**Interest Arbitration Awards - Minnesota B.M.S.**

December 17, 2014

Summary of Arbitration Awards listed on the Bureau of Mediation Services' web site (http://www.bms.state.mn.us/arbitration_awards.html).

Interest Awards are listed in order of the date awarded.

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<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
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<th>Basis/Argument</th>
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<tr>
<td>14-PN-1305</td>
<td>Lakeville, City of (Interest Award)</td>
<td>Anderson, Richard</td>
<td>12/09/14</td>
<td>Officers. Wages 2014-2%-e (u-3%), 2015-3%-u (e-2%).</td>
<td>2014 - 2%</td>
<td>No pattern. Sgts received market adjustment 3%, 3%. Award maintains historic differential.</td>
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<td></td>
<td>Law Enforcement Labor Services, Inc.</td>
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<td>2015 - 3%</td>
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<td>14-PN-0713</td>
<td>Sherburne County (Interest Award)</td>
<td>Moeller, Lon</td>
<td>11/24/14</td>
<td>Corrections. Remove June restriction on bidding-n-e. Travel time for call back-n-e. Training travel pay-y-u. '14-2%-e (u-12%) 15-2%-both. Change range mvmnt-n-u. Bar grievances re range movement-n-u.</td>
<td>2014 - 2%</td>
<td>Wages-internal pattern. Travel time issues explore FLSA &amp; Imada v City of Hercules (9th Circuit Ct). Call back-ee's not on-call so not mandatory. Training-covered in policy. Other requests are not compelling.</td>
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<td>Law Enforcement Labor Services, Inc.</td>
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<td>2015 - 2%</td>
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<tr>
<td>14-PN-0549</td>
<td>Sherburne County</td>
<td>Crump, Harry</td>
<td>11/07/14</td>
<td>Supervisors. 2014-2%-e (u-3%+1%July market. adjustment), 2015-2%-e (u-3%); Increase; Longevity PTO; IOD; &amp; Insurance-no-e; rewrite insurance benefits, remove &quot;me too&quot; &amp; assign benefit committee to design ACA plan &amp; 2015 rates-y-e.</td>
<td>2014 - 2%</td>
<td>Wages &amp; Insurance - internal pattern. Benefit increases sought by u lacked compelling reasons or quid pro quo. ER had compelling need for changes to insurance benefit language, unlike Benton County arbitration, August 2014</td>
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<td>Law Enforcement Labor Services, Inc.</td>
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<td>2015 - 2%</td>
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<tr>
<td>14-PN-0525</td>
<td>Minnesota, State of, Unit 1</td>
<td>Schiavoni, Marv Jo</td>
<td>10/28/14</td>
<td>Troopers/BCA/DNR. Wages-e (u-delay 3% until 5th pay period each yr.+2% 25th pay period 2015)</td>
<td>2014 - 3%</td>
<td>Internal equity, public policy &amp; other economic factors. U proposal cheaper 1st 2 yrs. But adds $2 million in rollover cost.</td>
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<td>Minnesota Law Enforcement Assn</td>
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<td>2015 - 3%</td>
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<td>Teamsters Local 320</td>
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<td>14-PN-0643</td>
<td>Golden Valley, City of</td>
<td>Toenges, Rolland</td>
<td>9/22/14</td>
<td>Sergeants. '14-2.5%-e (u-2.5%-4% adjustment) '15-2.5%-both. Court 6 hr. minimum-n-e, Call in to wrk Hol 2x-no-e</td>
<td>2014 - 2.5%</td>
<td>Wages-internal pattern. Sgts. Seeking 4% market adjustment officers received, but study didn't warrant one. Negotiate other items.</td>
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<td>Law Enforcement Labor Services, Inc.</td>
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<td>2015 - 2.5%</td>
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<tr>
<td>14-PN-0367</td>
<td>McLeod County</td>
<td>Johnson, John</td>
<td>9/21/14</td>
<td>Deputies. 3yrs-e (u-2yrs); retro pay to current ees only-e; COLA-0% each yr-e (u-2%/yr.), Range-2%+$0.20/hr ea yr-e (u-3%/yr.); 3% for BA-n-e; Incr Invest pay-no-e; ERU, Trainer, &amp;Longevity pay-n-e; Major Hol 2Xpay-n-e, Tuition reimbrs-n-e; FLSA OT-n-u; Sick tied to FMLA-n-u.</td>
<td>2014- 2%+.20</td>
<td>Wages - internal pattern. All other items lack either a compelling reason for the change or any offer of a quid pro quo.</td>
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<td>Minnesota Public Employees Assn.</td>
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<td>2015-2%+.20</td>
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<td>2016- 2%+.20</td>
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<tr>
<td>14-PN-0820</td>
<td>Crystal, City of</td>
<td>Johnson, John</td>
<td>9/19/14</td>
<td>Officers. Wages 2014-2%-e (u-3%); 2015-2.5%-e (e-2%, u-3%); 2014 Market Adjustment of 2%-n-e.</td>
<td>2014 - 2%</td>
<td>2014 internal with only 1 settlement. For 2015 external (note: city did budget 2.5% for 2015.)</td>
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<td>Law Enforcement Labor Services, Inc.</td>
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<td>2015 - 2.5%</td>
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<tr>
<td>14-PN-0534</td>
<td>Hibbing, City of</td>
<td>Miller, Richard J.</td>
<td>9/15/14</td>
<td>'14-$80/hr-u (e-1.5%); '15-2%-+$3.00-u (e-1.5%); '16-2.25%-+$3.00-u (u-1.75%). Longevity bonus for all in 2014 of 1%u. Insurance &amp; VEBA-positions the same. Increase Severance&amp; Layoff notice-no-e; Police &amp; Fire Chief Uniforms-n-e.</td>
<td>2014 - $ 80/hr</td>
<td>Historical relationship w AFSCME maintained. MAPE=9.63% vs AFSCME 10.57%. Severance - one part of request differed from AFSCME + expense. Layoff currently is same as AFSCME. Uniforms - no requirement to wear them.</td>
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<td>Minnesota Association of Professional Employees</td>
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<td>15-2%-+$3.00/h</td>
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<td>16-2.25%+$3.00</td>
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<td>Case No.</td>
<td>Employer</td>
<td>Name</td>
<td>Date</td>
<td>Description</td>
<td>2014-2015 Duration</td>
<td>2014-2015 Rate</td>
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<td>14-PN-0711</td>
<td>Benton County Law Enforcement Labor Services, Inc.</td>
<td>Gordon, Paul</td>
<td>8/21/14</td>
<td>Deputies. 2yrs-u (e-3y); '14-1%-e (u-3%); '15-1% Jan+25% July-e (u-3%); Incr. Shift Diff-n; Change OT-n; Change Holiday for p.t.&amp; premium-n; Incr Vac bank-n; 'ACA insurance reopener-n-u.</td>
<td>2014 - 1%</td>
<td>2015 - 1.25%</td>
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<tr>
<td>14-PN-0356</td>
<td>Pioneerland Library System AFSCME Minnesota Council 65</td>
<td>Jacobs, Jeffrey</td>
<td>7/16/14</td>
<td>Wages: U seeking 2%+steps each yr. E-1%, no steps-offered 2% if no steps-e Add Floating Holiday-n-u.</td>
<td>2014 - 2%</td>
<td>2015 - 2%</td>
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<tr>
<td>14-PN-0551</td>
<td>Benton County Teamsters Local 320</td>
<td>Jacobs, Jeffrey</td>
<td>7/07/14</td>
<td>Dep/Sgts/Lts, 2014-16. Agreed to wage &amp; insurance pattern at hearing(% unk.) Mkt adj-n-e; OT, Hol., Unifrm changes-n-u; Affordable Care Act compliance-y-u.</td>
<td>2014 - 2%</td>
<td>2015 - 2%</td>
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<tr>
<td>14-PN-0040</td>
<td>St. Paul, City of St. Paul Police Federation</td>
<td>Fogelberg, J.C.</td>
<td>7/05/14</td>
<td>'13 April-1%, Oct.-0.5%-e (u-3% split); '14 April-2%-e (u-3.6% split); '15 Apr-2.75%-(e-2% Apr.) (u-4.1% Jun/Dec)</td>
<td>2013 - 1.5%</td>
<td>2014 - 2.0%</td>
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<tr>
<td>14-PN-0563</td>
<td>Canby, City of Law Enforcement Labor Services, Inc.</td>
<td>Imes, Sharon</td>
<td>6/26/14</td>
<td>Wages 2014-2%-u (e-1.5%), '15-2%-u (e-1.5%). Limit comp accrual to 120hrs. -n-u; VEBA-n-e (u: s-1,000, f-2,000)</td>
<td>2014 - 2%</td>
<td>2015 - 2%</td>
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<tr>
<td>13-PN-0299</td>
<td>Sibley County Minnesota Public Employees Assn</td>
<td>Befort, Stephen</td>
<td>3/11/14</td>
<td>Deputies/Jail/Dispatch/Investigators. Wages-e (u '13-2%,'14-2.5%); 2013 - 1.75%</td>
<td>2012 - $4.0</td>
<td>2013 - 2%</td>
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<tr>
<td>13-PN-0286</td>
<td>Freeborn County Minnesota Public Employees Assn</td>
<td>Lundberg, James</td>
<td>2/24/14</td>
<td>Deputies. Wages-e (u '13-2%,'14-2.5%); Uniforms-no chng-e (u+$50); Shift pay-no change-e (u+$4.25 hr.)</td>
<td>2013 - 1.75%</td>
<td>2014 - 2.0%</td>
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<tr>
<td>13-PN-0840</td>
<td>Wilkin County Minnesota Public Employees Assn</td>
<td>Neigh, Charlotte</td>
<td>2/13/14</td>
<td>Jailer/Dispatcher. Change comp grp-n-e.; Wages 2%-e (u-3%+$1); Incr OT accrual 40h to 80hr-n-e; Uniform provide to cash system-n-e; Shift pay +.25 to $1-y-u; FTO pay-n-e.</td>
<td>2014 - 2%</td>
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<tr>
<td>13-PN-0781</td>
<td>Wilkin County Minnesota Public Employees Assn</td>
<td>Latimer, George</td>
<td>1/29/14</td>
<td>Deputies.'13-3%-e (u-3%+$2); '14-2%-e (u-3%+$2); Chief Dep incr $1/h-no-e; Comp accrual 40h to 80hr-no-e; change uniforms from draw to cash-no-e; shift diff from $.85 to $1-y-u; FTO pay-n-e; SWAT premium-no-e,</td>
<td>2013 - 3%</td>
<td>2014 - 2%</td>
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<tr>
<td>13-PN-0783</td>
<td>Isanti County Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard J.</td>
<td>1/23/14</td>
<td>Deputies: Duration-3y-e (u-2y); '13-1.5% Apr&amp;1.5% Jul-e (u-1% Jan,1% Jul); '14-2% Jan-e (u-1% Jan,1% Jul); '15-1%-e (u-2%); Insurance - e. (effective Mar 2014 vs July 2013-u). Cell phone-no change-u.</td>
<td>2013 - 3%</td>
<td>2014 - 2%</td>
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<tr>
<td>13-PN-0782</td>
<td>Lino Lakes, City of Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard J.</td>
<td>1/13/14</td>
<td>Sergeants. 2014-2%-e (u-2.5%). Insurance-u (full single vs. 90%); H.S.A. $1,000/2,500 vs. $750/$1,500.</td>
<td>2014 - 2%</td>
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<tr>
<td>Code</td>
<td>County/Locality</td>
<td>Name</td>
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<td>13-PN-0350</td>
<td>Faribault County Minnesota Public Employees</td>
<td>Kircher, Andrea</td>
<td>12/11/13</td>
<td>Jail &amp; Dispatch. Wages: 12-1.25%-e (u-3%-+3% adj), 13-0% (u-1.5%+-1.5%). Insur-mandatory single participation-e.</td>
<td>2012</td>
<td>Lowest fund balance in state. Little turnover &amp; no problem hiring. April arbitration for for deputies awarded same internal pattern.</td>
</tr>
<tr>
<td>13-PN-0704</td>
<td>ISD 309, Lake of the Woods AFSCME Minnesota Council 65</td>
<td>Miller, Richard J.</td>
<td>11/27/13</td>
<td>Supervisory-1st contract. Normal work week-comb of proposals; Pay for mtgs-no-e; Inclement weather-e; Longevity-v; Vac-e; Sick-combination; Severance-from indiv contracts; Insurance-e, but ees will get their current amts; Dental-no-e. Paydays-e; Salary schedule-no award; wages 2%, 2% based on current pay.</td>
<td>2013</td>
<td>1st contract. No award on salary schedule due to positions being diverse-should be negotiated in future. Wages-more than amt offered to teachers due to no increases for 6 years. Wages, Insurance &amp; Severance amounts from ees previous individual contracts with district.</td>
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<tr>
<td>13-PN-0704</td>
<td>Forest Lake, City of Lyon County Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard</td>
<td>11/20/13</td>
<td>Officers. Change Discipline lang-n-u; Chng Med Leave-no-u; Uniforms'13-900 14-925-u (e-875,900), '15-no incr-e; Insurance-'13 no incr-e,'14,'15-reopener-u, exclude new ees from 100% plan-n-u; HCSP-15m,20m, 25m-u (e-$10m); Ed incentive-n-e; Wages-0, 1.5, 2.5-e (u-2,2,2).</td>
<td>2013</td>
<td>Discipline/Med leave/New ees bar from 100%/Ed incentive failure to show problem or offer quid pro quo. Uniforms/HCSP-history of incrs justified awarding more than Sgts negotiated. Insur '13-pattern,'14 &amp; '15 deviate from pattern but only a minority of unions settled &amp; unk insurance environment. Wages-pattern.</td>
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<tr>
<td>13-PN-0584</td>
<td>Aitkin County Teamsters Local 346</td>
<td>Frankman, Janice</td>
<td>11/17/13</td>
<td>Jailer/Dispatcher wage reopener. 2013 wages-1.8% (e-0%, u-3%), Reduce year-between steps-n-e. Shift diff from $20 to $.68-u. (e-$20, u-$1.00).</td>
<td>2013</td>
<td>Union pattern 0%+steps; non-union merit plans received 1.8%. No rationale to compare merit to steps so 1.8% awarded. Shift change needs negotiation. Shift diff = avg of market.</td>
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<tr>
<td>13-PN-0513</td>
<td>Wadena County Teamsters Local 320</td>
<td>Befort, Stephen</td>
<td>10/18/13</td>
<td>Deputies: 3yrs-e (u-1yr), '13-2%-e (u-3%-+$1.50), '14-3%-e (u-3%-+$1.50), 2015-2.5%-e (u-2%, u-3%). New mgmt rights &amp; maintenance of standards lang-n-u; Eliminate &quot;me too&quot;-y-e. Uniform increase-u. Insurance-e. Shift diff-change hrs-n-e, +$1.10 to $.50 hr-u. POST training-n-e.</td>
<td>2013</td>
<td>Duration/wages-internal pattern; 3rd yr. 2.5% recognized market. Language changes - lack of compelling need. Insurance &amp; &quot;me too&quot; based on internal pattern. Union wanted ER to pay for PIEP if ees can find cheaper coverage than Co. insurance plan - no, contrary to plan objectives.</td>
</tr>
<tr>
<td>13-PN-0331</td>
<td>Albert Lea, City of Lyon County Minnesota Public Employees Assn</td>
<td>Flagler, John</td>
<td>10/03/13</td>
<td>Wages: 1.75%-e (u-2%-+1.5% mkt adjustment)</td>
<td>2013</td>
<td>Internal pattern.</td>
</tr>
<tr>
<td>13-PN-0482</td>
<td>Arrowhead Regional Corrections Board Minnesota Public Employees Assn</td>
<td>Flagler, John</td>
<td>9/23/13</td>
<td>Corrections. 1.5%-e (e-1%,1%, u-2%,2%), Shift diff-no incr-e (u-$3.30/h) Sick leave bank-no-e. Create Sr Shift position-no-e. Bar using reprmd after 2y.</td>
<td>2012</td>
<td>Wages extnl avg 1%,1.5%; 2012 +.5% due to prior wage freeze. Creating position-arbitrator has no authority. Reprimnd language written by arbitrator when he couldn't award u request.</td>
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<tr>
<td>13-PN-0553</td>
<td>Crow Wing County Law Enforcement Labor Services, Inc.</td>
<td>Johnson, John</td>
<td>9/20/13</td>
<td>Corrections. Wages-e (u-2%,2%); Holiday hours = to shift hours-n-e; IOD language-y-u.</td>
<td>2012</td>
<td>Wages internal (despite 4 settlement models) Holiday: 2 of 5 sheriff groups have benefit-did not show need. IOD-internal &amp; showed need.</td>
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<tr>
<td>13-PN-0590</td>
<td>Dakota County Dakota Cty Attorney Employees Assn.</td>
<td>Gallagher, Thomas</td>
<td>9/18/13</td>
<td>General increase-2%-agree; Merit-e, Salary range-4.5%-u (e-2%).</td>
<td>2013</td>
<td>General &amp; Merit-internal. 4.5% Salary range (2.5% behind market (e at 2%) = 4.5%)</td>
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</table>
13-PN-0305 **Eveleth, City of**  
Law Enforcement Labor Services, Inc.  
Dunn, Richard  
9/13/13  
Officers: 3yr-e (u-2); Wages-e (u-3% 2.5%$.25%); Longevity-$10m (neither side requested this); Vac carry over to end of following yr-e (A); Insur & VEBA contribution-e; Requiring note for Dr visits-no-u; Semi-annual VEBA contrib-e  
2013 - 2.5%  
2014 - 2%  
2015 - 2%  
Duration internal pattern and eliminates whipsaw bargaining. Wages, VEBA and insurance - internal pattern. U argued low pay v the market if longevity is considered. It was not certified or requested - Arbitrator ruled it is a subset of wages & awarded it.

