Interest Arbitration Awards - Minnesota B.M.S.

Summary of Arbitration Awards listed on the Bureau of Mediation Services' web site (http://www.mn.gov/admin/bms/arbitration/awards/).
Interest Awards are listed in order of the date awarded.

<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>15PN0566</td>
<td>Hutchinson, City of (Interest Award)</td>
<td>Stephen Befort</td>
<td>3/23/2016</td>
<td>Police. Wages-u (u-3.3; e-2.2); Shift Differential-n-e; OT-count vac as hours worked-n-e; Language-eligible for wage increase despite discipline-u.</td>
<td>2015 - 2.25% 2016 - 2.25%</td>
<td>Wages external average. Shift Differential &amp; OT lacked compelling reasons for change. Language-existing practice. Discussion of Arbitration Standards.</td>
</tr>
<tr>
<td>15-PN-0621</td>
<td>Carver County (Interest Award)</td>
<td>Charlotte Neigh</td>
<td>2/22/2016</td>
<td>Attorneys. PTO donation-n-e. Severance update-e; wages '15-0%,'16-2%-e (u-5%, 5%);performance pay-up to 4.25%-e (u-7%), increase after prob-u; prorating merit-n-u; add language on eligibility for merit-n-u; delete obsolete lang re PFP plan-y-e.</td>
<td>2015 - 0% 2016 - 2.0%</td>
<td>PTO donation-not fully developed, failed to show need. Severance-eliminates obsolete language, Wages &amp; merit-pattern, Remaining awards based on internal patterns.</td>
</tr>
<tr>
<td>16PN0020</td>
<td>Ramsey County (Interest Award)</td>
<td>James Lundberg</td>
<td>2/20/2016</td>
<td>Commanders.'15-2%-e(u-3%),'16-2.5%-e(u-4%),'17-2.6%-e(u-5.1%), increase POST lic. pay-n-e; Mkt adj. ’15-3.2%-u</td>
<td>2015 - 2% 2016 - 2.5% 2017 - 2.6%</td>
<td>Wages-internal pattern. Market adjshm 3.2% based on pay equity underpaymnt. Award compares cities to counties.</td>
</tr>
<tr>
<td>15-PN-0624</td>
<td>Nobles County (Interest Award)</td>
<td>Rooand Toenges</td>
<td>2/19/2016</td>
<td>ER implemented a new pay plan &amp; offered the awarded wages. U seeking additional $1.50 hr. shift pay for jail- no.</td>
<td>2015 - 1% 2016 - 2.25% 2017 - 2.5%;</td>
<td>Internal pattern; no one else in Co. has shift pay; Miller (Jan. 2016) did not award shift pay to Sgts.</td>
</tr>
<tr>
<td>15-PN-0652</td>
<td>Clearwater County (Interest)</td>
<td>Jeffrey Jacobs</td>
<td>1/13/16</td>
<td>Communicaton officers. ER seeking to change 65/35 split for family Insurance to the ER's 50/50 pattern.</td>
<td>No change</td>
<td>No quid pro quo nor compelling reason for change. 2 prior arbs supported the Union. Teamsters have their own insurance plan.</td>
</tr>
<tr>
<td>15-PN-0458</td>
<td>Nobles County (Interest Award)</td>
<td>Richard Miller</td>
<td>1/04/16</td>
<td>Jail Sgts. U seeking shift differential.</td>
<td>No awarded</td>
<td>No quid pro quo nor compelling need &amp; no one else in county has benefit.</td>
</tr>
<tr>
<td>BMS #</td>
<td>Employer/Union</td>
<td>Arbitrator</td>
<td>Date</td>
<td>Details</td>
<td>Wages</td>
<td>Basis/Argument</td>
</tr>
<tr>
<td>------------</td>
<td>----------------------------------------------------</td>
<td>---------------------</td>
<td>----------</td>
<td>-------------------------------------------------------------------------</td>
<td>-----------</td>
<td>---------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>15-PN-0326</td>
<td>Freeborn County (Interest Award)</td>
<td>Richard Miller</td>
<td>12/27/15</td>
<td>Dispatchers-taken over by County-1st. contract. Step placement-e; wages-b; step movement-e (u objected to listing part-time); OT over 40hrs-e (u-in excess of shift); OT by seniority-n-e; 120 hrs comp time-u; working alone pay-u; call back-n-e; shift diff hrs-e; Vac/sick transition balance-n-e; vac accrual-e; holiday pay-u Severance to count city time-n-e; life ins-u</td>
<td>2015 - 2.25% 2016 - 2.25%</td>
<td>Wages-both parties agreed to pattern. Other awards based on existing Sheriff’s Dept. contract patterns. Working alone pay-no one else in county familiar with city’s system-no one to give breaks. Transition denied because city bought out benefits. Part-time definition-e; definitions of OT, scheduled shift, and breaks-n-e.</td>
</tr>
<tr>
<td>15-PN-0251</td>
<td>Brooklyn Park, City of (Interest Award)</td>
<td>Stephen Befort</td>
<td>6/12/15</td>
<td>1st contract P.T. FF. 2 yrs-u (e-1yr); Wages-u (e seeking steps based on hrs vs yrs.); U &amp; ER Security-u; Out of class pay-u; Certifications-u; Seniority-e; Call Back-e; Hol.-e; Residency-e; Discipline and Work Schedules-split.</td>
<td>2016 - 2.5%</td>
<td>Wages same as full time FF. ER seeking steps based on hrs. vs yrs.-awarded yrs., but longer than u request. U seeking Insurance, Severance, Sick, IOD, Light Duty, Jury Duty &amp; Bereavement-awarded if ees work 20 hrs/wk. (ER current policy).</td>
</tr>
<tr>
<td>14-PN-0350</td>
<td>Carlton County (Interest Award)</td>
<td>Miller, Richard</td>
<td>6/03/15</td>
<td>Sheriff's Supervisory - 1st contract. Wages: '13-1.75%-e(u-4%), '14-2.25%-e (u-4%), '15-4%-e &amp;u agreed.</td>
<td>2013 - 1.75% 2014 - 2.25% 2015 - 4.0%</td>
<td>Wages internal pattern. U seeking to increase differential (5.28%) v deputies. ER conducting mkrt study-“wait for study”.</td>
</tr>
<tr>
<td>14-PN-0916</td>
<td>Wabasha County (Interest Award)</td>
<td>George Latimer</td>
<td>4/13/15</td>
<td>Deputies. Wages: '14 - 4.84% (1.5%+ 3.34% mkt adj.)-u (e-1.5%), '15 - 2%-e (u-3%), '16 - 2.5%-e (u-3%). Shift Diff $.55-u (e-offered if receipts for uniforms); Comp bank from 120 to 150 hrs?-n-e. Court Cancel fee-n-e; IOD from 3 to 6m-n-e. Increase travel food allowance-n-e; Receipts for uniform allowance-n-e.</td>
<td>2014 - 4.84% 2015 - 2% 2016 - 2.5%</td>
<td>Wages: ’14 external market, ’15&amp;’16 - internal pattern. Shift Diff.- same as jail &amp; dispatch. Retro despite ER claim they can’t compile necessary records. Comp bank-internal &amp; external. Court cancellation fee-no compelling reason/ IOD- external average. Food &amp; Uniform no compelling reason for change.</td>
</tr>
<tr>
<td>15-PN-0011</td>
<td>Hennepin County (Interest Award)</td>
<td>Harry Crump</td>
<td>4/11/15</td>
<td>Wages-2014 &amp; 2015-2.5%, 2.5%-e u-2.5% +1% to top each year; Holiday pay - n-e.</td>
<td>2014 - 2.5% 2015 - 2.5%</td>
<td>Wages-pattern. Deputies 2.5%+1% due to double digit turnover-valid reason for exceeding pattern. No suprv get Hol pay.</td>
</tr>
<tr>
<td>14-PN-1233</td>
<td>Anoka County</td>
<td>James Laumeyer</td>
<td>3/21/15</td>
<td>Dispatchers. U-change merit pay plan to longevity plan-n-e; Wages-0%,0%-e (u-4%,4%); Merit-3%,3%-u (e-0%,2%); Shift leader 5%-u (e-3%); 3.5 hours required for shift lead pay-e (u-all hours); Seniority bidding-n-e; Paid lunch-n-e</td>
<td>2014 - 0% 2015 - 0%</td>
<td>Radical action should be negotiated. Wages-internal pattern &amp; mkt ranking. Merit-dire internal inequity &amp; malfunction of merit pay re movement. Shift leader-current practice. Seniority/ Lunch-efficient &amp; effective operations favor ER position.</td>
</tr>
<tr>
<td>14-PN-1127</td>
<td>Crow Wing County (Interest Award)</td>
<td>Rolland Toenges</td>
<td>2/28/15</td>
<td>Deputies. Duration-3y-u (e-2y); Wages- u (u seeking 3% each yr w steps;E-0% each year w steps); 7 of 11 units on pay for performance vs steps.</td>
<td>2014 - 2.5% 2015 - 2.44% 2016 - 2.33%</td>
<td>Duration - already in middle of 2nd year. Wages-ER positon is major departure. Discusses performance vs steps &amp; turnover gain. Wages=Internal cost average.</td>
</tr>
<tr>
<td>Case Number</td>
<td>Description</td>
<td>Date</td>
<td>Details</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------</td>
<td>-------------</td>
<td>------</td>
<td>---------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14-PN-1018</td>
<td><strong>Crow Wing County (Interest Award)</strong>&lt;br&gt;Law Enforcement Labor Services, Inc.</td>
<td>2/05/15</td>
<td>Miller, Richard&lt;br&gt;Corrections. 2 yrs.-e (u-3y); Wages-0% w steps each yr-e (u-3.5%+steps per y). Those at top- no step but 3.5% each yr. Longevity-n-e (u seeking new benefit).&lt;br&gt;2014 - 0%&lt;br&gt;2015 - 0%&lt;br&gt;Duration-intrnl Wages based on pay for performnc cost-no external wage pattern. 3.5% for those at top due to no access to step. Longevity-no compelling reason.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14-HN-0839</td>
<td><strong>Cook County Hospital (Interest Award)</strong>&lt;br&gt;Minnesota Nurses Association</td>
<td>1/24/15</td>
<td>Janice Frankman&lt;br&gt;Wages: '14-3%-u, '15-2%-u (ER wanted to reclassify nurses. Hospital nurses 1.75% each yr. all others .75% each yr.). Insurance retain 85/15 split-u (ER 80/20); Discretionary leave-n-ER; Longevity-n-ER.&lt;br&gt;2014 - 3%&lt;br&gt;2015 - 2%&lt;br&gt;Wages-external pattern &amp; ER's proposal required creation of new classifications. Insurance-internal pattern. Leave - no compelling reason. Longevity-should be dealt with at bargaining table.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14-PN-0683</td>
<td><strong>Winona County (Interest Award)</strong>&lt;br&gt;AFSCME Council 65</td>
<td>1/19/15</td>
<td>James Lundberg&lt;br&gt;Attnys. Add 2 3% steps-y-u;’14-1.25%-u(e-1%); ‘15,’16-agreed amnt; Single Insurance 5%-n-u; Grade advance language-n-e; Indemnification-n-e; Private rep for grievances-n-e&lt;br&gt;2014 - 1.25%&lt;br&gt;2015 - 1%, 1%&lt;br&gt;2016- 2%, 1%&lt;br&gt;Steps-no pattern re # of steps, low pay per pay equity &amp; market. Wages-2 other groups received 1.25%; '15 &amp;'16 agreed. All on Single Ins-no Fam subsidy needed. No compelling need for other issues.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BMS #</td>
<td>Employer/Union</td>
<td>Arbitrator</td>
<td>Date</td>
<td>Details</td>
<td>Wages</td>
<td>Basis/Argument</td>
</tr>
<tr>
<td>-----------</td>
<td>-----------------------------------------------</td>
<td>--------------------</td>
<td>------------</td>
<td>-------------------------------------------------------------------------</td>
<td>----------------------------</td>
<td>--------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>14-PN-0892</td>
<td>Beltrami, County of (Interest Award)</td>
<td>Jacobs, Jeffrey</td>
<td>12/18/14</td>
<td>Attorneys. Wages-e (both agreed to %, step 17 vs 18 awarded - 7% difference for 3 yrs-e). Court prep time-n-e; Clothing allowance-n-e; Increase longevity-n-e.</td>
<td>2014 - 1%</td>
<td>Wages-pattern based on implementing Springsted study. Court &amp; clothing new benefits, failed to show need or quid pro quo. Longevity - internal, tied to investigators.</td>
</tr>
<tr>
<td></td>
<td>Teamsters Local 320</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 2%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2016-1.5/1.5%</td>
<td></td>
</tr>
<tr>
<td>14-PN-1156</td>
<td>Anoka County (Interest Award)</td>
<td>Miller, Richard</td>
<td>12/17/14</td>
<td>Investigators. Wages 2 yrs-e (u-3yrs). Wages 0%, 0%-e (u-3%, 3%); Range minimum 2%, 2%-e (u-3%, 3%). Merit 2014-2%, 2015-2%-both agreed to amount.</td>
<td>2014 - 0%</td>
<td>Duration-internal, Wages-internal &amp; external. Small groups viewed as followers v leaders. ER's need to efficiently manage give weight to financial constraint v inability to pay proof.</td>
</tr>
<tr>
<td></td>
<td>Law Enforcement Labor Services, Inc.</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 0%</td>
<td></td>
</tr>
<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>
</tr>
<tr>
<td></td>
<td>Law Enforcement Labor Services, Inc.</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 3%</td>
<td></td>
</tr>
<tr>
<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 mvmt-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>
</tr>
<tr>
<td></td>
<td>Law Enforcement Labor Services, Inc.</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 2%</td>
<td></td>
</tr>
<tr>
<td>14-PN-1086</td>
<td>Anoka County</td>
<td>Lundberg, James</td>
<td>11/9/2014</td>
<td>Work Release. Uniforms++$50-u (e-no change); Add shoes to allowance.-no-e; Wages-1.5%, 1.5% (u-3%,3%); e-0%,0%; Merit -2%,2%-e (u-3%,3%).</td>
<td>2014 - 1.5%</td>
<td>Uniform-increase based on replacement cost. Color is only shoe requirement so no additional expense. Wages-external. Merit - internal.</td>
</tr>
<tr>
<td></td>
<td>Law Enforcement Labor Services, Inc.</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 1.5%</td>
<td></td>
</tr>
<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>
</tr>
<tr>
<td></td>
<td>Law Enforcement Labor Services, Inc.</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 2%</td>
<td></td>
</tr>
<tr>
<td>14-PN-0203</td>
<td>Blue Earth County (Interest Award)</td>
<td>Miller, Richard</td>
<td>11/05/14</td>
<td>Corrections:Sick leave-MN Statute w/o 160 hr limit-u; Wages-ER(u 2.5%,2.5% +mrkt adjustment 2.5%,2.5%+drop bottom step, add 2, 3%steps to top.). Lead worker from $2.50 to $4/hr.-u. Shift diff $.25-u Outside POST lic part-time employment-n-e</td>
<td>2014 - 2.5%</td>
<td>Sick language-no pattern. Wages-both internal &amp; external (discussion-Statutory salary appeal vs Interest Arbitration). Lead pay-same as Deputies&amp;dispatch. Shift pay-new benefit-majority of market. Part-time - management right (liability concern).</td>
</tr>
<tr>
<td></td>
<td>Minnesota Public Employees Assn</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 2.5%</td>
<td></td>
</tr>
<tr>
<td>14-PN-0525</td>
<td>Minnesota, State of, Unit 1</td>
<td>Schiavoni, Mary 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 rollup cost.</td>
</tr>
<tr>
<td></td>
<td>Minnesota Law Enforcement Assn</td>
<td></td>
<td></td>
<td></td>
<td>2015 - 3%</td>
<td></td>
</tr>
</tbody>
</table>
14-PN-0643  Golden Valley, City of Law Enforcement Labor Services, Inc. Toenges, Rolland 9/22/14 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 2014 - 2.5% 2015 - 2.5% Wages-internal pattern. Sgts. Seeking 4% market adjustment officers received, but study didn't warrant one. Negotiate other items.

