

AGREEMENT

between

THE CITY OF TOWER, MINNESOTA

and

THE AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES

LOCAL UNION NO. 1490

JANUARY 1, 2020 - DECEMBER 31, 2021

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## AGREEMENT

Entered into by and between the City of Tower, Minnesota, hereinafter referred to as the "EMPLOYER", and Local Union No. 1490, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "UNION".

### ARTICLE I PURPOSE

It is the purpose and intent of the Employer and the Union to set forth herein the basic agreement covering rates of pay, hours of work, and conditions of employment, so as to promote peaceful relations and to achieve the highest level of employee performance possible.

### ARTICLE II RECOGNITION

The Employer recognizes Local 1490, AFSCME, Minnesota Council 65, American Federation of State, County and Municipal Employees, AFL-CIO, as the exclusive representative for collective bargaining purposes for all employees of the City of Tower, Minnesota, excluding the City Clerk.

#### Fair Share Fee:

In accordance with M.S. 179A.06, Subd. 3, as amended, any employee included in the appropriate unit who is not a member of the exclusive representative may be required by the exclusive representative to contribute a fair share fee for services rendered by the exclusive representative. The fair share fee for any employee shall be in an amount equal to the regular membership dues of the exclusive representative, less the cost of benefits financed through the dues and available only to members of the exclusive representative, but in no event shall the fee exceed 85% of the regular membership dues.

The exclusive representative shall provide written notice of the amount of the fair share fee assessment to the City of Tower and to each employee to be assessed the fair share fee.

A challenge by an employee or by a person aggrieved by the assessment shall be filed in writing with the City of Tower and the exclusive representative within thirty (30) days after receipt of the written notice. All challenges shall specify those portions of the assessment challenged and the reasons therefor, but the burden of proof relating to the amount of the fair share fee shall be on the exclusive representative. The City of

Tower shall deduct the fee from the earnings of the employee and transmit the fee to the exclusive representative thirty (30) days after the written notice was provided or, in the event a challenge is filed, the deductions for a fair share fee shall be held in escrow pending a decision on the challenge. Any fair share fee challenge shall not be subject to the grievance procedure.

The exclusive representative hereby warrants and covenants that it will defend, indemnify and save the City of Tower from any and all actions, suits, claims, damages, judgments and executions or other forms of liability (liquidated or unliquidated) which any person may have or claim to have, now or in the future, arising out of or by reason of the deduction of the fair share fee specified by the exclusive representative as provided herein.

### ARTICLE III CHECKOFF OF UNION DUES

The Employer agrees to deduct from the paycheck of each employee who has signed an authorized payroll deduction card a sum certified by the Secretary of Local 1490, which are Union dues or initiation fees of the Union; such deductions to be made once each month, and to transmit to AFSCME Council 65 the total amount so deducted. Deductions may be terminated by an employee giving thirty (30) days written notice to the Employer and the Union, or upon termination of employment.

#### PEOPLE Deduction

The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deduction have been made and the amount deducted during the period covered by the remittance.

### ARTICLE IV HOURS OF WORK

#### Section A.

The normal hours of work for the full-time employees shall be eight (8) hours per day and forty (40) hours per week. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be compensated for at time and one-half (1-1/2). Any employee called in to work on a Sunday shall be entitled to be paid at a rate of time and one half (1 ½). Any employee called into work on a Holiday (as established under

Article V) shall be entitled to their full holiday pay and any hours worked shall be paid at rate of time and one half (1 ½).

Employees may choose compensatory time in lieu of overtime pay. All yearly comp time accumulated must be used by the end of that year, except for up to 40 hours, which may be carried at any given time.

Section B.

The normal hours of work for all regular part-time employees shall be a minimum of twenty (20) hours per week to a maximum of thirty-nine (39) hours per week; and they are eligible for part-time benefits if they average twenty-five (25) hours per week the prior contract year.

ARTICLE V  
HOLIDAYS

Section A.

All regular full-time and part-time employees shall receive the following paid holidays:

½ Day New Year's Eve	Fourth of July
New Year's Day	Labor Day
President's Day	Veterans Day
Martin Luther King Day	Thanksgiving Day
Good Friday	Christmas Eve
Memorial Day	Christmas Day

When a holiday falls on a Saturday, the previous Friday shall be observed as the holiday. When a holiday falls on a Sunday, the following Monday shall be observed as the holiday.

Section B.

When a paid holiday falls during an employee's vacation period, he shall receive an additional day of paid vacation.