13-PN-0068 **Owatonna, City of**  
Teamsters Local 320  
Befort, Stephen  
9/11/13  
Officers. 2yrs-e (u-3y); '12-1%; '13-Jan 1%, July 0.5% (e-0%, u-3% both yrs). Grievance mediation step-n-u; Allow for 12h shift-n-u; Call back/court 2 to 4h-n-e; FLSA OT-n-u; Comp time-n; Seniority vac-no-u. Holiday-same as Sgts; Insur-e Uniform-n-e; Shift pay-n-e; Wrk comp-n-u  
2012 - 1%  
2013 - 1.5%  
Internal pattern. Lack of compelling reasons for proposed changes. Allowing for 12h shift puts 10h at risk. Comp time both seeking change-no change. Holiday-sgts awarded even though neither side proposed it.

13-PN-0496 **Pine County**  
Teamsters Local 320  
Miller, Richard J  
8/01/13  
Deputies. Wages-reached agreement. Uniform:'12-$725-u (+$25), '13-$750-u. Shift diff-update dates-y-u (e-not certified). (ER questioned if properly certified?). Travel $200 bi-weekly Travel Stipend n-e; stipend sought as compensaton for losing take home cars - no justification provided.

12-PN-0878 **Winona County**  
AFSMCE Minnesota Council 65  
Assistant County Attorneys  
Paul, David  
7/09/13  
Wages:'11-0%-e,'12-Jan1%, July1%-e, 2011 - 0%  
Wages:internl settlemnts & economy. Insur: intrnl pattern doesn't fit group profile (all on single at 100% so no need to subsidize families). Language items-no compelling reason for change. Final positions may not be amended except by written mutual consent.

12-PN-0813 **Washington County**  
Minnesota Public Employees Association  
Miller, Richard  
7/07/13  
Jail/Dispatch. Wages-e (u-5%..5%). Salary range:'12-1.5%,'13-1.5%-e (u-3%, 3%). Sgts at least 4% above any supervised ee-n-e. Change Shift pay amount & requirement-no-e. Uniform $425 to $530-u Damaged unfrm reimbursmnt grievable-u. All Hol. pyramiding-n-e.  
2012 - 0%  
2013 - 0%  
Unsustainable to use fund balance to pay for operating expenses. Wages deviate from Deputys arbitration of 12/28/12, but follow internal pattern. Note: Deputies are on steps vs salary ranges for jail/dispatchers. Uniform amount based on historical ratio w Dep. Amnt. (Deputies didn't receive unifrm increase in arb)

12-PN-1088 **Stillwater, City of**  
Law Enforcement Labor Services, Inc.  
Powers, Nancy  
6/19/13  
Sgts: Duration-3yrs-e (u-2y); Wages-12-0%-e (u-3%), '13-14-parties agree; Insur-50% inc v $-u; Vac cash out-n-e; Add Fl Hol-n-e; Comp time-n-e; Court time-3 hr-u; Seniority bidding-n-e.  
2012 - 0%  
2013 - 2%  
2014 - 2%  
May Arb- officers 0%, 3%, 3%. Sgts agreed to city pattern '13-2%;'14-2% but wanted to equal officers 6% total with 2% in '12 - no. Court time 3hrs equals officers. U insurance position closest to current language.

12-PN-1205 **Traverse County**  
Law Enforcement Labor Services, Inc.  
Scoville, James  
6/06/13  
Deputies wages: '12-1%-e (u-6.2%)  
2012 - 1%  
Internal pattern. Insurance used by ER for external compensation comparison.

13-PN-0284 **Dakota County**  
Law Enforcement Labor Services, Inc.  
Befort, Stephen  
6/04/13  
Deputies. Wages-e (u12-2% +5% at control point, '13-2%). Merit Matrix: 12-0%; '13 base % + lump sum %-e.  
2012 - 0%  
2013 - 1%  
2013 - 1%  
Internal pattern. 73% fund balance not a factor. 2 patterns based on level of Insur. coverage. Discussion of Arbitration considerations.

