years of service shall contribute 2% of regular rate of pay.

<b>OFFICER - HEALTH RETIREMENT SAVING PLAN (HCSP)</b>				
<b>2025 PAY RATES</b>	<b>STEP</b>	<b>REGULAR RATE</b>	<b>MONTHLY</b>	<b>CONTRIBUTION</b>
			<b>0-15 YEARS</b>	<b>15+ YEARS</b>
START	80%	\$39.94	\$64.00	
1 YEAR	85%	\$42.44	\$68.00	
2 YEAR	95%	\$47.43	\$76.00	
3 YEAR	100%	\$49.93	\$80.00	
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$51.43	\$83.00	
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$52.43	\$84.00	
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$53.43	\$86.00	\$171.00
SIXTEEN (16) YEARS OR MORE	109%	\$54.42		\$175.00

<b>OFFICER - HEALTH RETIREMENT SAVING PLAN (HCSP)</b>				
<b>2026 PAY RATES</b>	<b>STEP</b>	<b>REGULAR RATE</b>	<b>MONTHLY</b>	<b>CONTRIBUTION</b>
			<b>0-15 YEARS</b>	<b>15+ YEARS</b>
START	80%	\$41.14	\$66.00	
1 YEAR	85%	\$43.71	\$70.00	
2 YEAR	95%	\$48.86	\$79.00	
3 YEAR	100%	\$51.43	\$83.00	
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$52.97	\$85.00	
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$54.00	\$87.00	
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$55.03	\$89.00	\$177.00
SIXTEEN (16) YEARS OR MORE	109%	\$56.06		\$180.00

<b>SERGEANT - HEALTH RETIREMENT SAVING PLAN (HCSP)</b>				
<b>2025 PAY RATES</b>	<b>STEP</b>	<b>REGULAR RATE</b>	<b>MONTHLY</b>	<b>CONTRIBUTION</b>
			<b>0-15 YEARS</b>	<b>15+ YEARS</b>
1 STEP	90%	\$51.49	\$83.00	
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$53.03	\$85.00	
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$54.06	\$87.00	
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$55.09	\$89.00	\$177.00

	SIXTEEN (16) YEARS OR MORE	109%	\$56.12	\$180.00
2 STEP		95%	\$54.35	\$87.00
	FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$55.98	\$90.00
	EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$57.07	\$92.00
	TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$58.15	\$94.00
	SIXTEEN (16) YEARS OR MORE	109%	\$59.24	\$190.00
3 STEP		100%	\$57.21	\$92.00
	FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$58.93	\$95.00
	EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$60.07	\$97.00
	TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$61.21	\$98.00
	SIXTEEN (16) YEARS OR MORE	109%	\$62.36	\$200.00

<b>SERGEANT - HEALTH RETIREMENT SAVING PLAN (HCSP)</b>				
<b>MONTHLY CONTRIBUTION</b>				
<b>15+ YEARS</b>				
<b>2026 PAY RATES</b>	<b>STEP</b>	<b>REGULAR RATE</b>	<b>0-15 YEARS</b>	<b>YEARS</b>
1 STEP	90%	\$53.03	\$85.00	
	FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$54.62	\$88.00
	EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$55.68	\$90.00
	TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$56.74	\$91.00
	SIXTEEN (16) YEARS OR MORE	109%	\$57.80	\$185.00
2 STEP	95%	\$55.98	\$90.00	
	FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$57.66	\$93.00
	EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$58.78	\$95.00
	TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$59.90	\$96.00
	SIXTEEN (16) YEARS OR MORE	109%	\$61.02	\$196.00
3 STEP	100%	\$58.93	\$95.00	
	FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$60.70	\$98.00
	EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$61.88	\$100.00
	TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$63.05	\$101.00
	SIXTEEN (16) YEARS OR MORE	109%	\$64.23	\$206.00

All employees eligible for the severance outlined in Article 7 Section 7 of the contract that discusses severance eligibility will contribute to the Post Employment Health Care Savings Plan as described below.