14-PN-0367  McLeod County Minnesota Public Employees Assn. Johnson, John 9/21/14 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 Invst pay-no-e; ERU, Trainer, &Longevity pay-n-e; Major Hol 2Xpay-n-e, Tuition reimbrs-n-e FLSA OT-n-u; Sick tied to FMLA-n-u. 2014-2%-+0.20 2015-2%-+0.20 2016-2%-+0.20 Wages - internal pattern. All other items lack either a compelling reason for the change or any offer of a quid pro quo.

14-PN-0820  Crystal, City of Law Enforcement Labor Services, Inc. Johnson, John 9/19/14 Officers. Wages 2014-2%-e (u-3%); 2014 Market Adjustment of 2%-n-e. 2014 - 2% 2015 - 2.5% 2014 internal with only 1 settlement. For 2015 external (note: city did budget 2.5% for 2015.)

14-PN-0534  Hibbing, City of Minnesota Association of Professional Employees Miller, Richard J. 9/15/14 '14-$0.80/hr-e (1-1.5%); '15-2%+$3.30-u (1-1.5%); '16-2.25%+$3.30-u (1-1.75%). Longevity bonus for all in 2014 of 1%-u. Insurance & VEBA-positions the same. Increase Severance& Layoff notice-no-e; Police & Fire Chief Uniforms-n-e. 2014 - $0.80/hr 15-2%+$3.30/h 16-2.25%+.30 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.

14-PN-0711  Benton County Law Enforcement Labor Services, Inc. Gordon, Paul 8/21/14 Deputies. 2yrs-u (e-3); '14-1%-e (u-3%),'15-1%Jan-25%July-e (u-3%); Intr. Shift Diff-n-e; Change OT-n-u; Change Holiday for p.t.& premium-n-u; Incr Vac bank-n-e; 'ACA insurance reopening-n-u. 2014 - 1% 2015 - 1.25% Duration-ER offered no incentive for extra yr. Wages-internal pattern & pay equity compliance. All other items failed due to no compelling reason nor any quid pro quo.

14-PN-0356  Pioneerland Library System AFSCME Minnesota Council 65 Jacobs, Jeffrey 7/16/14 Wages: U seeking 2%+steps each yr. E-1%, no steps-offered 2% if no steps-e Add Floating Holiday-n-e. 2014 - 2% 2015 - 2% Wages-ER made offer at hearing. Exceeds pattern of non-union. Floating Holiday - no compelling reason nor quid pro quo.

14-PN-0551  Benton County Teamsters Local 320 Jacobs, Jeffrey 7/07/14 Dep/Sgts/Lts, 2014-16. Agreed to wage & insurance pattern at hearing(% unk.) Mkt adj.-n-e; OT, Hol.; Unifrm changes-n-u; Affordable Care Act compliance-y-u. 2014 - 1% 2015 - 1.25% Market adjustment-insufficient evidence. O.T., Holiday, Uniform changes-lack compelling need or quid pro quo for changes. ACA language guarantees no reduction in benefits.