12 PN 1309 **ISD 485, Royalton**  
Royalton Federation of Teachers  
Latimer, George  
5/29/13  
Wages-u, (e '12-0%,'13-0%). Mediated agreement of 0%, 2% rejected by ER.  
2012 - 1%  
2013 - 1%  
Retaining relative standing in comparison group outweighed ability to pay.
13-PN-0089  **Dakota County**
Law Enforcement Labor Services, Inc.

Johnsen, John  5/17/13  Sergeant. Wages-e (u-12.2%-5% at control point, *13-2%). Merit Matrix: 12-0%, *13 base% + lump sum-e.  2012 - 0%  2013 - 1%

Internal pattern. There are 2 patterns based on level of Insurance coverage. County has 73.64% fund balance.

13-PN-0018  **Stillwater, CIty of**
Law Enforcement Labor Services, Inc.

Anderson, Richard  4/07/13  Wages: '12-0%e (u-3%), *13 & '14-e (2%, 2%). Insurance '13-e; '14 reopener.. Limit single to cost of base plan-no-u.  2012 - 0%  2013 - 3%

2013 - 1%

12 PN 1191  **McLeod County**
Law Enforcement Labor Services, Inc.

O'Toole, Carol  4/04/13  Wages-e; Range movement '12-1.5% '13-1.75%-u; Top lump sum $30,$40.  2012 - 0%  2013 - 0%

Sgt wages-internal pattern. Range movement equal to deputies (ER offered $.30 & $.40).

12-PN-1086  **Faribault County**
Law Enforcement Labor Services, Inc.

Koons, Rolland  4/03/13  Wages: '12-1.25%,'13-u (e-1%); '14-e (3%); '15-e (5%). Insurance-e.  2012 - 0%  2013 - 3%

2013 - 0%

12-PN-0906  **Hennepin County**
Hennepin County Professional Social Work Supervisory Employees

Latimer, George  2/11/13  '12-no step,$500 lump sum-e; '13-step+1.5%-e (u-steps+5%); on call increase. Pay for license-no-e.  2012 - 2%  2013 - 2%

Wages-2% internal pattern. Longevity external comparison. Detective increase - external. Insurance - internal & rate dropped by 17% to 20%.

12-PN-0380  **Carver County**
Teamsters Local 320 Detention/Dispatchers

Ver Ploeg, Christine  1/07/13  'July 1% to min., .5% to max-e; '13-Jul 1.25%min,1.25%max-e (u-4%,4%); Step-no-e (u-4.5%); Market adjustment for dispatch-no-e (u-7%); Severance increase-yes-u; Uniform & Shift diff increases-no-e.  2012 - 0.5%  2013 - 1.25%


12-PN-1217  **Anoka County**
Law Enforcement Labor Services, Inc.

Miller, Richard J.  12/31/12  Work Release. Shoe allowance-e, Insurance-100% s-n-e; Wages-e (u-2, 2.75%); Merit-3%,3%-u (e-0, 0).  2012 - 1.25%  2013 - 0%

Shoes-not all member wear uniforms. Insurance-internal benefit. Merit-helps close gap with detention ees.

12-PN-1041  **Hennepin Cty Sheriffs Deputies Assn**

Anderson, Richard  12/28/12  '12-no step,$500 lump sum-e(u-steps); '13-step+1.5%aged(e); Longevity steps, Shift & Weekend diff, Off duty work and quid pro quo for change.  2012 - $500  2013 - 1.5%

Wages & Steps-internal pattern. Other issues lack compelling reason or necessary quid pro quo for change.

12-PN-1040  **Washington County**
Law Enforcement Labor Services, Inc.

Ver Ploeg, Christine  12/28/12  Deputies & Sgts. Wages-e (e-0%); (u-1.5%,1.5%); Wage structure-no-u (e seeking to eliminate steps); Increase retiree insurance-no-e; Clothing allowance-no-e; Specialty uniform stipend-no-e.  2012 - 0.5%  2013 - 0.5%

Wages-u kept step system +0.5%. Co ees w/o steps got 1.5% each yr added to range. Retiree insurance-internal; Clothing increase justified, but u asked for diff arnts for Dep& Sgts. No intnl/extnl support for specialty unf.
12-PN-0656 New Hope, City of
Law Enforcement Labor Services, Inc.
Gallagher, Thomas 12/06/12 Wages-e, (u-2.5%, 2.5%, 2.5%) New ees in Personal leave plan-no-u. 2011 - 1% Revision of Insurance MOUs-e. Xmas eve premium-no-e. Shift differential-no-e 2012 - 1% 2013 - 1% Wages-internal pattern. Insurance MOUs internal benefit. No change to other issues due to lack of quid pro quo or proving a demonstrated need.

12-PN-0434 St. Cloud, City of
AFSCME Minnesota Council 65
Kircher, Andrea 12/03/12 City Attnys; '11-0%-e, '12-1%July-e (u-4.5%, 4.5%); New 4% step in '12-u; Change # of on call days & pay-no-e, 2011 - 0% 2012 - 1% Wages - internal pattern. New top step - raises top pay closer to external average. On call- any change should to be negotiated.

12-PN-1175 Lino Lakes, City of
Law Enforcement Labor Services, Inc.
Dunn, Richard 11/27/12 2012-1% 7/1-u (e-1%); '13-1.5% -u (e-1%); Family H.S.A.-$2500-u, (e-$2000); '12 f ins-e; s ins-split; Opt-out amount-e. 2012 - 1% 2013 - 1.5% Only 1 group settled therefore no internal pattern for wages or insurance. Wages '13-external average. Single insurance award list both 100% & $ amount (split u & e positions).

12-PN-0571 Pine County
AFSCME Minnesota Council 65
Kircher, Andrea 11/21/12 Add personal leave day-no-e; Wages-agreed; Market adjustment-no; Shift language specifying hours-no-e. 2012 - 1.5% 2013 - 1.5% Leave - no quid pro quo. Not reasonable to second guess job classifications. Shift hours are management rights.

11-PN-1163 Ely, City of
Law Enforcement Labor Services, Inc.
Orman, Anthony 11/19/12 Duration-3y-e (u-2y); Wages 2011-e (u-1%); '12-2% July-u (e-1%Mar); '13-both agreed; Pro rate vac earning-n-u Insurance-e; HRA-e; Residency-agreed 2011 - 0% 2012 - 2% 2013 - 2% Duration-history & internal. Wages '11-internal; '12 external; '13-agreed. Insurance & HRA-internal. Vacation closest to current practice.

12-PN-0693 Crystal, City of
Law Enforcement Labor Services, Inc.
Wallin, Gerald 11/17/12 Wages-e (u-'12-2%, '13-2%); 2012 Insurance-e (u-keep '11 $'s which were 16% higher-note insur cost decreased by 16%); 2013 Ins-u (Arb increased ER amounts to same % as 2012). 2012 - 1% 2013 - 1% Officers. Wages - internal & economy. Insurance- 2012 internal pattern. 2013 amounts increased from ER offer to mirror 2012 ratio to cost.

12-PN-0681 Lac Qui Parle County
AFSCME Minnesota Council 65
Neigh, Charlotte 11/16/12 Duration-3y-e (u-2y); Wages-e (u-1.5%) Market adj-no-e (u-$2,500); On-Call: u increase $300 to $350-no-e change to $2.50 per hour-no; P.T. On-Call incr-no-e; Easter premium-y-u; Life insurance increase - y-u. 2012 - 1% 2013 - 1% 2014 - 1% Deputies & Jail/Dispatch: Duration & Wages internal pattern. On-Call - insufficient evidence for either change. Easter - Good Friday already a holiday and only a few work on Sunday. Life insurance from $10k to $20K internal pattern.

12-PN-0697 Hennepin County
Minnesota Public Employees Assn
Schiavoni, Mary Jo 11/07/12 Wages: 0%, $500 lump sum-e (u-3%); Steps-no-e, (u-reinstate '11 step+2012). 2012 - $500 Detention Deputies. Internal pattern.

12-PN-0477 Anoka, City of
Law Enforcement Labor Services, Inc.
Kapsch, Frank 11/05/12 Wages: '11-0%-e (u-3%); '12-1% Jan, 1%Jul-e (u-3%); Shift pay-no-e (u-'11-15; 2012- $25 per pay period) 2011 - 0% 2012 - 2% Officers: Wages-internal pattern. Unwilling to add shift pay even though Sgts receive it. Discussion regarding interest arbitration.

12-PN-0951 St. Louis County
Law Enforcement Labor Services, Inc.
Miller, Richard 9/28/12 Reduce benefits (vac,sick,etc.)for new ees-n-u; Wages-u (e-1, 1.5% if benfts reduced); Incr on-call pay-no-e; Step compression-n-e; Uniform, 50 to $54/m & $70 shoe voucher in 2013-u; Shift differential +$.05/h in 2013-u. Workers comp disability duration change-u. 2012 - 1% 2013 - 1.5% Reduce benefits? no compelling reason nor quid pro quo; Wages internal pattern. Step compression & on-call- no compelling reason. Uniforms-rising costs. Shit differential increase same as corrections. Workers comp same county policy.

12-PN-0334 Blue Earth County
AFSCME Minnesota Council 65
Miller, Richard 9/24/12 Co. Attorneys. 2012-1% Jan, 1% July 2013-1.5% Jan, 1% July-e (u-30%) 2012 - 2% 2013 - 2.5% Internal, external & CPI considered. Discussion on 2 tiers for Co Attorneys salaries, PELRA & M.S. §388.18, (6).
Baxter, City of
Gallagher, Thomas
9/14/12
Wages-0%, 0%-e (u-1%/1%, '12-2%) Increase severance-no-e (u-from 50% to 60% of sick leave).
2011 - 0% 2012 - 0% Wages-based on economy, no internal settlements. Sick buyback should be negotiated—there is an internal pattern.

Mound, City of
Miller, Richard
9/05/12
Shift differential-no-e; 2011-1%July-e (u-3%), 2012-1%-e (u-3%); Me too-y-e; Insurance-no change-u (e-$ cap single)
2011 - 0% 2012 - 1% Shift pay not common in comparison group. Wages and insurance internal—see June 2012 Sergeant's arbitration.

Anoka County
Remington, John
8/24/12
Detention Dep. 2yrs-u (e-1yr): Wages 2012-1.5%-u (e-0%), 2013-0%-e (u-1.5%); Merit base pay 2012-0%-e.
2012 - 1.5% 2013 - 0% Duration-encourage more stable relations. Wage external-lowest paid county. Merit internal—2013 awarded if other receive it.

Spring Lake Park
Lundberg, James
8/17/12
Wages: 2012-2%-e, 2013-1%-e (u-3%, 3%); Uniforms: 2012-$740 (u-12-$710, '13-$720); Uniform carryover change-no.
2012 - 2% 2013 - 1% Officers' wages—internal pattern. Uniforms-sgts amount (more than union requested). No to city's change in uniform carry over because sgt's language not changed.