100% of employee severance, up to the 600 hours maximum payout to the HCSP.

## **ARTICLE 20: SCHOOLS AND TRAINING SESSIONS**

All employees shall be required to attend such schools or training sessions as may be required by EMPLOYER. Compensation for such attendance is considered included in the approved salary schedule unless EMPLOYER is reimbursed from an outside source.

## **ARTICLE 21: POST BOARD REQUIREMENTS**

The EMPLOYER will contribute 100% of the cost of any necessary license fee and application for such license under the Peace Officer Standards and Training Act (POST).

The EMPLOYER is to make every effort possible to provide the necessary POST certified training required under the current law during the course of duty time. In the event that it is not possible to provide necessary POST certified training during duty time, the employees will be reimbursed in the form of compensatory time off for off duty training hours at the rate of time and one-half, effective from the date the agreement is signed.

## **ARTICLE 22: GRIEVANCE PROCEDURE**

1. This grievance procedure is established for the purpose of resolving disputes involving the interpretation or application of this AGREEMENT.
2. The EMPLOYER will recognize Stewards selected by the UNION as the grievance representatives of the bargaining unit. The UNION shall notify the EMPLOYER in writing of the Stewards and of their successors when so named.
3. A grievance is defined as a dispute over the interpretation or application of this AGREEMENT.
4. Grievances shall be resolved in the following manner:

**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 present such grievance to the employee's immediate supervisor designated by the EMPLOYER. The EMPLOYER-designated representative will give a final answer to Step 1 grievance within ten (10) calendar days. If a grievance is not resolved in Step 1, such grievance shall be placed in writing and referred to Step 2 within ten (10) calendar days after the EMPLOYER'S final answer in Step 1. Any grievance not referred in writing by the employee within ten (10) calendar days shall be considered waived.

**STEP 2.** The written grievance shall be presented personally to the employee's department head or other EMPLOYER-designated representative. A copy will be sent by registered mail, return requested to the City Manager. The EMPLOYER-designated representative shall give the employee the EMPLOYER'S Step 2 answer within ten (10) calendar days after receipt of such Step 2 grievance. If a grievance is not resolved in Step 2, such grievance shall be referred to Step 3 within ten (10) calendar days following the EMPLOYER-designated representative's final Step 2 answer. Any grievance not referred

in writing by the employee within ten (10) calendar days shall be considered waived.

**STEP 3.** The written grievance shall be presented personally to the EMPLOYER-designated representative (City Manager). The EMPLOYER-designated representative shall give the EMPLOYER'S answer within ten (10) calendar days after receipt of such Step 3 grievance. If a grievance is not resolved in Step 3, such grievance shall be referred to Step 4 within ten (10) calendar days following the EMPLOYER-designated representative's final Step 3 answer. Any grievance not referred in writing by the employee within ten (10) days shall be considered waived.

**STEP 3A.** If the grievance is not resolved at Step 3 of the grievance procedure, the parties, by mutual agreement, may submit the matter to mediation with the Bureau of Mediation Services. Submitting the grievance to mediation preserves the timelines for Step 4 of the grievance procedure.

**STEP 4.** For grievance matters involving written disciplinary action, discharge, or termination, the assignment of an arbitrator shall be consistent with Minnesota Statute 626.892. For all other grievances 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.

Unresolved grievances are subject to the arbitration provisions of Minnesota Statutes, Section 179A.21. The arbitrator shall not have the right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue 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. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application for laws, rules or regulations having the force and effect of the law. The arbitrator shall submit his decision in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later unless the parties agree to an extension. The decision shall be based solely upon the arbitrator's interpretation or application of the express terms of this AGREEMENT on the facts of the grievance presented.

All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the involved employee(s).

The time limits established in this Article may be extended or modified by mutual consent of the EMPLOYER and the UNION and shall be in writing.

Employees shall be allowed reasonable time to process grievances during working hours without loss of pay.