14-PN-0040  St. Paul, City of St. Paul Police Federation Fogelberg, J.C. 7/05/14 '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) 2013 - 1.5% 2014 - 2.0% 2015 - 2.75% '13.'14-pattern:15 exceeds pattern by +.75%. Over 20 yrs. only 2 P.D. contracts reflected internal pattern. Used Mpls. comparison.

14-PN-0563  Canby, City of Law Enforcement Labor Services, Inc. Imes, Sharon 6/26/14 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) 2014 - 2% 2015 - 2% Wages-internal pattern. Comp accrual-no limit in contract. VEBA negotiated out of 2010 contract. Any changes require quid pro quo.

13-PN-0299  Sibley County Minnesota Public Employees Assn Befort, Stephen 3/11/14 Deputies/Jail/Dispatch/Investigators. Wages-e (u-same general incr plus 3% merit each yr.). Comp time & accrual-no change-e; OT change for invstgrs-n-e. 2012 - 40 2013 - 2% 2014 - 3% Wages-internal pattern. Comp time - no compelling need for change (already a leader in comparison group). OT - no compelling reason for change.
13-PN-0286  Freeborn County
Minnesota Public Employees Assn.
Lundberg, James  2/24/14  Deputies. Wages-e (u '13-2.5%, '14-2.5%); Uniforms-no chng-e (u+$50); Shift pay-no change-e (u+$0.25 hr.).  2013 - 1.75%  2014 - 2.0%  Wages-internal pattrn. Unfrm allowance-same as sgt's & others in region. Shift pay - same amount as sgt's and all others in county.

13-PN-0840  Wilkin County
Minnesota Public Employees Assn.
Neigh, Charlotte  2/13/14  Jailer/Dispatcher. Change comp grp-n-e.; Wages-2%-e (u-3%+$1); Incr OT accrual 40hr to 80hr-n-e; Uniform provide to cash system-n-e; Shift pay +.25 to $1-y-u; FTO pay-n-e.  2014 - 2%  Wages-internal & external. Shift pay increase based on comp group average, No compelling reasons provided for any of other proposals

13-PN-0781  Wilkin County
Minnesota Public Employees Assn.
Latimer, George  1/29/14  Deputies.'13-3%-e (u-3%+$2), '14-2% 2013 - 3%  2014 - 2%  Wages - internal pattern. Shift differential raised to level comparable with surrounding counties. No compelling reason to award any other requests.

13-PN-0783  Isanti County
Law Enforcement Labor Services, Inc.
Miller, Richard J.  1/23/14  Deputies: Duration-3y-e (u-2y); '13-1.5% Apr&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 policy-no change-u.  2013 - 3%  2014 - 2%  2015 - 1%  Duration-internal pattern. Wages & insurance intrnl pattern. U tried to back load wages so insurance wouldn't change. Cell phone policy-no quid pro quo offered to reduce benefit.

13-PN-0782  Lino Lakes, City of
Law Enforcement Labor Services, Inc.
Miller, Richard J.  1/13/14  Sergeants. 2014-2%-e (u-2.5%). Insurance-u (full single vs. 90%; H.S.A. $1,000/2,500 vs.$750/$1,500.)  2014 - 2%  Wages internal pattern. Insurance, ER has burden to show change is necessary & reasonable to reduce benefit.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>13-PN-0350</td>
<td>Faribault County Minnesota Public Employees Assn</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%-e (u-1.5%+1.5%). Insur-mandatory single participation-e.</td>
<td>2012 - 1.25%</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</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-u; 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 - 0%</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>
</tr>
<tr>
<td>13-PN-0704</td>
<td>Forest Lake, City of 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; Unifrms’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 - 0%</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 incr 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>
</tr>
<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 years between steps-n-e. Shift diff from $.20 to $.68-u. (e-$20, u-$1.00).</td>
<td>2013 - 1.8%</td>
<td>Union pattern 0%-steps; non-union merit plans received 1.8%. No rationale to compare merit to steps so 1.8% awarded. Step change needs negotiation. Shift diff = avg of market.</td>
</tr>
<tr>
<td>13-PN-0513</td>
<td>Wadena County Teamsters Local 320</td>
<td>Befort, Stephen</td>
<td>10/18/13</td>
<td>Deputies: 3yrs-e (u-1yr), ’13-2%-e (u-3%+$.15), ’14-3%-e (u-3%+$1.50), ’15-2.5%-e (u-2%, u-3%). New mgmt rights &amp; maintenance of standards lang-n-u; Eliminate &quot;me too&quot;-y-e. Uniform increase-u. Insurance-e. Shift diff-change hrs-n-e,+$.10 to $.50 hr-u. POST training-n-e.</td>
<td>2013 - 2%</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 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 - 1.75%</td>
<td>Internal pattern.</td>
</tr>
<tr>
<td>13-PN-0482</td>
<td>Arrowhead Regional Corrections Board</td>
<td>Flagler, John</td>
<td>9/23/13</td>
<td>Corrections. 1.5%,1.5% (e-1%,1%; u-2%,2%), Shift diff-no incr-e (u-$3.00) Sick leave bank-no-e. Create Sr Shift position-no-e. Bar using reprmd after 2y.</td>
<td>2012 - 1.5%</td>
<td>Wages extrn avg 1%,1.5%; 2012 +.5% due to prior wage freeze. Creating position-arbitrator has no authority. Reprimnd language written by arbitrator when couldn't award u request.</td>
</tr>
<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 - 0%</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>
</tr>
</tbody>
</table>
**Dakota County**
Dakota City Attorney Employees Assn.

**Gallagher, Thomas**
9/18/13

General increase-2%-agree; Merit-e,
Salary range-4.5%-(e-2%).

2013 - 2%

General & Merit-internal. 4.5% Salary range
(2.5% behind market (e at 2%) = 4.5%)

**Eveleth, City of**

**Dunn, Richard**
9/13/13

Officers: 3yr-e (u-2); Wages-e (u-3%
2.5%); Longevity-$10m (neither
side requested this); Vac carry over to
end of following yr-u (e-April); Insur &
VEBA contribution-e; Requiring note for
Dr visits-no-u; Semi-annual VEBA contrb-e

2013 - 2.5%

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.

**Owatonna, City of**

**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

2013 - 1%

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.

**Pine County**

**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).

$200 bi-weekly Travel Stipend n-e;

2013 - 1.5%

Uniform-external comparisons &new uniforms.
Shift diff-same benefit, but dates changed.
(ER questioned if properly certified?).  Travel
stipend sought as compensaton for losing
take home cars - no justification provided.

**Winona County**
AFSMCE Minnesota Council 65
Assistant County Attorneys

**Paull, David**
7/09/13

Wages:11-0%-e, '12-Jan1%, July1%-e,
13-Jan1%, July1%, Oct1%-e. Add
steps-n-e. Insurance: 95%s, 85%f-n-u.
Discpl hearing representive language-n-e.
Provide legal counsel to defend ee-n-e.
U attempt to amend wage position-n-e

2011 - 0%

Wages:intnl settlements & 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 withdrawn
or amended except by written mutual concenct

**Washington County**

**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 amt
& requirement-no-e. Uniform $425
to $530-u Damaged unfrm reimbursmnt
grievable-u. Allow Hol. pyramiding-n-e.

2012 - 0%

Unsustainable to use fund balance to pay for
operating expenses. Wages deviate from
Deputy 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.
(Dep didn't receive uniform increase in arb)

**Stillwater, City of**

**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%

May Arb- officers 0%, 3%, 3%. Sgts agreed
to city pattern '13-2.5%,'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.

**Traverse County**

**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 (u'12-2% +5% at control point, '13-2%). Merit Matrix: 12-0%; '13 base % + lump sum %-e. 2012 - 0% 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.

12-PN-0968 Wright County
Wright County Deputies Association
Befort, Stephen 5/24/13
Wages-e (u-3%,3%,3%); Steps on anniv vs Jan 1-no-e; Longevity pay-n-e; On call $30 to $50-y-u; Court Time 3 hours-no-e; Uniform $650,$675,$700-e (u-$70-,$750,$800); Incr Vac-no-e; change Vac/Sick use-n-u; Def of child-y-e; Incr Severance-n-e; Funeral Leave-u; Change Fl Hol-no-u. 2012 - 0% 2013 - 0% 2014 - 1%
Wages internal - did not change comparison group. Longevity-e, On Call-u, Uniform-e, Vac-e, Def of Child-e Severance-e, all based on internal pattern. Remaining issues failed for lack of compelling reason to change.

13-PN-0089 Dakota County
Law Enforcement Labor Services, Inc.
Johnson, John 5/17/13
Sergeants. 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-u (e-2%, 2%). Insurance '13-e; '14 reopener.. 2012 - 0% 2013 - 3% 2014 - 3%
Wages - external - lost ranking since 2006 & only 1 internal settlement. Insurance-internal pattern on amt. Must neg change to single.

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.
Toenges, Rolland 4/03/13
Wages: '12-1.25%,'13-0%-e (u-2.5% '12, 2.5% '13). Health Insurance-e. 2012 - 1.25% 2013 - 0%
Internal pattern, overall economy & fund balance of only 23%.