Willmar, City of
Paull, David
6/15/12
Wages: '11-officers 1%, sgts 2%; '12-officers 1%, sgts2%-u (u seeking 2% for officers & 3% for sgts each yr; e- '11-0%both, '12-1%both). Insurance- fixed $ vs % amt-no-u. Amended award-insurance correction.

Waseca County Deputies and Teamsters Local 320
Ver Ploeg, Christine
7/31/12
3 yrs-e; Compensation-20 stps-e; Hire expiration-e; Insurance-e; Uniform returned when employment ceases-e No changes to: FTO, Shift diff., Retiree Insurance; Work week; Maximum sick accrual; Transfer sick to Vac Accnt-u. State's Position Market adjust-can't compare to hospital nurses. Shift diff-internal pattern (already $.05 higher than others). Training-free training available—no compelling reason.

Mille Lacs County
McCoy, A. Ray
7/06/12
2011-0%-e (u-1%); 2012-1%-u(e-0%); Steps+yes-u; Raise comp accrual-no-e OT after 8 hrs-no-e; Uniforms- 11 +$50, 12 +$50; Retain 100% single insur-u; Change ER from Sheriff to Co board-no-u.
2011 - 0% 2012 - 1% Deputies Wages-pattern. Steps-long term practice & increased value of experience. OT- lack of evidence. Uniforms-jailers got $90 (no to changing pay date). Insurance-long practice & others still receive 100%.

Cook County North Shore Hospital
Daly, Joseph
4/18/12
Wages:2011-1% July; 2012-1%-u (e-2011-0%, 2012-5%); Call back-2hr min-u; Uniforms-no incr-e; Insurance-$ cap on single-no-u; Vac carry over-1.5 x earned, 480 hrs if +10 yrs-e.
2011 - 1% July 2012 - 1% Wages-external (no intnl agreeements). Call back & Vac carry over - internal. Uniforms-above external average. Insurance change to single $ cap not necessary since 16% drop in premiums (may be necessary in future).

Cook County North Shore Hospital
Daly, Joseph
4/18/12
Sgts. 1/11%-11.1%, 12/31/-11.25%; 1/1/12-1.25%, 7/1/12-1.25%; (u-11-3%, 2012-3%/3%). Insurance-e-$80 HRA-u; Uniforms-$875, $900-u; Holidays change language-no-u; July 4, eliminate double pay-no-u.
2011 - 1.25% 2012 - 2.5% Wages-internal pattern. Insurance-significant change based on pattern; $80/mo. HRA is a quid pro quo for insurance change. (benefit expired in other contracts); Uniform allowance increase - same as patrol. Holiday issues - same as patrol.
<p>| Cook County Hospital and Care Center | .5%); PTO-40 hour reduction-e | 2013 - 1% | contract. |</p>
<table>
<thead>
<tr>
<th>Case Number</th>
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<th>Name</th>
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<th>Description</th>
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<tbody>
<tr>
<td>11-PN-0927</td>
<td>Clearwater County</td>
<td>Powers, Nancy</td>
<td>3/13/12</td>
<td>Insurance: eliminate $500 ded plan-no; change % to fixed $ for family ins-no; change Union security &amp; ee rights-no. Union seeking Uniform $ rollover-no; &amp; change to shift premium hrs-no. 2011 - 0% 2012 - 0% 0% &amp; steps both years-e (u-3%&amp;3% +steps). Award based on internal pattern &amp; economy. Issues denied lacked quid pro quo or compelling need for change.</td>
</tr>
<tr>
<td>10-PN-1606</td>
<td>Little Falls, City of</td>
<td>Latimer, George</td>
<td>12/21/11</td>
<td>Wages: '09-0%-e (u-3%);'10-0%-e(u-0% with steps or 1.5%);'11-0%-e(u-0% w steps or 2%). Funeral-5 sick days-u. 2009 - 0% 2010 - 0% 2011 - 0% Wages-economy &amp; only 16% fund balance. Steps denied despite 49ers getting steps (min. cost only 2ees). Funeral-intm pattern.</td>
</tr>
<tr>
<td>11-PN-0581</td>
<td>Hibbing, City of</td>
<td>Ogata, Harley</td>
<td>11/23/11</td>
<td>Wages: '10-0%-e(u-8%); '11-2%-e(u-0.5%, u-5%); '12-2%-e(u-1%, u-5%). Insurance 85% to 80% in 2011-no u. 2010 - 0% 2011 - 2% 2012 - 2% Wages - above pattern of 0%, 1% &amp; 1%; job study &amp; fund balance. Insurance - internal at 85%. No change to duration language-e.</td>
</tr>
<tr>
<td>11-PN-1177</td>
<td>Hennepin County Medical Center</td>
<td>Miller, Richard John</td>
<td>11/11/11</td>
<td>One issue - Layoff language u. Issues denied lacked quid pro quo or compelling need for change.</td>
</tr>
<tr>
<td>11-PN-0587</td>
<td>Prior Lake, City of</td>
<td>Fogelberg, J.C</td>
<td>9/24/11</td>
<td>Sgts insurance reopener 2011-$940-e (u-$875+50% of increase=$992). 2011 - 0% 2012 - 0% 2013 - 0%</td>
</tr>
<tr>
<td>11-PN-0174</td>
<td>Metropolitan Council</td>
<td>Anderson, Richard</td>
<td>8/10/11</td>
<td>Duration: 7/1/10-6/13/13, 2011 - 0% 2012 - 1% 2013 - 2% No explanation for award.</td>
</tr>
<tr>
<td>11-PN-0635</td>
<td>Brainerd, City of</td>
<td>Reynolds, James</td>
<td>8/24/11</td>
<td>Capts and Sgts. wage reopener. 2010-3% eff 12/31/10-u (u-3% 1/1/10; e-1% 12/31/10); 2011-1%-u (e-0%). 2010 - 0% 2011 - 1% 2012 - 2% Officers received 3% in arbitration (09-PN-0550). This maintains relationship with officers.</td>
</tr>
<tr>
<td>11-PN-0027</td>
<td>South St. Paul, City of</td>
<td>Wallin, Gerald</td>
<td>8/24/11</td>
<td>Wages: 0%-e (u-1%, 1%); Steps: 10&amp;11-yes u; 3 days off in lieu of 1%-no e; comp payout 1st pay period per quarter- no-u; vac accrual as earned-no-u. 2010 - 0% 2011 - 0% 2012 - 0% Wages: internal pattern and ability to pay. Steps reflect learning curve and employer is getting greater value supporting the pay.</td>
</tr>
<tr>
<td>11-HN-0894</td>
<td>New River Medical Center</td>
<td>Anderson, Richard</td>
<td>8/10/11</td>
<td>Duration: 7/1/10-6/13/13, 2010 - 0% 2011 - 1% 2012 - 2% No explanation for award.</td>
</tr>
</tbody>
</table>

**Other Notes:**
- **11-PN-0466** Dakota County (Interest Case) Teamsters Local 320 Jacobs, Jeffrey 11/07/11 Corrections Wages:2011-0%-e (u-3%) Merit pay-0%-e (u-3%). 2011 - 0% Internal pattern and the state of the economy. |
- **11-PN-0465** Isanti County (Interest Case) Law Enforcement Labor Services, Inc. Orman, Anthony 11/02/11 Deputies; 2 years-e (u-1yr.); 11-0%-e (u-1%); 2012-1.5%-u (e-1%); Steps 2011-y,12-n-e; 24 hr furlough-n-u. 2011 - 0% 2012 - 1.5% Duration-pattern in 2011, 2012-pattern deviation for corrections; Furlough-questions savings for deputies. |
- **11-PN-0203** Lyon County Law Enforcement Labor Services, Inc. Befort, Stephen 10/7/11 Deputies wages 2010: 3% to merit grid no-e; merit increase-yes-u. Union Position Internal pattern for 10. Deputies negotiated steps in 09 while pattern was for no steps. |
- **11-PN-1346** Dakota County Law Enforcement Labor Services, Inc. Bognanno, Mario 9/27/11 Wages: 2010-0%-e (u-2%); Merit: 0%-e (u-3%). 2010 - 0% Internal pattern (11, but no essential groups) and state of economy. |
- **11-PN-0587** Prior Lake, City of Teamsters Local 320 Fogelberg, J.C 9/18/11 Sgts insurance reopener 2011-$940-e (u-$875+50% of increase=$992). City's Position Pattern with one group. 10 year history of straight dollar amounts vs % formula. |
- **11-PN-0027** Carver County AFSCME Minnesota Council 65 Fogelberg, J.C 8/17/11 2010-0%, no steps-e (u-steps); 2011-2.75% step, 1% to top-u (c-5% step 2.5% to top); Ins 2011- $650s,$1150f. 2010 - 0% 2011 - 1% 2012 - 0% County Attorneys - Internal pattern. Those who already received 2011 step of 4.5% had to return pay. |
- **11-HN-0894** Metropolitan Council Law Enforcement Labor Services, Inc. Bognanno, Mario 6/21/11 Proper wage rate for new Sgt title? & differentiel between Sgt & Lts - E. 2010 - 0% 2011 - 0% Both agreed to 0%, Total cost of 2% per yr year (insurance) - internal pattern. |
10-PN-0934 Brooklyn Park, City of
Teamsters Local 320
Wallin, Gerald 6/09/11 Wages: 10-0%-e (u-1.5%), 11-0%-e (u-1.5%); Steps-2011-no-e; Mkt adj. language (0-2% based on average) to remain, but not applied.
2010 - 0% 2011 - 0%
Internal pattern. Ability to pay has taken on greater weight; market comparisons less important due to city's fiscal differences.

10-PN-1622 Saint Louis County
AFSCME Minnesota Council 5
Remington, John 5/20/11 Dispatch/Corrections unit. OT will not use sick or comp hrs as time worked-empl. Health Insurance: ee at $37.72 for 2010 & 2011-u.
Co. Position Award based on county pattern. Union sought insurance without Overtime change. Claimed others who agreed did not regularly receive overtime.

11-PN-0209 Washington County
Law Enforcement Labor Services, Inc.
Lundberg, James 5/15/11 Wages: Dep.10-0%, 11-0%-e (u-3%, 1.5%), Sgts 3%, 1.5%-u (e-0%,0%); Step compression-no-e; Steps 2011-yes-u; Shift diff incr-no-e; Comp accrual incr-no-e; Clothing-$625to$700-u; Cell phone language-no-e; Eliminate sick preservation & purchasing card-no-u.
2010 - 0% 2011 - 0%
Deputies 0%,0% based on pattern. Sgts based on pay equity (changed differential between Dep & Sgts which union did not request); Incr to clothing due to market & buy American. Reluctance to change contract was basis for other awards (including steps for 2011).