Section C.

Regular full-time and part-time employees shall receive one (1) personal leave day each year, non-accumulative.

ARTICLE VI  
VACATIONS

Section A.

All regular full-time employees and regular part-time employees paid thirty-two (32) hours per week or more shall earn annual vacation at their regular weekly rate of pay as follows:

<u>Weeks of Paid Vacation</u>		<u>Years of Service</u>
1 week	after	1 year
2 weeks	"	2 years
3 weeks	"	5 years
4 weeks	"	10 years

1 additional day for each year after 12 years.

Effective 1/1/12, newly hired employees (hired after 1/1/12) will have a maximum of 4 weeks of vacation. Current employees (hired before 1/1/12) will be capped at their current vacation rate except for those who have not yet received 5 weeks of vacation. Current employees with less than 5 weeks of vacation will be able to accrue up to 5 weeks according to the above schedule.

Vacation allotments are granted on the employee's hire date.

Section B.

Upon termination of employment for any cause, employee shall be paid for any accumulated vacation credit, including pro rata payment for a period of less than one year, providing he/she gives a two weeks written notice.

Section C.

The vacation period of an employee shall not be split, except by mutual consent of the parties.

Section D.

Vacation time shall not accumulate from one year to another unless other arrangements are mutually agreed upon by the employee, the Employer, and the Union. An employee shall not, under any circumstances, be required to work for the Employer during his/her vacation without such employee's consent.

ARTICLE VII  
SICK LEAVE

Section A.

All regular full-time employees and part-time employees working 32 or more hours per week shall earn sick leave at the rate of one and one-quarter (1-1/4) days per month of service, accumulative to 120 working days.

All regular part-time employees who work less than 32 hours a week shall earn sick leave at the rate of four and one-half (4-1/2) hours per month of service, accumulative to 120 working days.

Sick leave shall also be granted for sickness or other medical reasons in the employee's immediate family (mother, father, children, brother, sister, spouse and spouse's immediate family). This leave shall be granted up to three (3) days.

Section B.

After three (3) consecutive days absence from work due to illness or accident, the Employer shall have the right to insist on a doctor's certificate confirming the employee's inability to work. If such a certificate is not furnished when demanded, the Employer shall have the right to refuse any sick leave allowance.

Section C.

The Employer will pay for all physical examinations required by the Employer or by any State rules or regulations.

Section D.

When an employee is receiving sick leave compensation, any amounts received by him as temporary total disability under Workmen's Compensation Laws shall be deducted from such sick leave compensation.

Section E.

No sick leave credit will be accrued while an employee is away from work due to leave of absence, sickness, or disability, nor will sick leave pay be allowed during leave of absence or during layoff, except as provided in Section F below.

Section F.

Sick leave pay credit shall cease on the day preceding the day on which the employee retires. If an employee becomes ill or injured while on vacation, the scheduled vacation time is counted as vacation; and, if the disability continues beyond the scheduled time of the vacation, sick leave pay (any remaining sick leave credit) will begin on the first consecutive scheduled working day after the end of the scheduled vacation.

Section G.

Employees who have ten (10) years of service or more who terminate employment with the City shall receive as severance pay \$10.00 for each day of sick leave accumulated, to a maximum of \$1,200.00.

Upon retirement, the employee shall receive the full value of sick leave (# of days x employee's current rate of pay). The employee has the option to receive the \$1,200.00 severance pay and apply the balance of his/her accrued sick leave toward hospital/medical/dental insurance and/or toward payment of bills related to hospital/medical/dental expenses. In the alternative, the employee may elect to have the total sick leave accumulation apply toward payment of such insurance plans, as per Appendix "B", or toward any bill related to same.

Upon employee's demise, one-half (1/2) of unused sick leave accumulation shall be paid to the employee's spouse and/or children, with the remainder of the benefit to be used by the spouse, or a dependent child who is a full-time college student, for health insurance coverage.

Section H.

Three (3) days absence without loss of pay shall be allowed an employee in each case of death in the immediate family. Immediate family shall be defined as spouse, children, parents, sisters, brothers, grandparents or grandchildren of either the employee or his/her spouse.

ARTICLE VIII  
SENIORITY

Section A.

All regular employees working for the City of Tower, Minnesota, as outlined in the bargaining unit of the Recognition Clause, shall be covered by this Agreement and placed on the seniority list.

Section B.

Seniority standing is to be determined on the basis of total length of continuous service for the Employer. All new employees shall be placed on the seniority list after the completion of a six-month probationary period. At the end of such six-month probationary period, the employee shall be entitled to seniority from their first day of employment.