12-PN-0906 Hennepin County
Hennepin County Professional Social Work Supervisory Employees Org
Latimer, George 2/11/13
'12-no step,$500 lump sum-e(u-steps + 5%);'13-step+1.5%-e (u-steps+5%); on call increase. Pay for license-no-e. 2012 - $500 2013 - 1.5%
Wages-expanded duties didn't require large wage increase- internal pattern. On call & License based on history & pattern.

12-PN-0906 Brooklyn Center, City of
Law enforcement Labor Services, Inc.
Gallagher, Thomas 2/09/13
Wages ('12&'13 u-2%+.05%;e-1%,1%) Longevity-add $20 to 16yr step-u; Det. pay $35/m-u; On call-no change-e; Insurance-contribution reduced-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
Ver Ploeg, Christine 1/07/13
'12-July 1% to min , .5% to max-e; '13-Jul 1.75%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-1005 Glencoe, City of (Interest)
Glencoe Federation of Police
James Lundberg 1/02/13
Officers. 2012-2%-u (e-2%if HSA is same as other ee's). H.S.A.$2,040-u (e-$1610). 2012 - 2% Wages pattern. H.S.A. set at 68% in current contract. ER failed to establish need for change, thus $2,040.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-PN-1217</td>
<td>Anoka County</td>
<td>Miller, Richard J.</td>
<td>12/31/12</td>
<td>Work Release. Shoe allowance-n-e, Insurance-100% s-n-e; Wages-e (u-2, 2.75%); Merit-3%,3%-u (e-0, 0).</td>
<td>2012 - 1.25%</td>
<td>Shoes-not all member wear uniforms. Insurance-internal benefit. Wages-internal. Merit-helps close gap with detention ees.</td>
</tr>
<tr>
<td>12-PN-1041</td>
<td>Hennepin County</td>
<td>Anderson, Richard</td>
<td>12/28/12</td>
<td>'12-no step.$500 lump sum-e(u-steps); '13-step+1.5%(aged); Longevity steps, Shift &amp; Weekend diff. Off duty work &amp; Discipline file retention-no-e.</td>
<td>2012 - $500</td>
<td>Wages &amp; Steps-internal pattern. Other issues lack compelling reason or necessary quid pro quo for change.</td>
</tr>
<tr>
<td>12-PN-1040</td>
<td>Washington County</td>
<td>Ver Ploeg, Christine</td>
<td>12/28/12</td>
<td>Deputies &amp; Sgts. Wages-u (e-0%,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.</td>
<td>2012 - 0.5%</td>
<td>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 amnts for Dep&amp; Sgts. No intnl/extnl support for specialty unf.</td>
</tr>
<tr>
<td>12-PN-0656</td>
<td>New Hope, City of</td>
<td>Gallagher, Thomas</td>
<td>12/06/12</td>
<td>Wages-e, (u-2.5%, 2.5%, 2.5%); New ees in Personal leave plan-no-u. Revision of Insurance MOUs-e. Xmas eve premium-no-e. Shift differential-no-e</td>
<td>2011 - 1%</td>
<td>Wages-internal pattern. Insurance MOUs internal benefit. No change to other issues due to lack of quid pro quo or proving a demonstrated need.</td>
</tr>
<tr>
<td>12-PN-0434</td>
<td>St. Cloud, City of</td>
<td>Kircher, Andrea</td>
<td>12/03/12</td>
<td>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 &amp; pay-no-e,</td>
<td>2011 - 0%</td>
<td>Wages - internal pattern. New top step - raises top pay closer to external average. On call- any change should to be negotiated.</td>
</tr>
<tr>
<td>12-PN-1175</td>
<td>Lino Lakes, City of</td>
<td>Dunn, Richard</td>
<td>11/27/12</td>
<td>2012-1% 7/1-u (e-1% 12/31); '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.</td>
<td>2012 - 1%</td>
<td>Only 1 group settled therefore no internal pattern for wages or insurance. Wages '13-external average. Single insurance award list both 100% &amp; $ amount (split u &amp; e positions).</td>
</tr>
<tr>
<td>12-PN-0571</td>
<td>Pine County</td>
<td>Kircher, Andrea</td>
<td>11/21/12</td>
<td>Add personal leave day-no-e; Wages-agreed; Market adjustment-no; Shift language specifying hours-no-e.</td>
<td>2012 - 1.5%</td>
<td>Leave - no quid pro quo. Not reasonable to second guess job classifications. Shift hours are management rights.</td>
</tr>
<tr>
<td>11-PN-1163</td>
<td>Ely, City of</td>
<td>Orman, Anthony</td>
<td>11/19/12</td>
<td>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</td>
<td>2011 - 0%</td>
<td>Duration-recent history &amp; internal. Wages '11-internal; '12 external; '13-agreed. Insurance &amp; HRA-internal. Vacation closest to current practice.</td>
</tr>
<tr>
<td>12-PN-0693</td>
<td>Crystal, City of</td>
<td>Wallin, Gerald</td>
<td>11/17/12</td>
<td>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.</td>
<td>2012 - 1%</td>
<td>Officers. Wages - internal &amp; economy. Insurance- 2012 internal pattern. 2013 amounts increased from ER offer to mirror 2012 ratio to cost.</td>
</tr>
</tbody>
</table>
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 as 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%  
Discussion on 2 tiers for Co Attorneys salaries. PELRA & M.S. §388.18, (6).

12-PN-0694  **Baxter, City of**  
Law Enforcement Labor Services, Inc.  
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.

12-PN-0609  **Mound, City of**  
Law Enforcement Labor Services, Inc.  
Miller, Richard  
9/05/12  
Shift differential-no-e; 2011-1%July-e (u-3%), 2012-1%-e (u-3%); Me too-y-u; Insurance-no change-u (e-$ cap single)  
2011 - 1%  
2012 - 1%  
Shift pay not common in comparison group. Wages and insurance internal - see June 2012 Sergeant's arbitration.

12-PN-0995  **Anoka County**  
Law Enforcement Labor Services, Inc.  
Remington, John  
8/24/12  
Detention Dep. 2yrs-u (e-1y); 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. Wages external-lowest paid county. Merit internal - 2013 awarded if other receive it.

12-PN-0790  **Spring Lake Park**  
Law Enforcement Labor Services, Inc.  
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.

12-PN-0441  **Willmar, City of**  
Willmar, City of (Amended Award)  
Willmar, City of (Court Order Vacating)  
Law Enforcement Labor Services, Inc.  
Latimer, George  
8/13/12  
Wages: '11-officers 1%, sgts 2%; '12-offcers 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.  
2011 - 1%  
2012 - 1%  
<table>
<thead>
<tr>
<th>Case Number</th>
<th>Location</th>
<th>Participants</th>
<th>Dates</th>
<th>Highlights</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-PN-0039</td>
<td>Waseca County Deputies and Jailers/Dispatchers</td>
<td>Teamsters Local 320</td>
<td>7/31/12</td>
<td>3 yrs-e; Compensation-20 steps-e; Hire above start-e; Steps frozen at contract 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 Acct-u. 2012 - 1.1% 2013 - 1.7% 2014 - 1.7%</td>
</tr>
<tr>
<td>12-PN-0368</td>
<td>Minnesota, State of (Interest Award)</td>
<td>Minnesota Nurses Association</td>
<td>7/23/12</td>
<td>Add 4% top &amp; eliminate one step each yr-n-e; Increase shift diff-n-e; $1,500/yr training-n-e. Wages not arbitrated-3%, 3% internal pattern negotiated.</td>
</tr>
<tr>
<td>14-PN-0399</td>
<td>Mille Lacs County</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>7/06/12</td>
<td>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-u; Retain 100% single insur-u; Change ER from Sheriff to Co board-no-u. 2011 - 0% 2012 - 1%</td>
</tr>
<tr>
<td>11-PN-0781</td>
<td>Mound, City of</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>6/15/12</td>
<td>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%</td>
</tr>
<tr>
<td>11-PN-0520</td>
<td>Apple Valley, City of</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>6/14/12</td>
<td>Sgts. 1/1/11-1.1%, 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%</td>
</tr>
<tr>
<td>12-PN-0205</td>
<td>Cook County North Shore Hospital</td>
<td>Cook County Hospital &amp; Care Ctr Assn</td>
<td>4/18/12</td>
<td>2012-2%-u (e-0%); 2013-1% (u-2%-2%, e-.5%); PTO-40 hour reduction-e 2012 - 2% 2013 - 1%</td>
</tr>
<tr>
<td>11-PN-0927</td>
<td>Clearwater County</td>
<td>Teamsters Local 320</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%</td>
</tr>
</tbody>
</table>