11-PN-0059 Hennepin Healthcare System, Inc.
Kircher, Andrea 4/25/11 Wages: 2010-0%-e (u-3%, 5% for clinic nurses who went to 2nd tier in 2008).
2010 - 0%
Internal & external patterns of 0%.

10-PN-0748 Roseville, City of
Law Enforcement Labor Services, Inc.
Martin, William 4/25/11 2 yrs-e (u-1 yr.), Wages:1%,1%-u (e-0%,0%); Longevity:1%,1%-u (e-0,0); Ed credit:1%,1%-u (e-0%,0%).
2010 - 1% 2011 - 1%
Duration-already in yr 2. Wages-1% & 1% modest requests - below CPI (Sgt's 2010-2.95%-3rd yr). Longevity & Ed Cr historically mirror wage increases.

10-PN-0925 Lyon County
Law Enforcement Labor Services, Inc.
Jacobs, Jeffrey 4/22/11 Wages: 0%, 0%-e (u-3%, 3%); Merit pay:09-yes-u;10-yes-e; Vac:240 hr cap-no-u; Hol. Pay: Columbus+floaters-u (e-2 floaters); Retiree Ins hired 5/1/97-no-e.
2009 - 0% 2010 - 0%

09-PN-1040 Duluth, City of
Firefighters Local 101
Fogelberg, J.C. 4/6/11 Union asked city to increase HCSP contribution for new ees from 1.25% to 2%. Other unions receive 1%.
City's Position Internal pattern; city's distressed finances; fire already is .25% above other union's.

10-PN-1600 Hopkins, City of
Hopkins Police Officers Association
Lundberg, James 3/31/11 2010-1%-u (Jan1%,July2%) (e-0%); 2011-2%-e (u-2%); Single Insur 2010 $667-u (e-$612), 2011-$724-u (e-$669); Uniform-$800-u (e$850).
2010 - 1% 2011 - 2%
Wages-intrnl pattern argued-49ers 3% in 3rd yr (08-10) trumped 0% given in current round. Single insr-100% of high cost vs 100% of low cost (past trend & no quid pro quo). U asked for lower uniform $ to pay insurance.

FMCS
SMDC Health System
Operating Engineers Local 70
O'Toole, Carol 2/25/11 Interest Arbitration- keep language-u; part-time ee language-no change-u; lump sum of $595 (exclude 5 eligible for steps or longevity7)-no-u.
Union positions Changes to contract should take place at negotiating table. If 5 ees were denied the lump sum they would be treated differently then others.

10-PN-1602 Cottage Grove, City of
Cottage Grove Police Officers Federation
Anderson, Richard 2/05/11 Wages: 12/31/10*2%-e (u-$1/hr to top pay); 2011-1% 1/1 & 1% 7/1-u (e-1% & mkt adjustment 7/1); Drop Short term disability eligibility frm 20 to 5 days-no-e.
2010 - 2%* 2011-1%,1%
2010 internal patern. 2011 COLA, Union failed to meet burden of showing need to change Short Term Disabitliy eligibility.

10-PN-1074 ISD 625, St. Paul
St. Paul Principals Association
VerPloeg,Christine 2/01/11 Retiree insr. sunset for new ee hired after 1/1/96, in exchange they got a 403b. Seeking 403b for those who kept insurance.
Denied Final Offer. Neither internal nor external comparisons support incr. budget realities and should adhere to 1995 negotiated agreement.
10-PN-0853 Forest Lake, City of

Law Enforcement Labor Services, Inc.

Miller, Richard 1/21/11 Retiree insur. sunsets for ees hired after 1/1/10. Wages, health, dental, severance positions identical. Union tried to reject HCSP incr as insufficient qid pro quo for retiree insurance. Union position Co.'s position. Insurance-internal pattern.

10-PN-0313 Freeborn County

Teamsters Local 320

Bognanno, Mario 1/21/11 Working out of class-$2-u (c-2-weeks in position before eligible), Health Insurance-no change-c(u-90%) Union position Maintains intent of existing article which was nullified by the new Sgt position. Co.'s position. Insurance-internal pattern.

10-PN-0769 Dakota Communications Center

Law Enforcement Labor Services, Inc.

Toenges, Rolland 1/20/11 Steps v Pay for performance wage schedule-steps-u; OT seniority rights & right to grieve-no-(county position). Wages 0% for 10 & 11 not arbitrated. Step system Steps are more common in public safety. Dispatchers who had Pay for Performance rejected it. Steps effective 3/1/11 with no effective 3/1/11 with no backpay.

10-PN-1022 Hennepin County

Hennepin County Sheriffs Supervisors

Miller, Richard 1/10/11 OT: for Capts & Lts, remove FLSA OT for Capts & Lieutenants Old contract provided for OT in "rare & unusual circumstances". Award changes to "if obligated". FLSA reference for calculation was removed.

10-PN-1311 Anoka County

Law Enforcement Labor Services Inc.

Miller, Richard 1/04/11 Wages: 0%-c (u-2%); Merit steps: 3%-u (c-1.5%); Pay for negotiating: yes-u (c-no). Wages-internal pattern. Merit step-needed to adjust internal pay gap with correction depts. Negotiation pay maintains the past practice.

10-PN-0956 Blaine, City of

Law Enforcement Labor Services Inc.

Miller, Richard 12/30/10 1yr-u (c-2yr); Insr eff 12/21/10 $940 (u-$990, c-$870); Wages 2010-1% (u-3%, c-1%); Comp time-no-c; Incr Call Back from 2 to 3 hrs.-no-c; Wages-internal pattern. Merit step-needed to adjust internal pay gap with correction depts. Negotiation pay maintains the past practice.

10-PN-1058 Inver Grove Heights, City of

Law Enforcement Labor Services, Inc.

Schiavoni, Mary Jo 12/10/10 Wages: 1.5%-u (c-0%). Insurance-City's position: high ded single +$57.32; freeze most expensive (ee cost $25.06), Co.'s Position Maintains relationship to Stanton V average. Ignores Sgts. taking 0%. Insurance-equitable cost sharing.

11-PN-587 Prior Lake, City of

Teamsters Local 320


10-PN-0141 Rice County

Teamsters Local 320

Fogelberg, J.C. 12/9/10 Deputies seeking step movement for 2010 - accepted 0% for wages. Internal pattern. They also have fewer steps than other comparable counties.

10-PN-1183 Edina, City of

Teamsters Local 320 - police

Frankman, Janice 12/7/10 Wages: 3%, 3% -u (c-5% 7/10, .5% 7/11); Insurance: 2010-$775, 2011-same as other ees-c; Shift diff-no-c. Wages - based on city's financial shape. Insurance-internal pattern. Shift diff-denied as new benefit.

10-PN-0932 Hennepin County

Hennepin County Supervisors Assn

Fogelberg, J.C 11/11/10 Correction supervisors accreted into Suprv Assn. seeking to retain Holiday & Officer in Charge pay. Co.'s Position Existing benefits not in Master Agreement viewed as new benefits.

10-PN-0623 Hennepin County

Teamsters Local 320

Neigh, Charlotte 10/19/10 Comp time: ee option to select pay or time off-no-C. Seniority bidding for days off-no-C. Penalty for less than 10 day notice of schedule change-no-C. Co.'s Position Union has burden to demonstrate need for change. Some of the issues rejected in prior arbitrations. Wage & step freeze negotiated for 2011.
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<tr>
<th>Case Number</th>
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<th>Year</th>
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<tbody>
<tr>
<td>10-PN-0959</td>
<td>Shakopee, City of</td>
<td>10/8/10</td>
<td>Duration: 1yr-u; Wages: 1% (u-3%, c-0%); Uniform-$800 (u-$815, c-$775) Longevity: no change-u; Performance pay: no change-u.</td>
<td>2010 - 1%</td>
</tr>
<tr>
<td>10-PN-1107</td>
<td>Plymouth, City of</td>
<td>10/2/10</td>
<td>Wages only issue. U seeking 3%. AFSCME received 2%. E offered 0%.</td>
<td>2010 - 0%</td>
</tr>
<tr>
<td>10-PN-0957</td>
<td>Mounds View, City of</td>
<td>9/29/10</td>
<td>Duration: 1 yr-u; Insurance: $867.33-u (c-$842.20); Wages: 0%-c (u-2%).</td>
<td>2010 - 0%</td>
</tr>
<tr>
<td>10-PN-1306</td>
<td>Isanti, City of</td>
<td>9/28/10</td>
<td>Duration: 1 yr-u; Insurance: high deductible plan?no-u; Sick cap increase?no-c.</td>
<td>2010 - 0%</td>
</tr>
<tr>
<td>10-PN-0776</td>
<td>Hennepin County</td>
<td>9/07/10</td>
<td>Wages: 0%, 0%-c (u-3%,3%); Steps: 10 yes, 11 no-c; Shift incr-no-c; Uniform incr-no-c; FTO, Latent Print, Firearm incr-no-c; Seniority-no-c; Pay for 28 d schdl-no-c; Penalty for schdl chng &amp; def of emergency-no-c;Ltgduty-no-c.</td>
<td>2010 - 0%</td>
</tr>
<tr>
<td>10-PN-0861</td>
<td>Coon Rapids, City of</td>
<td>8/09/10</td>
<td>Insr: no change-c; Vac: add 1 day/yr 21y to 25y -u; Inc Prem Pay: no-c; Unifrms:+$35-u; Wages:1% (u-3%,c-0%)</td>
<td>2010 - 1%</td>
</tr>
<tr>
<td>09-PN-833</td>
<td>Metropolitan Council</td>
<td>6/28/10</td>
<td>2009 0%-e (u-3%); 2010-0% ( u-2%); Steps=yes-u; Longevity-no change-u (e- freeze steps &amp; long., sunset long.)</td>
<td>2009 - 0%</td>
</tr>
<tr>
<td>09-PN-0550</td>
<td>Brainerd, City of</td>
<td>5/02/10</td>
<td>2 yrs-e; 2009 u-3%, e-0%; 2010 u-no position, e-reopener.</td>
<td>2009 - 3%</td>
</tr>
<tr>
<td>09-PN-0840</td>
<td>Centennial Lakes Police Department</td>
<td>3/31/10</td>
<td>2009 u-117% of patrol (4.5%), e-3.5%. 2010 u-117% of patrol (1%), e-0%. 2009 ins-900 (u-900, e-800); 2010 ins. 900 (u-1,000, e-800); performance pay-u.</td>
<td>2009 - 3.5%</td>
</tr>
<tr>
<td>09-PN-0806</td>
<td>Carver County (Deputies' Unit)</td>
<td>3/06/10</td>
<td>Wage reopener MOU to negotiate results of a job study. U-9.12%, e-0%.</td>
<td>2009 - 0%</td>
</tr>
<tr>
<td>09-PN-0424</td>
<td>Carver County (Sergeants' Unit)</td>
<td>3/06/10</td>
<td>Wage reopener MOU to negotiate results of a job study. U-10%, e-0%.</td>
<td>2009 - 2%</td>
</tr>
<tr>
<td>09-PN-0924</td>
<td>Lake County</td>
<td>2/01/10</td>
<td>County VBEA insurance awarded; plan takes effect in 2010-Union argued 2010 not in front of arbitrator. Pay comp time to exempt empl.?no</td>
<td>2008 - 2%</td>
</tr>
<tr>
<td>09-PN-1062</td>
<td>West St. Paul, City of</td>
<td>1/19/10</td>
<td>2009 u- 4% +steps; e-0% +steps; 2010 u- 4% +steps; e-0% +steps; 1.5 premium for xmas eve-u</td>
<td>2009 - 3%</td>
</tr>
</tbody>
</table>