During such six-month probationary period, employees may be discharged by the Council without cause and without same causing a breach of this Agreement or constituting a grievance hereunder.

Section C.

An employee shall lose his seniority standing upon voluntary resignation from employment or upon discharge for cause. An employee's seniority shall not be terminated because of absence due to illness, authorized leave of absence, or temporary layoff.

Section D.

In the event of a layoff, employees shall be laid off according to seniority in the inverse order of hiring. Employees shall be rehired according to seniority in the inverse order of layoffs.

Section E.

In the case of a reduction of force or the elimination of a position, a senior employee may exert his seniority preference over a junior employee in any classification of work, provided he has the necessary qualifications to perform the duties of the job involved.

Section F.

Temporary vacancies exceeding two (2) consecutive weeks (14 calendar days) may be filled by senior qualified employees. In the event said vacancy has a higher rate of pay, qualified employees filling such vacancy shall receive such higher rate of pay when such an appointment is made, provided the duties of the higher paid classification are assigned by the manager or his supervisor.

Section G.

Notice of all vacancies and newly created positions shall be posted on employee bulletin boards, and the employees shall be given seven (7) days time in which to make application to fill the vacancy or new position. The senior employee making application shall be transferred to fill the vacancy or new position, provided he has the necessary qualifications to perform the duties of the job involved. The Employer shall provide the Union Steward with a copy of said posting, inclusive of the name of the employee awarded the position. The Council shall make the determination as to whether or not an applicant possesses the necessary qualifications. In the event the Union does not concur in the determination, the applicant shall have the right of appeal through the normal grievance procedure. Newly created positions or vacancies are to be posted in the following manner: The type of work, the place of work, the rate of pay, the hours to be worked, and the classification.

Section H.

Seniority list shall be brought up to date on January 1 of each calendar year and posted on employees' bulletin board. A copy of the seniority list shall be sent by mail to the Steward of the Union at Tower and to the Staff Representative of AFSCME Council 65.

Section I.

A leave of absence shall be granted only by mutual agreement of the Council and the Union.

ARTICLE IX  
DISCIPLINE

Discharges, demotions or transfers to a lower classification shall be made only for just cause. The Union Grievance Committee and the employee affected shall receive prior notice in writing of any such action. If the Union feels the action was taken without just cause, the employee shall have the right of appeal through the normal grievance procedure.

ARTICLE X  
BULLETIN BOARD

The Council will erect and maintain a bulletin board of reasonable size to be placed in each location where employees report for work, as may be mutually agreed upon between the Union and the Council, which bulletin boards shall be for the use of the Union to post any notice or document relating to Union affairs.

ARTICLE XI  
GRIEVANCE PROCEDURE

The Employer will attempt to adjust all grievances which may arise by virtue of this Agreement or a circumstance or condition thought to be unjust and grounds for complaint or resentment, in the following manner:

STEP 1: First, an immediate effort shall be made to adjust the grievance between the City Clerk/Treasurer and the grievant and/or the Union Representative.

STEP 2: In the event no settlement is reached within 10 days of the Step 1 informal discussion, the grievant and/or the grievant's Union Representative shall present a written statement of the grievance to the City of Tower's Grievance Committee. Such written notice must

be given within thirty (30) calendar days after the grievant should reasonably have learned of the event giving rise to the grievance. The City Grievance Committee and the grievant and/or the Union Representative shall meet to discuss the matter and make an honest effort to resolve the grievance at this level. The Council Grievance Committee shall provide a written response to the Union Representative and the grievant within fourteen (14) calendar days following the Step 2 meeting.

STEP 3: In the event no settlement is reached at Step 2, the written grievance shall be presented to the full City Council for discussion in an attempt to resolve the matter. The City Council shall provide a written response to the Union Representative and the grievant within ten (10) calendar days following the Step 3 meeting.

STEP 4: In the event no settlement is reached at Step 3, the grievance or dispute will be submitted to the State Bureau of Mediation Services for grievance mediation.

STEP 5: In the event no settlement is reached, the grievance or dispute shall be submitted to arbitration as provided by Minnesota Statutes. The fees and expenses of the neutral arbitrator shall be divided equally between the Employer and the Union. The decision of the arbitrator shall be final and binding upon the parties.

Duly authorized representatives of the Union shall have the right to accompany the Union Grievance Committee at all times in the discussion of grievances.