Compensation plan changed from 6 steps to 20 steps. Increases reflect averages of annual step movement. Jail/Disp averages: 12-0.7%; 13-1.97% 14-1.86% (U seeking 2% + steps/yr). Award based on internal patterns or lack of support for requested changes. Market adjust-can't compare to hospital nurses. Shift diff-internal pattern (already $.05 higher than others). Training-free training available-no compelling reason. Wages-external (no intrnl agreemnts). 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). 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%. 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. Both wages & PTO, match nurse's contract. Award based on internal pattern & economy. Issues denied lacked quid pro quo or compelling need for change.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-PN-1606</td>
<td><strong>Little Falls, City of</strong> Law Enforcement Labor Services, Inc.</td>
<td>Latimer, George</td>
<td>12/21/11</td>
<td>Wages: '09-0%-e (u-3%); '10-0%-e(u-0% w steps or 1.5%); '11-0%-e(u-0% w steps or 2%); Funeral-5 sick days-u.</td>
<td>2009 - 0%</td>
<td>Wages-economy &amp; only 16% fund balance. Steps denied despite 49ers getting steps (min. cost only 2ees). Funeral-intrnl pattern.</td>
</tr>
<tr>
<td>11-PN-0581</td>
<td><strong>Hibbing, City of</strong> Hibbing Police Federation</td>
<td>Ogata, Harley</td>
<td>11/23/11</td>
<td>Wages: '10-0%-e (u-8%); '11-2%-e (e-0.5%, u-5%); '12-2% (e-1%, u-5%). Insurance 85% to 80% in 2011-no-u</td>
<td>2010 - 0%</td>
<td>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><strong>Hennepin County Medical Center</strong> Minnesota Nurses Association</td>
<td>Miller, Richard John</td>
<td>11/11/11</td>
<td>One issue - Layoff language -u</td>
<td>Union position</td>
<td>Problems with existing language. Award same as language in other hospital contracts.</td>
</tr>
<tr>
<td>10-PN-1621</td>
<td><strong>St. Louis County (Interest Case)</strong> AFSCME, Minnesota Council 5</td>
<td>Remington, John</td>
<td>11/11/11</td>
<td>Attnys: Stop ee insurance contribution to County's self insurance plan-no-er; 2 floating holidays-yes-u.</td>
<td>Split</td>
<td>A wage increase was quid pro quo for insurn. also internal pattern; 2 Floating Holidays replaces 2 discretionary days.</td>
</tr>
<tr>
<td>11-PN-0466</td>
<td><strong>Dakota County (Interest Case)</strong> Teamsters Local 320</td>
<td>Jacobs, Jeffrey</td>
<td>11/07/11</td>
<td>Corrections Wages:2011-0%-e (u-3%); Merit pay-0%-e (u-3%).</td>
<td>2011 - 0%</td>
<td>Internal pattern and the state of the economy.</td>
</tr>
<tr>
<td>11-PN-0465</td>
<td><strong>Isanti County (Interest Case)</strong> Law Enforcement Labor Services, Inc.</td>
<td>Orman, Anthony</td>
<td>11/02/11</td>
<td>Deputies; 2 years-e (u-1yr.); 11-0%-e (u-1%), 2012-1.5%-e (e-1%); Steps 2011-y, 12-n-e; 24 hr furlough-n-u.</td>
<td>2011 - 0%</td>
<td>Duration-history &amp; pattern; Wages-pattern in 2011, 2012-pattern deviation for corrections; Furlough-questioned savings for deputies.</td>
</tr>
<tr>
<td>11-PN-0203</td>
<td><strong>Lyon County</strong> Law Enforcement Labor Services, Inc.</td>
<td>Befort, Stephen</td>
<td>10/7/11</td>
<td>Deputies wages 2010: 3% to merit grid no-e; merit increase-yes-u.</td>
<td>Union Position</td>
<td>Internal pattern for 10. Deputies negotiated steps in 09 while pattern was for no steps.</td>
</tr>
<tr>
<td>10-PN-1346</td>
<td><strong>Dakota County</strong> Law Enforcement Labor Services, Inc.</td>
<td>Bognanno, Mario</td>
<td>9/27/11</td>
<td>Wages: 2010-0%-e (u-2%); Merit: 0%-e (u-3%).</td>
<td>2010 - 0%</td>
<td>Internal pattern (11, but no essential groups) and state of economy.</td>
</tr>
<tr>
<td>11-PN-0587</td>
<td><strong>Prior Lake, City of</strong> Teamsters Local 320</td>
<td>Fogelberg, J.C</td>
<td>9/18/11</td>
<td>Sgts insurance reopener 2011-$940-e (u-$875+50% of increase=$992).</td>
<td>City's Position</td>
<td>Pattern with one group. 10 year history of straight dollar amounts vs % formula.</td>
</tr>
<tr>
<td>11-PN-0027</td>
<td><strong>South St. Paul, City of</strong> Law Enforcement Labor Services, Inc.</td>
<td>Wallin, Gerald</td>
<td>8/24/11</td>
<td>Wages: 0%-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.</td>
<td>2010 - 0%</td>
<td>Wages: internal pattern and ability to pay. Steps reflect learning curve and employer is getting greater value supporting the pay.</td>
</tr>
<tr>
<td>10-PN-0423</td>
<td><strong>Carver County</strong> AFSCME Minnesota Council 65</td>
<td>Fogelberg, J.C</td>
<td>8/17/11</td>
<td>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.</td>
<td>2010 - 0%</td>
<td>County Attorneys - Internal pattern. Those who already received 2011 step of 4.5% had to return pay.</td>
</tr>
<tr>
<td>11-HN-0894</td>
<td><strong>New River Medical Center</strong> Minnesota Nurses Association</td>
<td>Anderson, Richard</td>
<td>8/10/11</td>
<td>Duration: 7/1/10-6/13/13,</td>
<td>2010 - 0%</td>
<td>No explanation for award.</td>
</tr>
<tr>
<td>11-PN-0635</td>
<td><strong>Brainerd, City of</strong> Teamsters Local 346</td>
<td>Reynolds, James</td>
<td>8/02/11</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%).</td>
<td>2010 - 3%</td>
<td>Officers received 3% in arbitration (09-PN-0550). This maintains relationship with officers.</td>
</tr>
</tbody>
</table>
11-PN-0174 Metropolitan Council
Law Enforcement Labor Services, Inc.

Bognanno, Mario

6/21/11

Proper wage rate for new Sgt title? & 
differential 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.

10-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-e.

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.
Minnesota Nurses Association

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-floater-u (e-
2 floaters); Retiree Ins hired 5/1/97-no-e.

2009 - 0%
2010 - 0%

1st contract of Jail/Disp. Wages-internal & 
economy. Merit & Hol. pay-deputies pattern. 
Vac-should be negotiated. Retiree benefit - 
provided through policy not contract.

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 longevity?)-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% 7/1-u (e-1% & mktr adjustment 7/1); Drop Short term disability eligibility frm 20 to 5 days-no-e.  2010 - 2%* 2011-1%,1%
Union failed to meet burden of showing need to change Short Term Disability eligibility.

10-PN-1074  ISD 625, St. Paul
St. Paul Principals Association
VerPloeg, Christine  2/01/11
Retiree insur. 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 quid pro quo for retiree insurance.  2010 - 0% 2011 - 1.5% 2012 - 3%
No quid pro quo required since change only effects new employees. City's position on wages offered for the sunset was awarded. Economy distinguishes this from 2008 Anoka Co, award.where retiree insurance retained.