*Note: All settlements and negotiations are based on the context provided in the document.*
<table>
<thead>
<tr>
<th>Case Number</th>
<th>Agency</th>
<th>Date</th>
<th>背景</th>
<th>2009-2010</th>
<th>2009-2010</th>
<th>2009-2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-PN-0540</td>
<td>Crookston, City of</td>
<td>8/18/09</td>
<td>Only issue, wages for 2009. Union asked for 4%, City offered 0%.</td>
<td>2.75%</td>
<td>1.0%</td>
<td>Internal pattern. City wanted to deviate from pattern due to economy.</td>
</tr>
<tr>
<td>09-PN-0267</td>
<td>Morrison County</td>
<td>6/2/09</td>
<td>Union seeking 4%, County 1%</td>
<td>1%</td>
<td>0%</td>
<td>Ability to pay and internal pattern.</td>
</tr>
<tr>
<td>08-PN-0677</td>
<td>Faribault County</td>
<td>4/3/09</td>
<td>2008-2009-u (e-2%,2% argued against established pattern). Add 2 steps-n-e; Reduce comp-n-u</td>
<td>2.9%</td>
<td>3%</td>
<td>2.9% - 9% - 3%; Co. did not try to reduce others due to budget.</td>
</tr>
<tr>
<td>08-PN-1141</td>
<td>Metropolitan Council</td>
<td>2/27/09</td>
<td>2008-2009-e (u-4%); 2009-2.5%-e (u-4%), Internal patterns.忽略了外部的谈判</td>
<td>2%</td>
<td>2.5%</td>
<td>内部模式。忽视了外部的谈判。</td>
</tr>
<tr>
<td>08-PN-0472</td>
<td>Blue Earth County</td>
<td>2/22/09</td>
<td>2008-2010-2%Jan, 2%July each yr-u. Lead pay incrs-n-e; shift differential-n-e; 1% HCSP-n-e.</td>
<td>2%</td>
<td>2%</td>
<td>2% - 2% - 2% - 2%; external support.</td>
</tr>
<tr>
<td>08-PN-0828</td>
<td>Fridley, City of</td>
<td>1/3/09</td>
<td>2008-3% (u-4%,e-2%) 09-3% (u-4%,e-2%) CT standby 2 to 3 hrs-u; incr insur-no-e; incr specialty pay-n-e; sep benefit eligibility date-n-e; fl Hol-n-e; choice of remedy-n-u</td>
<td>3%</td>
<td>3%</td>
<td>3% - 3% - 3%; wages &amp; standby same as officers.</td>
</tr>
<tr>
<td>08-PN-0751</td>
<td>Murray County</td>
<td>12/31/08</td>
<td>U 4%+steps; E 3% w/o steps-A 2.5% with steps; co's insurance pattern.</td>
<td>2.5%</td>
<td>2.5%</td>
<td>内部模式。忽视了外部的谈判。</td>
</tr>
<tr>
<td>08-PN-0750</td>
<td>Buffalo, City of</td>
<td>12/15/08</td>
<td>Health Insurance reopener: Family 2008 - $780-u, (City $740.49)</td>
<td>Union position</td>
<td>Union position</td>
<td>Non-Union internal pattern rejected Based on external % average.</td>
</tr>
<tr>
<td>08-PN-0453</td>
<td>Owatonna, City of</td>
<td>12/14/08</td>
<td>Sgts group; wage reopener 2008-3.25-u</td>
<td>3.25%</td>
<td>3.25%</td>
<td>外部模式。无内部模式。</td>
</tr>
<tr>
<td>08-PN-0926</td>
<td>Dakota Communications Center</td>
<td>11/26/08</td>
<td>1st contrct, 2 yrs-u; '08-3%-u, 09-3%-u. Shift diff-n-e; Uniforms-n-e;</td>
<td>3%</td>
<td>3%</td>
<td>主要问题是工资矩阵或非工资支付未回答。</td>
</tr>
<tr>
<td>09-PN-0048</td>
<td>Metropolitan Council</td>
<td>11/20/08</td>
<td>Duration 2.5 yrs-e (u-3); '08-2.7%(u-4%,e-2.25%),'09-2.7% (u-4%,e-2.25%).HRA plan-y-e; Distinctions plan-n-u; insur amt-e, change leave conversion dates-n-u.</td>
<td>2.7%</td>
<td>2.7%</td>
<td>内部模式。忽视了外部的谈判。</td>
</tr>
<tr>
<td>08-PN-0266</td>
<td>Stillwater, City of</td>
<td>10/31/08</td>
<td>'07-3%-u (e-4%+$32),'08-3%-u (e-4%+$65), 09-3%+25%-e(u-4%+$90) Court time 2 to 3 hrs-u; add 2 Hol for premium pay-n-e; invest pay incr-u</td>
<td>3%</td>
<td>3%</td>
<td>3% - 3% - 3% - 7% - 25%; July 25%</td>
</tr>
<tr>
<td>08-PA-0145</td>
<td>Paynesville, City of</td>
<td>10/21/08</td>
<td>First contract, 2007-5.3% (u-15%,e-1%), '08,'09-e (u-4%,4%). Language on: mngmt rghts-e, Position elimination-u; week-e; OT-u; reduced retiree ins-e.</td>
<td>5.3%</td>
<td>2.5%</td>
<td>5.3% - 2.5% - 2.5% - 2.5% - 2.5%; external. Other issues - internal.</td>
</tr>
<tr>
<td>08-PN-1039</td>
<td>Apple Valley, City of</td>
<td>10/20/08</td>
<td>2009-3.25% (u-5%, e-2.5%) Uniforms +$25 for both 08 &amp; 09.</td>
<td>3.25%</td>
<td>3.25%</td>
<td>3.25% - 3.25%; wages same as 2009 sergeant's arbitration award. Internal.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>案件编号</th>
<th>机构</th>
<th>日期</th>
<th>背景</th>
<th>2009-2010</th>
<th>2009-2010</th>
<th>2009-2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-PN-0540</td>
<td>Crookston, City of</td>
<td>8/18/09</td>
<td>只有工资问题，2009年。工会要求4%，城市提出0%。</td>
<td>2.75%</td>
<td>1.0%</td>
<td>内部模式。城市希望改变模式以应对经济。</td>
</tr>
<tr>
<td>09-PN-0267</td>
<td>Morrison County</td>
<td>6/2/09</td>
<td>工会寻求4%，县1%</td>
<td>1%</td>
<td>0%</td>
<td>内部模式。能够支付经济。</td>
</tr>
<tr>
<td>08-PN-0677</td>
<td>Faribault County</td>
<td>4/3/09</td>
<td>2008-2009年（e-2%），2%被否认，对模式的建立。在步骤中增加2步；减少COMP-N-U</td>
<td>2.9%</td>
<td>3%</td>
<td>2.9% - 9% - 3%；公司没有尝试削减其他支付以应对预算。</td>
</tr>
<tr>
<td>08-PN-1141</td>
<td>Metropolitan Council</td>
<td>2/27/09</td>
<td>2008-2009年（u-4%），2009年（u-4%，e-2%）</td>
<td>2%</td>
<td>2.5%</td>
<td>内部模式。忽略了外部的谈判。</td>
</tr>
<tr>
<td>08-PN-0472</td>
<td>Blue Earth County</td>
<td>2/22/09</td>
<td>2008-2010年2%（1月，7月每年），领导支付增加n-e；差额分配n-e；1% HCSP-n-e。</td>
<td>2%</td>
<td>2%</td>
<td>2% - 2% - 2% - 2%；外部支持。</td>
</tr>
<tr>
<td>08-PN-0828</td>
<td>Fridley, City of</td>
<td>1/3/09</td>
<td>2008-3%（u-4%，e-2%），2009年3% - u, 09-3%-e, CT standby 2 to 3 hrs-u, incr insur-no-e, incr specialty pay-n-e, sep benefit eligibility date-n-e, fl Hol-n-e, choice of remedy-n-u</td>
<td>3%</td>
<td>3%</td>
<td>3% - 3% - 3% - 3% - 3%；工资与Standby与军官相同。</td>
</tr>
<tr>
<td>08-PN-0751</td>
<td>Murray County</td>
<td>12/31/08</td>
<td>U 4%+steps; E 3% w/o steps-A 2.5% with steps; co's insurance pattern。</td>
<td>2.5%</td>
<td>2.5%</td>
<td>内部模式。忽略了外部的谈判。</td>
</tr>
<tr>
<td>08-PN-0750</td>
<td>Buffalo, City of</td>
<td>12/15/08</td>
<td>健康保险重开：家庭2008年-780-u,（城市740.49）。</td>
<td>3%</td>
<td>3%</td>
<td>3% - 3% - 3%；非联合内部模式被拒绝。因外部%平均值。</td>
</tr>
<tr>
<td>08-PN-0453</td>
<td>Owatonna, City of</td>
<td>12/14/08</td>
<td>警察集团；工资重开2008年3.25-u</td>
<td>3.25%</td>
<td>3.25%</td>
<td>外部模式。无内部模式。</td>
</tr>
<tr>
<td>08-PN-0926</td>
<td>Dakota Communications Center</td>
<td>11/26/08</td>
<td>首份合同，2年-u；‘08-3%-u，09-3%-u。Shift diff-n-e；Uniforms-n-e；</td>
<td>3%</td>
<td>3%</td>
<td>3% - 3%；主要问题是6个月的工资矩阵或非工资支付未回答。</td>
</tr>
<tr>
<td>09-PN-0048</td>
<td>Metropolitan Council</td>
<td>11/20/08</td>
<td>持续2.5年-e（u-3）；‘08-2.7%（u-4%），e-2.25%），‘09-2.7%（u-4%，e-2.25%）。HRA plan-y-e，Distinctions plan-n-u，insur amt-e，change leave conversion dates-n-u.</td>
<td>2.7%</td>
<td>2.7%</td>
<td>内部模式。忽略了外部的谈判。</td>
</tr>
<tr>
<td>08-PN-0266</td>
<td>Stillwater, City of</td>
<td>10/31/08</td>
<td>‘07-3%-u（e-4%+$32），‘08-3%-u（e-4%+$65），09-3%+25%-e(u-4%+$90) Court time 2 to 3 hrs-u；add 2 Hol for premium pay-n-e；invest pay incr-u</td>
<td>3%</td>
<td>3%</td>
<td>3% - 3% - 3% - 3%；工资内部，法庭时间外部。</td>
</tr>
<tr>
<td>08-PA-0145</td>
<td>Paynesville, City of</td>
<td>10/21/08</td>
<td>第一份合同，2007-5.3%（u-15%，e-1%），‘08，‘09-e（u-4%，4%）。语言：管理权-e，职位裁减-u；周-e；OT-u；退休金减少-ins-e。</td>
<td>5.3%</td>
<td>2.5%</td>
<td>5.3% - 2.5% - 2.5% - 2.5% - 2.5%；外部。其他问题-内部。</td>
</tr>
<tr>
<td>08-PN-1039</td>
<td>Apple Valley, City of</td>
<td>10/20/08</td>
<td>2009-3.25%（u-5%，e-2.5%）Uniforms +$25 for both 08 &amp; 09。</td>
<td>3.25%</td>
<td>3.25%</td>
<td>3.25% - 3.25%；工资与2009年警官的仲裁奖相同。内部。</td>
</tr>
</tbody>
</table>
Kircher, Andrea 10/6/08 Wages: 2007-3%-e (u-4%), 2008-3%-e (u-4%), 2009-3.25% (u-4%, e-2.5%). change Master Sgt program n-e; uniforms '07,08-n-e; 09-$25-u. Emgncy leave-n-u. 2007 - 3% 2008 - 3% 2009 - 3.25% '07-08 internal. 2009 external. M Sgt- no compelling reason. Uniform maintains internal ratio. Leave-no compelling reason.