## ARTICLE XII GENERAL PROVISIONS

### Section A.

The management of the City of Tower and the direction of the working forces, the operation of said City, including the hiring, promoting and retiring of employees, the suspending, discharging or otherwise disciplining of employees, the laying off and calling to work of employees in connection with any reduction or increase in the working forces, equipment and other property of the City, are the exclusive functions of the Employer; provided, however, that in the exercise of such functions, the Employer shall not alter any of the provisions of this Agreement.

### Section B.

The Employer agrees to permit one employee of the negotiating or grievance

committee to appear at Council meetings in negotiations or disputes without the loss of pay.

Representatives of the American Federation of State, County and Municipal Employees, AFL-CIO, shall have access to the premises of the Employer at reasonable times and subject to reasonable rules to investigate grievances and other problems with which they are concerned.

Section C.

Any matter that is not a grievance and not covered by this Agreement shall be settled by negotiations between the City and the Union. All grievance issues shall follow the procedure as outlined under Grievance Procedure.

Section D.

The Employer will inform the Union prior to any layoff.

Section E.

The Wage and Salary Schedule shall be attached to this Agreement as Appendix "A" and shall become a part of this Agreement.

Section F.

All full-time and part-time employees shall receive one (1) personal leave day each year.

Section G.

Any employee attending a training necessary to maintain a certification or license required by the employee's job description, or a meeting related to that requirement, will be paid at their regular rate of pay (including any overtime due) for all hours spent at such training and for any travel expenses incurred for the training. The City will expect that the employee will attempt to schedule travel to and from a training during their regular hours of work, when possible, in an effort to avoid overtime.

Section H.

The Employer shall provide the Union Steward with a copy of all bargaining unit job descriptions and keep the Union apprised of any change in such descriptions.

Section I. Jury Duty

If an employee is selected to serve on jury duty or is subpoenaed as a witness for Tower City related matters, the employee will notify the Employer as soon as possible after receipt of notification. The employee will turn in the amount of jury duty pay received, and the Employer shall pay the employee his/her regular pay (calculated as per the employee's regularly scheduled hours). Pay received for mileage allowance shall not be considered as part of the jury duty pay to be submitted to the Employer. The Employer may ask to have the employee excused from jury duty. When

subpoenaed, the employee shall be compensated his/her daily wage for each day he/she provides testimony and/or is required to prepare for such testimony.

Section J.

Employees shall receive one (1) fifteen minute break in the a.m. and one (1) fifteen minute break in the p.m. at a time least disruptive to the employee's scheduled work. Break times cannot be deferred and must be taken at the worksite.

Section K.

All employees required to carry a cell phone shall receive a \$50.00 per month Cell Phone allowance.

Section L.

Maintenance employees shall receive a clothing allowance of up to \$200.00 per year. Receipts must be provided to receive reimbursement.

Section M.

If an employee utilizes their personal vehicle to attend meetings or to attend to regular City business, the employee shall be compensated at the federal mileage rate for all miles traveled.

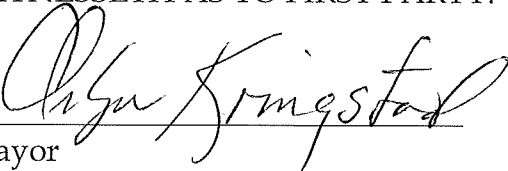
ARTICLE XIII  
DURATION OF AGREEMENT

The terms and provisions of this Agreement shall become effective as of January 1, 2020, and shall continue in full force and effect until December 31, 2021, and thereafter from year to year unless either party shall give written notice to the other party on or before September 1<sup>st</sup> of its desire to terminate or amend said Agreement.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

WITNESSETH AS TO FIRST PARTY:

CITY OF TOWER, MINNESOTA

  
\_\_\_\_\_  
Mayor

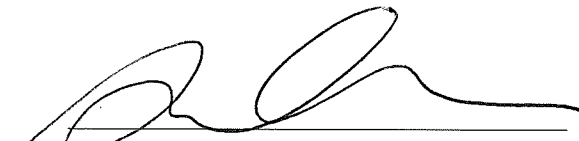
  
\_\_\_\_\_  
Witness


  
\_\_\_\_\_  
Clerk

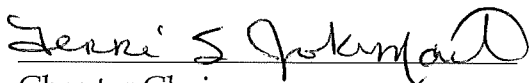
COUNCIL APPROVED  
12/16/19

WITNESSETH AS TO SECOND PARTY:

AMERICAN FEDERATION OF  
STATE, COUNTY & MUNICIPAL  
EMPLOYEES, COUNCIL 65  
LOCAL UNION #1490

  
\_\_\_\_\_  
Staff Representative

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Chapter Chair

APPENDIX "A"

WAGE AND SALARY SCHEDULE

EFFECTIVE 1/1/2020 (6% increase)

Job Classification		Step 1	Step 2	Step 3	Step 4	Step 5	Step L1	Step L2	Step L3	Step L4
1		\$ 18.09	\$ 18.30	\$ 18.66	\$ 19.03	\$ 19.39	\$ 19.77	\$ 20.20	\$ 20.60	\$ 21.57
2	Maintenance Assistant	\$ 18.34	\$ 18.70	\$ 19.07	\$ 19.42	\$ 19.82	\$ 20.24	\$ 20.63	\$ 21.04	\$ 22.07
3		\$ 18.71	\$ 19.08	\$ 19.43	\$ 19.84	\$ 20.25	\$ 20.64	\$ 21.06	\$ 21.50	\$ 22.53
4		\$ 19.12	\$ 19.48	\$ 19.88	\$ 20.30	\$ 20.69	\$ 21.13	\$ 21.54	\$ 22.00	\$ 23.08
5	Maintenance Assistant/Welder	\$ 19.51	\$ 19.91	\$ 20.32	\$ 20.72	\$ 21.16	\$ 21.59	\$ 22.05	\$ 22.50	\$ 23.56
5	Deputy Clerk/Treasurer Trainee	\$ 19.51	\$ 19.91	\$ 20.32	\$ 20.72	\$ 21.16	\$ 21.59	\$ 22.05	\$ 22.50	\$ 23.56
6	Deputy Clerk/Treasurer After 1st Year of Training	\$ 19.94	\$ 20.34	\$ 20.60	\$ 21.19	\$ 21.61	\$ 22.07	\$ 22.53	\$ 22.81	\$ 24.05
7	Deputy Clerk/Treasurer After 2nd Year of Training	\$ 20.35	\$ 20.78	\$ 21.21	\$ 21.62	\$ 22.08	\$ 22.55	\$ 23.01	\$ 23.50	\$ 24.57
8	Deputy Clerk/Treasurer After 3rd Year of Training	\$ 20.78	\$ 21.21	\$ 21.62	\$ 22.08	\$ 22.55	\$ 23.25	\$ 23.50	\$ 24.01	\$ 25.10
9		\$ 21.30	\$ 21.63	\$ 22.11	\$ 22.59	\$ 23.08	\$ 23.92	\$ 24.27	\$ 24.90	\$ 26.11
10	Maintenance Working Foreman	\$ 21.74	\$ 22.20	\$ 22.69	\$ 23.17	\$ 23.69	\$ 24.25	\$ 24.77	\$ 25.32	\$ 26.50

EFFECTIVE 1/1/2021 (4% increase)

Job Classification		Step 1	Step 2	Step 3	Step 4	Step 5	Step L1	Step L2	Step L3	Step L4
1		\$ 18.82	\$ 19.03	\$ 19.40	\$ 19.79	\$ 20.16	\$ 20.56	\$ 21.01	\$ 21.42	\$ 22.43
2	Maintenance Assistant	\$ 19.07	\$ 19.45	\$ 19.83	\$ 20.20	\$ 20.61	\$ 21.04	\$ 21.45	\$ 21.88	\$ 22.95
3		\$ 19.46	\$ 19.84	\$ 20.21	\$ 20.64	\$ 21.06	\$ 21.46	\$ 21.90	\$ 22.36	\$ 23.43
4		\$ 19.89	\$ 20.26	\$ 20.67	\$ 21.11	\$ 21.52	\$ 21.97	\$ 22.40	\$ 22.87	\$ 24.00
5	Maintenance Assistant/Welder	\$ 20.30	\$ 20.70	\$ 21.13	\$ 21.55	\$ 22.00	\$ 22.46	\$ 22.93	\$ 23.40	\$ 24.51
5	Deputy Clerk/Treasurer Trainee	\$ 20.30	\$ 20.70	\$ 21.13	\$ 21.55	\$ 22.00	\$ 22.46	\$ 22.93	\$ 23.40	\$ 24.51
6	Deputy Clerk/Treasurer After 1st Year of Training	\$ 20.74	\$ 21.16	\$ 21.42	\$ 22.04	\$ 22.48	\$ 22.95	\$ 23.43	\$ 23.72	\$ 25.01
7	Deputy Clerk/Treasurer After 2nd Year of Training	\$ 21.17	\$ 21.61	\$ 22.06	\$ 22.49	\$ 22.96	\$ 23.45	\$ 23.93	\$ 24.44	\$ 25.55
8	Deputy Clerk/Treasurer After 3rd Year of Training	\$ 21.61	\$ 22.06	\$ 22.49	\$ 22.96	\$ 23.45	\$ 24.18	\$ 24.44	\$ 24.97	\$ 26.10
9		\$ 22.15	\$ 22.50	\$ 23.00	\$ 23.49	\$ 24.00	\$ 24.88	\$ 25.24	\$ 25.90	\$ 27.15
10	Maintenance Working Foreman	\$ 22.61	\$ 23.08	\$ 23.60	\$ 24.10	\$ 24.64	\$ 25.22	\$ 25.76	\$ 26.34	\$ 27.56