## **ARTICLE 23: RIGHT OF SUB-CONTRACT**

Nothing in this AGREEMENT shall prohibit or restrict the right of the EMPLOYER from sub-contracting work performed by employees covered by this AGREEMENT.

## **ARTICLE 24: CLOTHING ALLOWANCE**

Uniform allowance shall be \$1,100.00 in 2025 and 2026 for each officer to be paid in the first payroll of February each year to the officer for uniform expenses. Protective clothing, i.e., bullet-proof vests, etc. will be provided by the EMPLOYER per Federal and State regulations. The EMPLOYER will supply at no cost to the Employees all required uniform items and reasonable replacements upon initial hire. New hires will not qualify for uniform allowance until they complete one year of service.

## **ARTICLE 25: EMPLOYER AUTHORITY**

The UNION recognizes the prerogative of the EMPLOYER to operate and manage its affairs in all respects in accordance with existing and future laws and regulations of appropriate authorities including municipality's personnel policies and work rules. Rules and regulations shall be reasonable and consistent with this AGREEMENT and applied uniformly and without discrimination. The prerogatives and authority which the EMPLOYER has not officially abridged, delegated or modified by this AGREEMENT are retained by the EMPLOYER.

## **ARTICLE 26: SAVINGS CLAUSE**

In the event any provision of this AGREEMENT shall be held to be contrary to law by a 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 shall continue in full force and effect. The voiced provision shall be renegotiated at the request of either party.

## **ARTICLE 27: DURATION**

This AGREEMENT shall be effective as of the first day of January, 2025 and shall remain in full force and effect until the thirty-first day of December, 2026.

IN WITNESS WHEREOF, the parties hereto have executed this AGREEMENT on this 3rd day of December, 2024.

Articles in the contract may be rewritten by mutual agreement of the parties. If no agreement is reached, all articles will remain as is.

CITY OF ST. ANTHONY

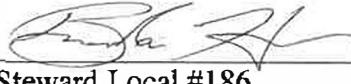
Wendy M. West Jr.  
Mayor

FOR LAW ENFORCEMENT LABOR SERVICES,  
INC.

Dan Wilson  
Business Agent

  
City Manager

  
Steward Local #186

  
Steward Local #186

## ATTACHMENT A

City of St Anthony 2025 Premium and Employer Contributions						
2025						
	Plan	Coverage	Health Insurance Premium	City-HSA Contribution (monthly)	Employee cost (each pay period of 24 payrolls)	
<b>\$30 Co-Pay Plan (Covers 100%)</b>	<b>Open Access</b>	Single	1,276.50	-	-	
		EE & Spouse	2,681.00	-	475.45	
		EE & Children	2,553.50	-	424.58	
		Family	3,319.50	-	429.83	
<b>3300 HSA Plan</b>	<b>Perform</b>	Single	1,251.00	-	-	
		EE & Spouse	2,627.50	-	446.70	
		EE & Children	2,502.50	-	397.20	
		Family	3,253.00	-	694.20	
<b>5000 HSA Plan</b>	<b>Achieve</b>	Single	1,200.00	-	-	
		EE & Spouse	2,520.00	-	417.42	
		EE & Children	2,400.50	-	368.81	
		Family	3,120.50	-	646.40	
<b>Open Access</b>	<b>Open Access</b>	Single	958.00	275.00	-	
		EE & Spouse	2,012.50	-	230.13	
		EE & Children	1,917.00	-	200.00	
		Family	2,492.00	-	344.13	
<b>Perform</b>	<b>Perform</b>	Single	939.00	275.00	-	
		EE & Spouse	1,972.50	-	211.25	
		EE & Children	1,878.50	-	181.87	
		Family	2,442.00	-	291.50	
<b>Achieve</b>	<b>Achieve</b>	Single	900.50	275.00	-	
		EE & Spouse	1,892.00	-	173.71	
		EE & Children	1,802.00	-	166.97	
		Family	2,342.50	-	216.51	
<b>Open Access</b>	<b>Open Access</b>	Single	869.00	275.00	-	
		EE & Spouse	1,826.00	-	163.38	
		EE & Children	1,739.00	-	136.13	
		Family	2,260.50	-	232.01	
<b>Perform</b>	<b>Perform</b>	Single	851.50	275.00	-	
		EE & Spouse	1,789.50	-	146.38	
		EE & Children	1,704.00	-	119.75	
		Family	2,215.50	-	210.62	
<b>Achieve</b>	<b>Achieve</b>	Single	817.00	275.00	-	
		EE & Spouse	1,716.50	-	131.49	
		EE & Children	1,634.50	-	107.75	
		Family	2,125.00	-	173.73	
Opt-out				355.00		
<i>Staff opting-out must provide reasonable evidence that the employee and all individuals for whom the employee reasonably expects to claim a personal exemption deduction for the taxable year has coverage in place</i>						