Miller, Richard 10/6/08 Duration-1yr-e (u-2yrs); 2008-3.0%-e (u-3%+1% adj). Longevity incr-u. 2008 - 3% Wages internal pattern. Longevity equals department heads.

Bryant, Bernardine 9/30/08 2007-4%(u-5%, e-3%), '08-3%-e (u-5%), '09-3%Jan., .25%July- e (u-5%). 2007 - 4% 2008 - 3% 2009-3%+.25% Market 2007, pattern 2008 & 2009.

Daly, Joseph 9/17/08 Wages-u (u-5%, 5%; e-1.5%, 1.5%) 24 hr funeral leave, longevity, shift diff increase-pattern-u; zipper clause-no-u. 2008 - 3% 2009 - 3% Wages-pattern 2008-2009..

Jacobs, Jeffrey 9/2/08 County changed salary matrix neg in 2007. '08-1%-e (u-3%), '09-1%-e (u-3%) 2008 - 1% 2009 - 1% Wages & other issues based on internal pattern.

O'Toole, Carol Berg 8/21/08 U-4%+$7.5, 4%+$2.5; E-2.5%, 2.5% Insur: $25, $25-E. 2008 - 3% External avg. and city suggested it was reasonable.

Toenges, Rolland 8/8/08 City's pattern 3% Jan.; .5% July. Award 3% Jan; .6% Aug. 2008 - 3.6% Internal & external averaged .6% in Aug.- same cost as .5% in July

Toenges, Rolland 7/29/08 Non-essential, agreed to final offer arbitration. Dispute re mkt adj. Co. 3 yr w mrkt adj 2008; Union 1 yr-4%. 2008-mkt adj 2009 - 3.15% 2010 - 3.25% County position. Union was less expensive for 2008, but County was consistent w internal pattern.

Miller, Richard 6/18/08 Wages-u; Differentials-u; Diff retro-er; Weekend defined-er; STO/STC-er; 1 hr pay to meet new members-u; 457 plan-er; Provisional hires-er 2007 - 4% 2008 - 4% 2009 - 3% Wages & differentials - external market. Status quo on most language items.

Latimer, George 6/16/08 Wages: City $.66 across the board both year = to 3%, u 08-7%, 09-4%. Comp incr: no-e; Insurance change % to fixed $: no-u; Sick leave change: no - union position. 2008 - 5% 2009 - 4% External market, CPI & $.66/hour = 4% for other city employees.

Latimer, George 5/28/08 2 yrs.-u; Wages 2%, 2%-e; Perf pay 2%,2%-e; PP eff Jan-u; spec pay-no; 2007 - 2% 2008 - 2% Investigative Unit, award matches other internal LELS units.

Fogelberg, J.C 5/20/08 New pay scale; Sgts placed in step above current pay, (u - seeking same placement as Fire Captains). 2007 - 2% City's position Capt's base higher since 1999 due to OT exempt status. Reversing would abrogate negotiations.

Kapsch, Frank 3/29/08 Wage reopener for 2007 - 2.5%-e (u-3.5%). 2007-2.5% Internal pattern and consistent with cost of living.
<table>
<thead>
<tr>
<th>Date</th>
<th>Union/Company</th>
<th>Signing Date</th>
<th>Total Package</th>
<th>Wages/Insurance Details</th>
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</thead>
<tbody>
<tr>
<td>3/13/08</td>
<td>Toenges, Rolland</td>
<td>2008 - 2%</td>
<td>Total package</td>
<td>District's position based on internal pattern.</td>
</tr>
<tr>
<td>3/13/08</td>
<td>Toenges, Rolland</td>
<td>2009 - 2%</td>
<td>Duration, wages and insur based on internal pattern. Shift diff incr $.5 in 08 &amp; 09. 1 yr bar to discpl. invest removed.</td>
<td></td>
</tr>
<tr>
<td>2/28/08</td>
<td>Toenges, Rolland</td>
<td>2007 - 3%</td>
<td>Duration, wages and insur based on internal pattern.</td>
<td></td>
</tr>
<tr>
<td>2/28/08</td>
<td>Toenges, Rolland</td>
<td>2008 - 3%</td>
<td>Wages exceed 2% pattern - based on CPI &amp; externals.</td>
<td></td>
</tr>
<tr>
<td>2/28/08</td>
<td>Toenges, Rolland</td>
<td>2009 - 3%</td>
<td>Wages exceed 2% pattern - based on CPI &amp; externals.</td>
<td></td>
</tr>
<tr>
<td>1/30/08</td>
<td>Remington, John</td>
<td>2006 - 2.5%</td>
<td>Wages exceed 2% pattern - based on internal pattern.</td>
<td></td>
</tr>
<tr>
<td>1/30/08</td>
<td>Remington, John</td>
<td>2007 - 2.5%</td>
<td>Wages - external average. IOD &amp; FTO should be bargained.</td>
<td></td>
</tr>
<tr>
<td>1/30/08</td>
<td>Remington, John</td>
<td>2008 - 3.4%</td>
<td>Tuition-no compelling reason. Deputies schedules differ from other co. ees.</td>
<td></td>
</tr>
<tr>
<td>12/31/07</td>
<td>Gallagher, Thomas</td>
<td>2007 - 2.5%</td>
<td>Wages - external average. IOD &amp; FTO should be bargained.</td>
<td></td>
</tr>
<tr>
<td>12/31/07</td>
<td>Gallagher, Thomas</td>
<td>2008 - 2.5%</td>
<td>Wages - external average. IOD &amp; FTO should be bargained.</td>
<td></td>
</tr>
<tr>
<td>12/31/07</td>
<td>Gallagher, Thomas</td>
<td>2009 - 2.5%</td>
<td>Wages - external average. IOD &amp; FTO should be bargained.</td>
<td></td>
</tr>
<tr>
<td>1/27/08</td>
<td>Kapsch, Frank</td>
<td>2008 - 2%</td>
<td>Wages internal pattern. Retiree Insurance awarded in arbitration.</td>
<td></td>
</tr>
<tr>
<td>1/27/08</td>
<td>Kapsch, Frank</td>
<td>2009 - 2%</td>
<td>Wages internal pattern. Retiree Insurance awarded in arbitration.</td>
<td></td>
</tr>
<tr>
<td>12/26/07</td>
<td>Jacobs, Jeffrey</td>
<td>2007 - 3.25%</td>
<td>Final offer, employers position. U proposed lower wages 08 for more insur than pattern.</td>
<td></td>
</tr>
<tr>
<td>12/26/07</td>
<td>Jacobs, Jeffrey</td>
<td>2008 - 3.25%</td>
<td>Final offer, employers position. U proposed lower wages 08 for more insur than pattern.</td>
<td></td>
</tr>
<tr>
<td>12/26/07</td>
<td>Jacobs, Jeffrey</td>
<td>2009 - 3.25%</td>
<td>Final offer, employers position. U proposed lower wages 08 for more insur than pattern.</td>
<td></td>
</tr>
<tr>
<td>11/24/07</td>
<td>Anderson, Richard</td>
<td>2007 - 3%</td>
<td>Wages exceed 2% pattern - based on internal pattern.</td>
<td></td>
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<td>Bard, Stephen</td>
<td>2008 - 3%</td>
<td>Wages-internal pattern. Comp carry-over no.</td>
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<td>Bard, Stephen</td>
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<td>2007 - 2.5%</td>
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<td>Gallagher, Thomas</td>
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</table>

**Note:** The dates and positions mentioned in the document are placeholders for illustrative purposes. The actual text provided includes specific details such as contract dates, wage increases, insurance contributions, and dispute resolutions, among other things.
Eagan, City of
Law Enforcement Labor Services, Inc.
Paull, David
8/28/07
Sgts; Wages: 06-3%-e (u-4%); 2007-3.75%-u (e-3% or 3/1 if cap on tuition); Tuition cap-no; 2 x major Hol-no-e; Vac accrual incr-no-e; longevity-no-e; 4% for Master's-no-e; 3 h r call back -u; Waive Retiree Ins for $.80/hr-no-u. 2006 - 3% 2007 - 3.75%
Wages: 06-3%-e (u-4%); 2007-external; Tuition cap-e failed to show problem; Hol pay-no intnl or extnl support; Vacation-intnl; Longevity-Off have Ingvty but no ed allow; Vac-intnl; Court call-back same as officers; Master's & Retiree insr-no compelling need.

St. Paul, City of
St. Paul Police Federation
Lundberg, James
8/8/07
Wages: 2007-2.5%, Officers step B-10yrs additional .5% July 1-u (emplr 2.5%; u-step b-10y 3.25%) 2007 - 2.5%
Internal pattern 2.5%. Additional .5% for steps B-10y to maintain market position.

Blue Earth, City of
Law Enforcement Labor Services, Inc.
Kapsch, Frank
8/3/07
Police; wages-u (u-5%, 5%); e-0%, 0%); wage structure-n-e; comp accrual-n-e uniform incr-no-e; vac, eliminate 2 tier-no-e; insurance $ amt vs %-no-u. 2006 - 3% 2007 - 2.4%
Wages internal pattern. Other issues denied due to failure of proposing party to provide compelling need for change.

Maplewood, City of
Law Enforcement Labor Services, Inc.
Paull, David
7/23/07
Wages: 2007-3.5% (e-3%, u-4.5%). 2007 - 3%
External - maintains market ranking.