Each Step 1 through Step 5 represents one (1) year of service.

Step L1 represents 6-9 years of service.

Step L2 represents 10-13 years of service.

Step L3 represents 14-17 years of service.

Step L4 represents 18-21 years of service.

Example: After each year of service, for five years, the employee's wage increases to the next step. After five years of service, the employee's wage increases to Step II and remains the same until the employee has completed nine (9) years of service. Such employee then moves to Step L2 until the employee has completed thirteen (13) years of service. Such employee then moves to Step L3 until he/she has completed seventeen (17) years of service; the employee then moves to Step L4 and remains there.

Employees shall progress through the wage and salary schedule in accordance with the

provisions set forth above.

ON CALL PAY:

The employee in the position of full-time maintenance worker shall receive \$125.00 per month for the inconvenience of being on call for weekends and hours after the close of the employee's work day. Effective 1/1/12, the monthly call pay will be pro-rated based on the number of days each employee is on call. For example, if Employee A is on vacation for one week, Employee B would get 1 week of call pay while Employee A is not working.

License Requirement:

Effective January 1, 2007, the employee holding a SD license shall receive an additional \$165.00 per year fixed amount annually until renegotiated.

The Employer agrees to provide bargaining unit maintenance employees access to and education/training sufficient to qualify the employee for the SD Wastewater License, at no cost to the employee. In addition, an employee will be allowed time from work to attend such training, with pay, and all related expenses for the training will be paid by the Employer.



## APPENDIX "B"

### INSURANCES

Upon retirement, the unused portion of sick leave accrued by an employee shall be placed in an account established with the Minnesota State Retirement System Post Health Care Savings Plan established for each employee.

The City will follow the ACA guidelines for determining part-time and full-time status and eligibility for benefits. The City shall calculate the employee's average hours worked from August 31st – August 31st Any eligibility changes resulting from the calculation will be communicated to the employee by September 15th of every odd numbered year. Any insurance changes will take effect at the start of the new contract.

#### Health Insurance

The City agrees to offer employees the option to enroll in the Public Employees Insurance Pool (PEIP). The employer and the Union agree that if an employee opts to enroll in a PEIP plan, the employer will deduct the cost of the premium from monthly longevity payments. The remaining longevity payment due will be provided to the employee as outlined in Appendix "C."

#### Dental Insurance

The City agrees to provide full-time employees \$1,500.00 per year for dental expenses.

#### Life Insurance

Full-time Employees: The City shall provide and pay the premium for \$30,000.00 group life insurance policy or, at the employee's option, pay \$605 per year toward a life insurance policy of the employee's choice. Full time employees, who elect to take the City's \$30,000 group life policy, shall be provided with a \$1500.00 paid up policy at age 65.

Full-time employees - \$30,000 policy  
Regular part-time employees - \$5,000 policy

Employees may purchase additional life insurance by paying the premium cost of such additional coverage.

APPENDIX "C"

LONGEVITY

Longevity Compensation: Any full-time employee hired after January 1, 2000 shall be eligible for longevity compensation in the amount of \$12,000.00. Employees can choose to have the maximum allowed amount of funds deposited into an HSA Account in the employee's name or paid to them on a monthly or quarterly basis.

Effective January 1, 2021, the amount of longevity shall increase to \$12,500.

All part-time employees shall be eligible for longevity compensation not to exceed a maximum of \$2,500 per year paid in January. The employee may elect to have the amount paid to them or deposited into an HSA account in the employee's name.

Longevity payments shall be reviewed and negotiated annually on or before December 1s of each year.