10-PN-0313  Freeborn County
Teamsters Local 320
Bognanno, Mario  1/21/11
Working out of class-$2-u (c-2weeks 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 Association
Miller, Richard  1/10/11
OT: for Capts & Lts, remove FLSA restrictions for Sgts-u; Hol premium-no-c; Comp time for Watch Cmdrs-no-c; Uniform incr-no-c (u-$1,000). 2 yr wage freeze & no steps in 2011 negotiated. 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%-c (c-1.5%); Pay for negotiating: yes-u (c-no).  2010 - 0%
Wages-internal pattern. Merit step-needed to adjust internal pay gap with correction depties. Negotiation pay maintains the past practice.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-PN-0956</td>
<td>Blaine, City of Law Enforcement Labor Services Inc.</td>
<td>Miller, Richard</td>
<td>12/30/10</td>
<td>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; Insr Call Back from 2 to 3 hrs.-no-c;</td>
<td>2010 - 1%</td>
<td>Duration-lack of data. Insr-$70 avg incr in past (eff for 2011); Wages-fund balance 43% &amp; avg incr for Stanton V. Call Back-no even though officers receive 3 yrs.</td>
</tr>
<tr>
<td>10-PN-1058</td>
<td>Inver Grove Heights, City of Law Enforcement Labor Services, Inc.</td>
<td>Schiavoni, Mary Jo</td>
<td>12/10/10</td>
<td>Wages: 1.5%-u (c-0%). Insurance-City's position: high ded single +$57.32; freeze most expensive (ee cost $25.06),</td>
<td>2010 - 1.5%</td>
<td>Maintains relationship to Stanton V average. Ignores Sgts. taking 0%. Insurance-equitable cost sharing.</td>
</tr>
<tr>
<td>10-PN-0141</td>
<td>Rice County Teamsters Local 320</td>
<td>Fogelberg, J.C.</td>
<td>12/9/10</td>
<td>Deputies seeking step movement for 2010 - accepted 0% for wages.</td>
<td>2010-no steps</td>
<td>Internal pattern. They also have fewer steps than other comparable counties.</td>
</tr>
<tr>
<td>10-PN-1183</td>
<td>Edina, City of Teamsters Local 320 - police</td>
<td>Frankman, Janice</td>
<td>12/7/10</td>
<td>Wages: 3%, 3%-u (c-5% 7/10, 5% 7/11); Insurance: 2010-$775, 2011- same as other ees-c; Shift diff-no-c.</td>
<td>2010 - 3%</td>
<td>Wages - based on city's financial shape. Insurance-internal pattern. Shift diff-denied as new benefi.</td>
</tr>
<tr>
<td>10-PN-0932</td>
<td>Hennepin County Hennepin County Supervisors Assn</td>
<td>Fogelberg, J.C</td>
<td>11/11/10</td>
<td>Correction supervisors accreted into Suprv Assn. seeking to retain Holiday &amp; Officer in Charge pay.</td>
<td>Co.'s Position</td>
<td>Existing benefits not in Master Agreement viewed as new benefits.</td>
</tr>
<tr>
<td>10-PN-0623</td>
<td>Hennepin County Teamsters Local 320</td>
<td>Neigh, Charlotte</td>
<td>10/19/10</td>
<td>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.</td>
<td>Co.'s Position</td>
<td>Union has burden to demonstrate need for change. Some of the issues rejected in prior arbitrations. Wage &amp; step freeze negotiated for 2011.</td>
</tr>
<tr>
<td>10-PN-0959</td>
<td>Shakopee, City of Law Enforcement Labor Services, Inc.</td>
<td>Lundberg, James</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>
<td>Duration-only 1 internal &amp; lack of data; Wages: 67% fund balance; Longevity &amp; Performance Pay: city burden to prove need for change.</td>
</tr>
<tr>
<td>10-PN-1107</td>
<td>Plymouth, City of Law Enforcement Labor Services, Inc.</td>
<td>Latimer, George</td>
<td>10/2/10</td>
<td>Wages only issue. U seeking 3%, AFSCME received 2%. E offered 0%.</td>
<td>2010 - 0%</td>
<td>Economy; no internal pattern, Union vs AFSCME-raises of 37% to 30% in 8 yrs. &amp; 5% v 2% in 2009. Market rank should include longevity.</td>
</tr>
<tr>
<td>10-PN-0957</td>
<td>Mounds View, City of Law Enforcement Labor Services Inc.</td>
<td>Miller, Richard</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>
<td>1 yr due to lack of data for 2011; Wages based on economy; Insurance increase to off set 0% wages.</td>
</tr>
<tr>
<td>10-PN-1306</td>
<td>Isanti, City of Law Enforcement Labor Services Inc.</td>
<td>Miller, Richard</td>
<td>9/28/10</td>
<td>Duration: 1 yr-u; Wages-0%-c (u-3%); Insurance: high deductible plan?-no-u; Sick cap increase?-no-c.</td>
<td>2010 - 0%</td>
<td>1 yr - lack of 2011 data; Wages - economy &amp; settlement avgs.; Insurance-can't change until 2011 - so negotiate.</td>
</tr>
<tr>
<td>Case</td>
<td>Union/Association</td>
<td>Manager</td>
<td>Date</td>
<td>Contract Terms</td>
<td>Details</td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-------------------</td>
<td>---------</td>
<td>------</td>
<td>---------------</td>
<td>---------</td>
<td></td>
</tr>
<tr>
<td>10-PN-0776</td>
<td>Hennepin County Deputy Sheriff's Assn</td>
<td>Jacobs, Jeffrey</td>
<td>9/07/10</td>
<td>Wages: 0%, 0%-c (u-3%, 3%); Steps: 10 yes, 11 no-c; Shift 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; Light duty-no-c.</td>
<td>2010 - 0% Internal pattern; or failure to provide compelling reason for change; or inherent management right (denying request to create light duty position).</td>
<td></td>
</tr>
<tr>
<td>10-PN-0861</td>
<td>Coon Rapids, City of Law Enforcement Labor Services, Inc.</td>
<td>Bard, Stephen</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% Benefits-internal (public works-vacations) Uniforms-increased cost of &quot;Buy American&quot; requirement. Wages-external (maintains rank).</td>
<td></td>
</tr>
<tr>
<td>09-PN-833</td>
<td>Metropolitan Council Teamsters Local 320</td>
<td>Fogelberg, J.C</td>
<td>6/28/10</td>
<td>2009 0%-e (u-3%); 2010-0% (u-2%); Sr. incr-no-c; Steps-yes-u; Longevity-no change-u (e-freeze steps &amp; long., sunset long.)</td>
<td>2009 - 0% 2010 - 0% Ability to pay more important than external market.</td>
<td></td>
</tr>
<tr>
<td>09-PN-0550</td>
<td>Brainerd, City of Law Enforcement Labor Services, Inc.</td>
<td>Boldt, Charles</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% 2010-reopener 2 yrs &amp; 2010 reopener - city pattern; 2009 based on market avg. (internal pattern-0%).</td>
<td></td>
</tr>
<tr>
<td>09-PN-0840</td>
<td>Centennial Lakes Police Department LELS - Sergeants</td>
<td>Daly, Joseph</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% 2010 - 0% Hard economic times. Insurance and performance pay based on internal comps.</td>
<td></td>
</tr>
<tr>
<td>09-PN-0806</td>
<td>Carver County (Deputies' Unit) Law Enforcement Labor Services, Inc.</td>
<td>Gallagher, Thomas</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% No market adjustment. Based on county's finances. (Negotiated increase for 2009-3%)</td>
<td></td>
</tr>
<tr>
<td>09-PN-0424</td>
<td>Carver County (Sergeants' Unit) Law Enforcement Labor Services, Inc.</td>
<td>Bognanno, Mario</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% Based on market &amp; sergeants underpayment vs pay equity. (Negotiated inc for 2009-3%)</td>
<td></td>
</tr>
<tr>
<td>09-PN-0924</td>
<td>Lake County Lake Co. Superv. Empl. Association</td>
<td>Paull, David</td>
<td>2/01/10</td>
<td>County VEBA insurance awarded; plan takes effect in 2010-Union argued 2010 not in front or arbitrator. Pay comp time to exempt employees? - No.</td>
<td>2008 - 2% County was willing to accept Union's if VEBA awarded. VEBA based on internal pattern &amp; cost considerations.</td>
<td></td>
</tr>
<tr>
<td>09-PN-1062</td>
<td>West St. Paul, City of Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard</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% +steps both yrs-city has 54% fund balance. Economy &amp; lack of mrkt settlements. Internal pattern.</td>
<td></td>
</tr>
<tr>
<td>BMS #</td>
<td>Employer/Union</td>
<td>Arbitrator</td>
<td>Date</td>
<td>Details</td>
<td>Wages</td>
<td>Basis/Argument</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------</td>
<td>---------------------</td>
<td>---------</td>
<td>-------------------------------------------------------------------------</td>
<td>-------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>09-PN-0698</td>
<td>Minnetonka, City of Clarification of Award</td>
<td>Gallagher, Thomas</td>
<td>9/2/09</td>
<td>09-2.75%-u (e-1%), '10-1%-e (u-2.85%) Severance language-e.</td>
<td>2009 - 2.75% 2010 - 1.0%</td>
<td>Internal pattern.</td>
</tr>
<tr>
<td>09-PN-0540</td>
<td>Crookston, City of Law Enforcement Labor Services, Inc.</td>
<td>McGilligan, Dennis</td>
<td>8/18/09</td>
<td>Only issue, wages for 2009. Union asked for 4%, City offered 0%.</td>
<td>2009 - 2.75%</td>
<td>Internal pattern. City wanted to deviate from pattern due to economy.</td>
</tr>
<tr>
<td>09-PN-0267</td>
<td>Morrison County Law Enforcement Labor Services, Inc.</td>
<td>Holmes, Barbara</td>
<td>6/2/09</td>
<td>Union seeking 4%, County 1% FTO-no; 1yr- co. position; Co. insur.</td>
<td>2009 - 1%</td>
<td>Ability to pay and internal pattern.</td>
</tr>
<tr>
<td>08-PN-0677</td>
<td>Faribault County Teamsters Local 320</td>
<td>Befort, Stephen</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>2008 - 2.9% 2009 - 3%</td>
<td>2008-2.9%, 2009-3%. Co. did not try to reduce others due to budget.</td>
</tr>
<tr>
<td>08-PN-1141</td>
<td>Metropolitan Council Law Enforcement Labor Services, Inc.</td>
<td>Bognanno, Mario</td>
<td>2/27/09</td>
<td>2008-2%-e (u-4%); 09-2.5%-e (u-4%); Insurance - e.</td>
<td>2008 - 2% 2009 - 2.5%</td>
<td>Internal patterns. Ignored external settlements neg in better times.</td>
</tr>
<tr>
<td>08-PN-0472</td>
<td>Blue Earth County Teamsters Local 320</td>
<td>VerPloeg, Christine</td>
<td>2/22/09</td>
<td>2008-2010-2% Jan, 2% July each yr-u. (e-2% each year). Lead pay incr-n-e; shift differential-n-e; 1% HCSP-n-e.</td>
<td>2008-2%,2% 2009-2%,2% 2010-2%,2%</td>
<td>Wages - internal pattern. Lead pay-recession; Shift diff and HCSP-no internal nor external support.</td>
</tr>
<tr>
<td>08-PN-0828</td>
<td>Fridley, City of Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard</td>
<td>1/3/09</td>
<td>08-3% (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>2008 - 3% 2009 - 3%</td>
<td>Sgts - wages &amp; standby same as officers. Insurance internal. Other issues lacked compelling evidence.</td>
</tr>
<tr>
<td>BMS #</td>
<td>Employer/Union</td>
<td>Arbitrator</td>
<td>Date</td>
<td>Details</td>
<td>Wages</td>
<td>Basis/Argument</td>
</tr>
<tr>
<td>------------</td>
<td>---------------------------------------------</td>
<td>---------------------------</td>
<td>------------</td>
<td>-------------------------------------------------------------------------</td>
<td>-------------</td>
<td>--------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>08-PN-0751</td>
<td>Murray County</td>
<td>Gallagher, Thomas</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>2008 - 2.5%</td>
<td>Arbitrator combined wages &amp; insr. in market comparison.</td>
</tr>
<tr>
<td>08-PN-0750</td>
<td>Buffalo, City of</td>
<td>Yaeger, Thomas</td>
<td>12/15/08</td>
<td>Health Insurance reopener; Family 2008 - $780-u, (City $740.49)</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>Bryant, Bernadine</td>
<td>12/14/08</td>
<td>Sgts group; wage reopener 2008-3.25-u (e - 2.75%).</td>
<td>2008 - 3.25%</td>
<td>External, no internal pattern.</td>
</tr>
<tr>
<td>08-PN-0926</td>
<td>Dakota Communications Center</td>
<td>Miller, Richard</td>
<td>11/26/08</td>
<td>1st contrct, 2 yrs-u; '08-3%-u, 09-3%-u. Shift diff-n-e; Uniforms-e;</td>
<td>2008 - 3%</td>
<td>Main issue of a salary step matrix or merit pay left unanswered.</td>
</tr>
<tr>
<td>09-PN-0048</td>
<td>Metropolitan Council</td>
<td>Gallagher, Thomas</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>2008 - 2.7%</td>
<td>Added .2% saved by not awarding ER's merit request.</td>
</tr>
<tr>
<td>08-PN-0266</td>
<td>Stillwater, City of</td>
<td>Neigh, Charlotte</td>
<td>10/31/08</td>
<td>'07-3%-e (u-4%+$32), '08-3%-e (u-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>2007 - 3%</td>
<td>Wages internal, court time external.</td>
</tr>
<tr>
<td>08-PA-0145</td>
<td>Paynesville, City of AFSCME Council 65</td>
<td>Jacobs, Jeffrey</td>
<td>10/21/08</td>
<td>First contract, 2007-5.3%(u-15%,e-1%), '08,'09-e (u-4%,4%). Language on: mgmt rights-e, Position elimination-u; workweek-e; OT-u; reduced retiree ins-e..</td>
<td>2007 - 5.3%</td>
<td>2007-external. Pay equity concerns. 08-09 - internal. Other issues - internal.</td>
</tr>
<tr>
<td>08-PN-1039</td>
<td>Apple Valley, City of</td>
<td>Miller, Richard</td>
<td>10/20/08</td>
<td>2009-3.25% (u-5%, e-2.5%) Uniforms +$25 for both 08 &amp; 09.</td>
<td>2009 - 3.25%</td>
<td>Wages same as 2009 sergeant's arbitration award. Uniforms-internal.</td>
</tr>
<tr>
<td>08-PN-0303</td>
<td>Apple Valley, City of</td>
<td>Kircher, Andrea</td>
<td>10/6/08</td>
<td>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-e; '09-$25-u. Emgncy leave-n-u.</td>
<td>2007 - 3%</td>
<td>'07-08 internal. 2009 external. M Sgt- no compelling reason. Uniform maintains internal ratio. Leave-no compelling reason.</td>
</tr>
<tr>
<td>08-PN-0816</td>
<td>Brainerd, City of</td>
<td>Miller, Richard</td>
<td>10/6/08</td>
<td>Duration-1yr-e (u-2yrs); 2008-3.0%-e (u-3%+1% adj). Longevity incr-u.</td>
<td>2008 - 3%</td>
<td>Wages internal pattern. Longevity equals department heads.</td>
</tr>
<tr>
<td>08-PN-0127</td>
<td>Stillwater, City of</td>
<td>Bryant, Bernardine</td>
<td>9/30/08</td>
<td>2007-4%(u-5%, e-3%), '08-3%-e (u-5%), '09-3%Jan., .25%July- e (u-5%).</td>
<td>2007 - 4%</td>
<td>Market 2007, pattern 2008 &amp; 2009.</td>
</tr>
<tr>
<td>08-PN-0349</td>
<td>Becker County</td>
<td>Daly, Joseph</td>
<td>9/17/08</td>
<td>Wages-u (u-5%, 5%; e-1.5%, 1.5%) 24 hr funeral leave, longevity, shift diff increase-pattern-u; zipper clause-no-u.</td>
<td>2008 - 3%</td>
<td>Wages-pattern 2008-2009..</td>
</tr>
<tr>
<td>08-PN-0547</td>
<td>Scott County</td>
<td>Jacobs, Jeffrey</td>
<td>9/2/08</td>
<td>County changed salary matrix neg in 2007. '08-1%-e (u-3%), '09-1%-e (u-3%)</td>
<td>2008 - 1%</td>
<td>Wages &amp; other issues based on internal pattern.</td>
</tr>
</tbody>
</table>
08-PN-1091  Mound, City of  
Law Enforcement Labor Services, Inc.  
O'Toole, Carol Berg  
8/21/08  
U-4%+$7.5, 4%+$25; E-2.5%, 2.5%  
Insur: $25, $25-E.  
2008 - 3%  
2009 - 3%  
External avg. and city suggested it was reasonable.