**MEMORANDUM OF UNDERSTANDING**  
**Placement of Current Sergeants within new Sergeant Step Structure**

This Memorandum of Understanding (MOU) is made between the City of Saint Anthony Village ("City") and Law Enforcement Labor Services, Inc., Local #186 ("Union"), on behalf of the Police Officer's bargaining unit.

WHEREAS, the City and Union are parties to a collective bargaining agreement; and

WHEREAS, the parties have agreed to amend Article 17 of the Labor Agreement by adding a new step salary structure for Sergeants as follows:

<b>SERGEANT</b>					
<b>2025 PAY RATES</b>	<b>STEP</b>	<b>BASE</b>	<b>LONGEVITY</b>	<b>REGULAR</b>	<b>OT</b>
		<b>RATE</b>		<b>RATE</b>	<b>RATE</b>
<b>STEP 1</b>	90%	\$51.49		\$51.49	\$77.23
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$51.49	\$1.54	\$53.03	\$79.54
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$51.49	\$2.57	\$54.06	\$81.09
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$51.49	\$3.60	\$55.09	\$82.63
SIXTEEN (16) YEARS OR MORE	109%	\$51.49	\$4.63	\$56.12	\$84.18
<b>STEP 2</b>	95%	\$54.35		\$54.35	\$81.52
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$54.35	\$1.63	\$55.98	\$83.97
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$54.35	\$2.72	\$57.07	\$85.60
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$54.35	\$3.80	\$58.15	\$87.22
SIXTEEN (16) YEARS OR MORE	109%	\$54.35	\$4.89	\$59.24	\$88.86
<b>STEP 3</b>	100%	\$57.21		\$57.21	\$85.82
FOUR (4) BUT LESS THAN EIGHT (8)	103%	\$57.21	\$1.72	\$58.93	\$88.40
EIGHT (8) BUT LESS THAN TWELVE (12)	105%	\$57.21	\$2.86	\$60.07	\$90.11
TWELVE (12) BUT LESS THAN SIXTEEN (16)	107%	\$57.21	\$4.00	\$61.21	\$91.82
SIXTEEN (16) YEARS OR MORE	109%	\$57.21	\$5.15	\$62.36	\$93.54

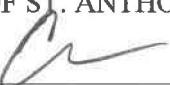
WHEREAS, the Sergeant step increase will be based on the promotion date to Sergeant; and

NOW THEREFORE, the City and Union agree to place these Employees on the following steps effective 1/1/2025:

Sergeant James Gerbino-Step 3  
 Sergeant Brandon Hess-Step 3  
 Sergeant James South- Step 3  
 Sergeant Jeremy Sroga- Step 3

IN WITNESS WHEREOF, the parties hereto have executed this MOU on this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

CITY OF ST. ANTHONY

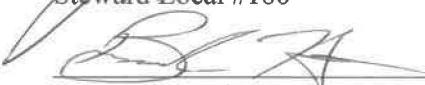
  
 City Manager

FOR LAW ENFORCEMENT LABOR SERVICES, INC.

  
 Dan Wilson

Business Agent

  
 Steward Local #186

  
 Steward Local #186