Bemidji, City of
Law Enforcement Labor Services, Inc.
Gallagher, Thomas
7/20/07
2 yrs-u (e3-yrs); 2007-3.5%, 08-3.5% (e-3%, 3%; u-6.5%, 6.5%); Ins-e Uniforms+$10, +$10-u (no to provide system); Change standby-no-u. 2007 - 3.5% 2008 - 3.5%
Sgts - Duration-lack of data for 3rd year. Wages-differential from patrol has shrunk; Insurance-internal pattern; Uniform & standby - changes should negotiated, not awarded.

Sherburne County
AFSCME, Minnesota Council 65
Holmes, Barbara
7/9/07
Asst Co Attorneys. 2007 reopener to consider job study recommendations. Union seeking 4%-no. 2007 - 2%
County's Position Pay ranges moved up, but not current wages unless below minimum.
06-PN-0614  **Goodhue County**  
Law Enforcement Labor Services, Inc.  
Miller, Richard  
11/27/06  
1 yr-u (c-3 yrs), 2006-2.5%-c (u-5%); Increase Hol. Vac. & Sick-no-c;inc. Hol premium & out of class pay-no-c.  
2006 - 2.5%  
Wages - internal pattern; benefit increases- Union failed its burden of proof. Duration-history, lack of data, and new BA.

06-PN-0871  **Orono, City of**  
Law Enforcement Labor Services, Inc.  
Miller, Richard  
11/21/06  
06-3%-e (u-5%); 07-4% (u-5%,e-3%); Insur-e; Comp incr 40 to 60 hrs-no-e; Premium pay-no-e; Severance incr-u.  
2006 - 3%  
2007 - 4%  
06-internal, 07-market; Insurance-internal; Severance-external.

06-PN-1089  **Hopkins, City of**  
Hopkins Police Association  
Fogelberg, J.C.  
11/14/06  
Insurance 06 & 07-e (u seeking %) Opt out of Insurance increase-n-e City's positions Internal patterns.

06-PN-0823  **Fergus Falls, City of**  
Law Enforcement Labor Services, Inc.  
Daly, Joseph  
11/1/06  
Sgts. Work yr-FLSA language-e; OT-2006 - 2.5% No compelling reason for proposed new language. Xmas eve-external. Insurance, severance, wages-internal.

06-PN-0903  **Nicollet County**  
Law Enforcement Labor Services, Inc.  
Jacobs, Jeffrey  
11/1/06  
Shift differential-no-e; Shift suprv pay-no-e; Training officer-no-e; Comp time-60hrs-e (u-100hrs); Uniform voucher-e. Co. positions Jails. Differential, Shift suprv. & Training-new items no market support. Comp & Uniform - same as deputies.

06-PN-0743  **Wright, County of**  
Law Enforcement Labor Services, Inc.  
Gallagher, Thomas  
10/20/06  
3 yrs-e (u-2yrs); Wages-e (u-4%,3.5% & 3.5%); Insurance-e; Comp carryover accrual-no-e; Uniforms+$25 ea yr-u; Court minimum incr-no-e; Invest on call incr-no-e; Sick accrual incr-no-e; Shift diff-no-e; Change Mileage lang-no-u Out of title must wk 5 days-no-u. 
2006 - 2%  
2007 - 2.75%  
2008 - 2.75%  
Duration wages & insurance - internal pattern. Performance pay systems distort wage comparisons. Other requests denied when not supported by evidence.

06-PN-0457  **Hubbard County**  
(Interest Award- Sheriff's Deputies) Teamsters, Local 320  
Toenges, Rolland  
10/8/06  
3 yrs-e (u-2y); Wages: 3%, 3%, 3%-e (u-$1+4%, 4%, 4%); Insurance-new plan-e; Comp accrual 80 to 120-no-e; OT (1st claim to part time hrs)-no-e; Severance: lower hrs required-u; Uniform incr-yes-u; Personal leave day-no-e; longevity increase-no-e.  
2006 - 3%  
2007 - 3%  
2008 - 3%  
History of 3 yrs.; wages, insurance, longevity internal comparisons. Lack of compelling need for change on other issues. Can change to aggregate value of ins be arbitrated? - yes.

06-PN-0456  **Hubbard County**  
(Interest Award- Jail/Dispatchers) Teamsters, Local 320  
Toenges, Rolland  
10/8/06  
Jailers, similar to deputies requests. Wages: 3%, 3%, 3%-e (u-$80+4%; 4.50+4%, 4%), Increase longevity-no. Eliminated triple gold insurance plan. Comp accrual increase-no-e; 1st choice to all OT-no-e; Severance:lower min hrs-yes-u Uniform increase-yes-u; Persnl leave day-no-e..  
2006 - 3%  
2007 - 3%  
Wages internal pattern - comparable to market when insurance & longevity considered. Longevity is a uniform benefit. Union made aggregate value of insurance reduction argument-no bar to arbitrator changing value. Soc services severance min lowered.

06-PN-0650  **Winona, City of**  
(Interest Award-Includes Clarification) Law Enforcement Labor Services, Inc.  
Jacobs, Jeffrey  
10/6/06  
Wages-u (e 06-2%/1%, 07-3%); Insur. employer's position (u has PEIP);  
2006 - 3.25%  
2007 - 3.25%  
Wages-external & history of police receiving more than other ees.

06-PN-0798  **Cottage Grove, City of**  
Law Enforcement Labor Services, Inc.  
Daly, Joseph  
9/30/06  
Sgts wages-c (u-06-4%, 07-3.5%)  
2006 - 2.5%  
2007 - 3.5%  
Wages-internal, same as police.
06-PN-0874  **Dodge County**  
Law Enforcement Labor Services, Inc.  
Miller, Richard  
9/29/06  
Duration-history of 2 yrs; lack of data for 3rd year. Wages-average of Region 10. Shif differential is a new benefit which is common in Region 10.

06-PN-0486  **Hastings, City of**  
Law Enforcement Labor Services, Inc.  
Miller, Richard  
9/15/06  
City's position. History and internal pattern.

05-PN-1185  **Arrowhead Regional Corrections Board**  
AFSCME Minnesota Council 5  
Holmes, Barbara  
9/8/06  
Union failed to prove a compelling need for the changes requested.

06-PN-0742  **Marshall, City of**  
Law Enforcement Labor Services, Inc.  
Remington, John  
9/8/06  

06-PN-0916  **Ramsey, County of**  
Law Enforcement Labor Services, Inc.  
Anderson, Richard  
8/21/06  

06-PN-0527  **Alexandria, City of**  
Law Enforcement Labor Services, Inc.  
Anderson, Richard  
8/9/06  
Vacation, Wages, Insurance,Uniforms based on internal pattern-same as officers. Holiday premium - external market.

06-PN-0525  **Crystal, City of**  
Law Enforcement Labor Services, Inc.  
Jensen, Eugene  
7/28/06  
Arbitrator rejected increasing premium by % due to history of parties. Insurance - internal pattern.

06-PN-0511  **Lac qui Parle County**  
AFSCME Council 65  
Miller, Richard  
6/24/06  
Duration - 3 yrs; on call-external average. Holiday - no internal nor external support.
<table>
<thead>
<tr>
<th>Case No.</th>
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<th>Date</th>
<th>Details</th>
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<tbody>
<tr>
<td>06-PN-0326</td>
<td>New Brighton, City of</td>
<td>Kircher, Andrea</td>
<td>6/5/06</td>
<td>Wages-e (u-4%, 4%); Insurance-e; School Resource+$100-u; Det, FTO, Call back, Sick leave increase-n-e; Uniform+$40-u; MLK Hol-y-u; SELF-u 2006 - 3% 2007 - 3% Wages &amp; MLK Hol-internal patterns. Det, FTO, Call back, Sick leave &amp; SELF - insufficient data to support any changes.</td>
</tr>
<tr>
<td>05-PN-0772</td>
<td>Austin, City of</td>
<td>Jacobs, Jeffrey</td>
<td>3/28/06</td>
<td>Comp time-u (see S Jay Dec'06 arb) Er Authority language-y-e; Waiver language-n-u; Sick payout-e; Insur-e; Longevity-no-e; On call pay-no-e; Clothing-e; Wages: '05-0%, '06-2.4% April, 1.6% July; '07-2.4%.January, 1.6% Jul; Fire Chief incr of $3,500-u 2005 - 0% 2006 - 4% 2007 - 4% Er argued comp time policy not subject to negotiation, but Er listed it as issue. Language dependant on Sara Jay arb. Er Authority-statutory lang;Waiver new-no compelling reason; Fire chief external market; all other issues - internal pattern.</td>
</tr>
<tr>
<td>06-PN-0102</td>
<td>Crow Wing County</td>
<td>Holmes, Barbara</td>
<td>3/1/06</td>
<td>Wages-u (e-1.5%, 1.5%, 2%); Court &amp; Call out-no change-e; Shift diff incr-y-e; Floating Holiday from 2 to 3-n-e. 2005 - 3% 2006 - 3% 2007 - 3% Wages-external (deviations in internal settlements). Shift diff- internal and. external. Other issues-not compelling.</td>
</tr>
<tr>
<td>05-PN-1168</td>
<td>Lyon County</td>
<td>McCoy, A. Ray</td>
<td>2/22/06</td>
<td>05-0%, 4%merit-e (u-3%, 4%m); '06-0%, 2.5%merit-e (u-3%). Incr Court &amp; Call back pay-no-e; remove sub-contacting-y-u; change Columbus day to floating hol-n-u; Insur change-n-u; Shift differential-n-e 2005 - 0% 2006 - 0% Wages-internal. Insurance-failed to provide compelling reason. Other issues not supported by region 8 data. Clarification order explores legal basis for change to award.</td>
</tr>
<tr>
<td>06-PN-0030</td>
<td>Minneapolis Park and Recreation Board</td>
<td>Kircher, Andrea</td>
<td>1/20/06</td>
<td>Add a 6th step to Environment Prog Coordinator-no-e. Union made a pay equity argument. Employer position Statute requires a reasonable relationship, not that comparable jobs be paid the same.</td>
</tr>
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<td>FMCS</td>
<td>Virginia Regional Medical Center</td>
<td>Remington, John</td>
<td>1/20/06</td>
<td>Wages: July '04-4%, July '05-3%, July '06-3%-u (e-2% Jan '05, 3% July '06, 3% Jan '07). Longevity-no-e. Vacation for 12 hr nurses-u. Eliminate Retiree insurance-no-u Increase life insurance-yes-u. Health Insur. 50/50-e. Change insurance waiting period-no-u. 2004 - 4% 2005 - 3% 2006 - 3% Wages-external comparisons. Longevity-no due to financial situation. Vacation-benefit enjoyed by 8 hour nurses. Retiree change should be negotiated. Life insurance-external comparisons. Health insurance-hospital's finances. Waiting period-failed to show need.</td>
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