08-PN-0912  Richfield, City of  
Law Enforcement Labor Services, Inc.  
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

08-PN-0114  Minnesota, State of  
Minnesota Nurses Association  
Miller, Richard  
7/29/08  
Union seeking 10%, 10%-e; shift dif. from $.65 to $.70-e; mandatory OT-u; attach MOAs to contract-u; on-call-u.  
vacation accrual new hires-u.  
2007 - 3.25%  
2008 - 3.25%  
Budget constraints & internal pattern.

08-PN-0862  Traverse County  
Traverse Cty Highway Employee Council  
Toenges, Rolland  
7/23/08  
Non-essential, agreed to final offer arbitration. Dispute re mkt adj. Co. 3 yr w mrtk 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.

07-HIN-1058  Monticello-Big Lake Comm Hospital Dist  
Minnesota Nurses Association  
Miller, Richard  
Tripartite Panel  
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.

08-PN-0187  St. James, City of  
Law Enforcement Labor Services, Inc.  
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.

07-PN-1013  Anoka County  
Law Enforcement Labor Services, Inc.  
Fogelberg, J.C  
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.

07-PN-0791  Red Wing, City of  
Teamsters, Local 320  
Laitmer, George  
5/20/08  
New pay scale; Sgts placed in step above current pay, (u - seeking same placement as Fire Captains).  
City's position Capt's base higher since 1999 due to OT exempt status. Reversing would abrogate negotiations.

07-PN-1174  Freeborn County  
Law Enforcement Labor Services, Inc.  
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.

08-PN-0262  ISD 241, Albert Lea  
Albert Lea Education Association  
Toenges, Rolland  
3/13/08  
ER - 2%,2%; U - 2.3%, 2.4%.  
2008 - 2%  
2009 - 2%  
Total package. District's position based on internal pattern.

07-PN-0285  Bemidji, City of  
Law Enforcement Labor Services, Inc.  
Toenges, Rolland  
2/28/08  
Duration: 3yrs (u-2y, e-3y); W.3%/yr. (u-5.5%, e-3%); Insur: internal pattm. (u position, e offered less due to u moving to PIEP).  
2007 - 3%  
2008 - 3%  
2009 - 3%  
Duration, wages and insur based on internal pattern. Shift diff incr $.5 in 08 & 09. 1 yr bar to discpl. invest removed.

