

Employee Group 44 LELS Police Supervisory Effective Date: April 4, 2026 Issued Date: 08/19/2026			
Job Code & Description	Grade	Step	Hourly Rate 04/04/2026
101302 DEPUTY CHIEF OF POLICE (U)	001	1: Start	96.14
	001	2: 6 month (1040)	100.15

BENEFITS:

VACATION

<u>Years of Service</u>	<u>Vacation Granted</u>
0 thru 5 years	15 days
after 5 years	20 days
after 10 years	23 days
after 15 years	25 days
after 20 years	27 days

If requested by an employee, the Department Head may compensate the employee in cash at the end of each calendar year for any or all hours for which the employee requests payment. Payment shall be at the rate of pay in effect at the time payment is made.

The qualifying years of service shall be determined based on original employment date.

For the purposes of vacation payout, a death of an employee shall be considered as separation of employment, and such payout will be made to the employee's estate or spouse. (See Article 17)

SICK LEAVE

Employees shall accrue sick leave at the rate of twelve (12) days per year.

SICK LEAVE CONVERSION

Employees with at least 180 days of accumulated unused sick leave shall be allowed to convert two (2) days of unused sick leave to one (1) day of vacation up to a maximum of five (5) days of vacation. This conversion provision may be applied only to the extent that the balance of unused sick leave is not reduced lower than 180 days.

Employees hired after July 1, 2005, who elect to utilize the sick leave conversion, shall have the value of the converted vacation contributed to a PEHP. The amount contributed shall be equal to the number of hours converted times 50% of the employee's regular hourly rate as of the date the conversion is requested. (See Article 17.3)

FUNERAL AND BEREAVEMENT LEAVE

Employees shall be entitled to three (3) work days per year for paid Bereavement Leave. Paid Bereavement Leave may be used by an employee in the case of death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, grandparent, grandchild or other person who is a member of the household. Such leave shall not carry over from year to year. (See Article 24).

HOLIDAY ELIGIBILITY

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. The amount of holiday earned shall be based upon the number of non-holiday hours paid during that paid period. Non-holiday hours paid include hours actually worked (excluding overtime), vacation time, compensatory time used, paid leave and sick leave.

SEVERANCE PAY

<u>Years of Service</u>		<u>Maximum Severance Pay</u>
At Least	20	\$ 5,000
	21	6,000
	22	7,000
	23	8,000
	24	9,000
	25	10,000

Severance pay in amount equal to one-half of the daily rate of pay for the position held by the employee on the date of separation for each day of accrued sick leave subject to a maximum as shown in the above table based on the number of years of service with the City.

The payment shall be made during the month of February in the year following the year in which the employee separates their employment.

Employees who are eligible for severance pay, will have their payment made to a Post Employment Health Plan (PEHP).

Employees who are eligible for severance pay, will have their payment for accrued vacation balance paid to the PEHP. Vacation payments will be made at the time of separation from city employment.

Sick Leave requirements will be reduced by 2% for each full year of City service served under the non-represented benefit plan. (See Article 19)

Sworn personnel hired between April 20, 1987 through September 4, 1990: Any employee in the job classification of Police Trainee, Police Officer, Sergeant and Commander who has an accumulated sick leave balance of **1675 hours** and at least **25 years of service** at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least 20 years of service begins drawing a disability pension. Total of \$45,000 (Effective January 1, 2026) severance pay to be paid as one payment at the end of February of the year following the year in which the employee separates their employment.

Sworn personnel hired on or after January 2, 1991: Any employee in the job classification of Police Trainee, Police Officer, Sergeant and Commander who has an accumulated sick leave balance of **1500 hours** and at least **25 years of service** at the time of his/her separation from service, or who separated by reason of being ruled disabled and at the time of disability separation has at least 20 years of service begins drawing a disability pension. Total of \$45,000 (Effective January 1, 2026) severance pay to be paid as one payment at the end of February of the year following the year in which the employee separates their employment.

***Employees are not eligible for severance plans listed in City Ordinance No. 11490.

2026 HEALTH INSURANCE

Effective **January 2026**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2025 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2026, after any plan design changes; employees shall be responsible for the 2025 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2026, after any plan design changes.

Based on the proposed Medica RFP quotes, this results in the following Employer contributions:

Single: \$866.04, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$51.10/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2024 Wellness Program).
Employee share: \$306.12/month.

Elect Plan/Vantage Plus ACO:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$796.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$77.42/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$791.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$64.82/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$731.28/month)
Family: \$748.22 (Employee share: \$2,216.32/month)

RETIREE HEALTH INSURANCE:

Employees in sworn classifications hired after July 1, 2005 will no longer be eligible for retiree health insurance. They will instead be eligible for a \$500 per year contribution to a Post Employment Health Plan (PEHP).

BASIC LIFE INSURANCE:

\$20,000

UNIFORM ALLOWANCE

Employees are entitled to \$1,250 each year as a clothing allowance on a voucher system. The balance of an employee's accrued uniform allowance (unused amounts plus any new additions) may not exceed \$2,500. (See Article 11)

PAID PARENTAL LEAVE

8 weeks of paid parental leave for eligible employees. (See Article 23)

INCAPACITATION

Regular, full-time employees who are injured during the course of employment and thereby rendered incapable of performing job duties and responsibilities shall receive full wages during the period of incapacity not to exceed a period equal to twelve (12) months plus accumulated sick leave.

Regular, full-time employees who are disabled through injury or sickness other than specified in Section 22.1 of the Agreement shall receive full wages for a period equal to accumulated sick leave plus six (6) months.

The six months shall only be available in those years when the average sick leave used per employee in the title of Deputy Chief is seven (7) days or less.

For any employee hired after January 1, 2006, off-duty incapacitation is limited to a maximum of three (3) months paid time off.

Employees shall be entitled to be reinstated at any time within five (5) years from the date of injury or incapacity provided they are physically capable of resuming their job.