06-PN-0946  St. Louis County  
Law Enforcement Labor Services, Inc.  
Remington, John  
1/30/08  
Union 5%, 5%; County 2%, 2%  
On call-no; Sick leave def of child-yes  
2006 - 2.5%  
2007 - 2.5%  
Wages exceed 2% pattern - based on CPI & externals.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>07-PN-1161</td>
<td>Wayzata, City of</td>
<td>Gallagher, Thomas</td>
<td>12/31/07</td>
<td>County 3%, 3%; Union 4%, 4%. Reduce IOD-no; FTO-no; Tuition -no.</td>
<td>2007 - 3.3%</td>
<td>Wages - external average. IOD &amp; FTO should be bargained. Tuition-no compelling reason.</td>
</tr>
<tr>
<td>07-PN-0602</td>
<td>Wilkin County</td>
<td>Powers, Nancy</td>
<td>12/29/07</td>
<td>County 3%, 3%; Union 5%, 5%. Union, comp time carry over - no.</td>
<td>2007 - 3%</td>
<td>Wages-internal pattern. Comp carry over-no. Deputies schedules differ from other co. ees.</td>
</tr>
<tr>
<td>07-PN-0910</td>
<td>Anoka County</td>
<td>Kapsch, Frank</td>
<td>1/27/08</td>
<td>Wages: 2%, 2% - e (u-5%, 5%); change Retiree Ins-no-u.</td>
<td>2007 - 2%</td>
<td>Wages internal pattern. Retiree Insurance awarded in arbitration.</td>
</tr>
<tr>
<td>07-PN-0721</td>
<td>Faribault, City of</td>
<td>Jacobs, Jeffrey</td>
<td>12/26/07</td>
<td>Wages-e (u-3.25%, 3%); Insurance-e.</td>
<td>2007 - 3.25%</td>
<td>Final offer, employers position. U proposed lower wages 08 for more insur than pattern.</td>
</tr>
<tr>
<td>07-PN-0414</td>
<td>Beltrami County</td>
<td>Jacobs, Jeffrey</td>
<td>12/10/07</td>
<td>Attorney's 1st contract. Wages and schdl-c (c offered 2.5% per yr-despite pattern of 2.5,3 &amp;3); Longevity-u; Comp time-no-c; Mngmt Rgts-c; Waiver clause-u; Drug Testing-no-u;</td>
<td>2006 - 2.5%</td>
<td>Wages, Longevity, Waiver clause, Drug Testing - internal patterns.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2007 - 3%</td>
<td>State Bar fee &amp; professional fee-no-c; Retro flex benefits-yes-u.</td>
</tr>
<tr>
<td>07-PN-0661</td>
<td>Anoka County</td>
<td>Anderson, Richard</td>
<td>11/24/07</td>
<td>Work release officers. 1 yr-u (e-3y);: Wages-3% (e-2%, u-6%); merit-3% (e-2%, u-5%); shift-$5-u; PTO me too language-e; OT-no change-u; stability calculation-no-e.</td>
<td>2007 - 3%</td>
<td>Duration-no internal pattern 08-09; wages/merit-internal (corrections); Language changes-party proposing must show need.</td>
</tr>
<tr>
<td>07-PN-0824</td>
<td>New Hope, City of</td>
<td>Neigh, Charlotte</td>
<td>11/11/07</td>
<td>07-08-e (u-3 yrs); Comp time for Capt-no; 3 Admin Sergeant 6.5% (e-0%).</td>
<td>Union position</td>
<td>Council rejected negotiated settlement - main issue administrative sergeant.</td>
</tr>
<tr>
<td>07-PN-0383</td>
<td>Duluth, City of</td>
<td>Bard, Stephen</td>
<td>10/8/07</td>
<td>Wages:2%,3%,3% (c-1,3,3; u-3,3,4); Eliminate retiree insurnace for new ees-c ($12,000+1% per yr into HCSP) Health club- $30 per mo-u.</td>
<td>2007 - 2%</td>
<td>Wages-external plus CPI. Insurance internal pattern. Health club same as firefighters.</td>
</tr>
<tr>
<td>07-PN-0695</td>
<td>New Hope, City of</td>
<td>Kircher, Andrea</td>
<td>9/4/07</td>
<td>Uniforms-provide system to allowance-no-e; Incr sick leave into PRHCS 16 to 24 hrs-no-e; PTO plan for new ees-n-u; Specialty pay increase-u.</td>
<td>Split</td>
<td>No change to Officer's uniform despite Sgt's receiving allowance. Sick to HCSP same as Sgars; PTO not ordered in 2 prior arbitratrations; Specialty pay based on externals.</td>
</tr>
<tr>
<td>07-PA-0586</td>
<td>Sibley County</td>
<td>Gallagher, Thomas</td>
<td>9/4/07</td>
<td>Wages: 2.5%, 2.5%-u (e-1%,1%); Shift diff-no-e; On-call $1.50 to $3-u Incr cmp accural-no-e; Hol pay if called back-n-e; Xmas eve pay change-no-u.</td>
<td>2007 - 2.5%</td>
<td>Wages exceed internal pattern, used CPI &amp; externals. On-call reflects inflation. Other issues should be negotiated, not awarded.</td>
</tr>
</tbody>
</table>
07-PN–0021  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-u; 2 x major Hol-no-e; Vac accrual incr-no-e; longevity-no-e; 4% for Master's-no-e; 3 h cr call back-u; Waive Retiree Ins for $.80/hr-u.
2006 - 3%  2007 - 3.75%
Wages: 2006-internal; 2007-external; Tuition cap-e failed to show problem; Hol pay-no intnl or extnl support; Vacation-intrnl; Longevity-Off have lngvty but no ed allow; Vac-intrnl; Court call-back-same as officers; Master's & Retiree insr-no compelling need.

07-PN-0505  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.

06-PN-0526  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-no-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.

07-PN–0516  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.

07-PN-0300  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.

07-PN-0026  Olmstead County
Law Enforcement Labor Services, Inc.
Miller, Richard  7/11/07  Jail Sgts, 1st contract. Wages-2%-e (u-3.5%); 2 wk schedule posting-u; OT language-no-e; Call back-u; "Step" language-u; Probation language-e
2007 - 2%
Wages-internal; 2 week posting, call back, step & probation-internal pattern. OT-FLSA exempt employees - issue being heard at Dept of Labor;

07-PN-0555  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.
County's Position
Pay ranges moved up, but not current wages unless below minimum.

06-PN-0864  Wright County
Teamsters 320, Non-Licensed, Ess.
Ver Ploeg, Christine  6/6/07  Uniforms-u; Salary adjustment-n-e Severance for Comm ees-e (u-amount same as jailers); Shit differential-no-e.
2006 - 2%
Uniform-internal; Salary-reclassification is a management right; Severance-new benefit same as courthouse.

06-PN-0882  Wright County
Teamster 320, Ess. Supervisory Unit
Ver Ploeg, Christine  6/4/07  3 yrs-e (u-2y); 2%, 2.75%, 2.75%-e (U-4.24%, 4%, 3%); 1 1/2 Hol pay-n-e Uniform-u; Leg funding wage freeze-no
2006 - 2%  2007 - 2.75%  2008 - 2.75%
Lieutenant group. Duration/Wages-internal. Holiday pay- exempt ees & prior arbitration; Uniform-internal.

06 PN 0904  Winona, City of
Firefighters, Local 575
Daly, Joseph  5/21/07  Firefighters; total package final offer. Wages identical. Union seeking incr. premiums for medics & specialists.
2006 - 2%/1%  2007 - 3%
City's position awarded. Insufficient evidence to support any increase to existing premiums.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>06-HN-0986</td>
<td>Rice Memorial Hospital</td>
<td>Bognanno, Mario</td>
<td>12/30/06</td>
<td>3yrs-e; Wages (u-3%, 6%; e-0%, 3.5%, 3.5%); Insur-new ees fixed $-e; On call, EST, PTO, Easter &amp; Mngmnt rights - no change.</td>
<td>2008 - 5%</td>
<td>Duration-history of 3yrs; wages-external; Insurance-internal. remaining issues Issues best resolved in negotiations.</td>
</tr>
<tr>
<td>06-PN-0462</td>
<td>LaCrescent, City of Law Enforcement Labor Services, Inc.</td>
<td>Latimer, George</td>
<td>12/6/06</td>
<td>1 year-u; 3%-e (u-8%); out of class pay-no-e; court cancellation-u;</td>
<td>2007 - 3%</td>
<td>1 yr-lack of date 2nd yr; 3% internal; out of class-not enough evidence.</td>
</tr>
<tr>
<td>06-PN-0614</td>
<td>Goodhue County</td>
<td>Miller, Richard</td>
<td>11/27/06</td>
<td>1 yr-u (c-3 yrs), 2006-2.5%-c (u-5%); Increase Hol. Vac. &amp; Sick-no-c; inc. Hol premium &amp; out of class pay-no-c.</td>
<td>2006 - 2.5%</td>
<td>Wages - internal pattern; benefit increases- Union failed its burden of proof. Duration-history, lack of data, and new BA.</td>
</tr>
<tr>
<td>06-PN-0871</td>
<td>Orono, City of</td>
<td>Miller, Richard</td>
<td>11/21/06</td>
<td>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.</td>
<td>2006 - 3%</td>
<td>06-internal, 07-market; Insurance-internal; Severance-external.</td>
</tr>
<tr>
<td>06-PN-1089</td>
<td>Hopkins, City of Hopkins Police Association</td>
<td>Fogelberg, J.C.</td>
<td>11/14/06</td>
<td>Insurance 06 &amp; 07-e (u seeking %) Opt out of Insurance increase-n-e</td>
<td>City's positions</td>
<td>Internal patterns.</td>
</tr>
<tr>
<td>14-PN-1086</td>
<td>Anoka County</td>
<td>Lundberg, James</td>
<td>11/9/06</td>
<td>Work Release. Uniforms-&gt;$50-u (e-no change);add shoes to allowance.-no-e; Wages-1.5%, 1.5% (u-3%,3%, e-0%,0%); Merit -2%,2%-e (u-3%,3%).</td>
<td>2014 - 1.5% 2015 - 1.5%</td>
<td>Uniform-increase based on replacement cost. Color is only shoe requirement so no additional expense. Wages-external. Merit - internal.</td>
</tr>
<tr>
<td>06-PN-0823</td>
<td>Fergus Falls, City of Law Enforcement Labor Services, Inc.</td>
<td>Daly, Joseph</td>
<td>11/1/06</td>
<td>Sgts. Work yr-FLSA language-e; OT-Union seeking pay v comp only-no-e; Severance incr-no-e; Insurance change $ to %-no-e; Wages-2.5%,2.5%-e (u-3.5%,3.5%); Uniforms $600-e(U-$700)</td>
<td>2006 - 2.5% 2007 - 2.5%</td>
<td>No compelling reason for proposed new language. Xmas eve-external. Insurance, severance, wages-internal.</td>
</tr>
<tr>
<td>06-PN-0903</td>
<td>Nicollet County</td>
<td>Jacobs, Jeffrey</td>
<td>11/1/06</td>
<td>Shift differential-no-e; Shift suprv pay-no-e; Training officer-no-e; Comp time-60hrs-e (u-100hrs); Uniform voucher-e.</td>
<td>Co. positions</td>
<td>Jailers. Differential, Shift suprv. &amp; Training-new items no market support. Comp &amp; Uniform - same as deputies.</td>
</tr>
<tr>
<td>06-PN-0743</td>
<td>Wright, County of</td>
<td>Gallagher, Thomas</td>
<td>10/20/06</td>
<td>3 yrs-e (u-2yrs); Wages-e (u-4%,3.5% &amp; 3.5%); Insurance-e; Comp carryover accrual-no-e; Uniforms-&gt;$25 ea yr-u; Court minimum incr-no-e; Invst on call incr-no-e; Sick accrual incr-no-e; Shift diff-no-e; Chnge Mileage lang-no-u Out of title must wk 5 days-no-u.</td>
<td>2006 - 2% 2007 - 2.75% 2008 - 2.75%</td>
<td>Duration wages &amp; insurance - internal pattern. Performance pay systems distort wage comparisons. Other requests denied when not supported by evidence.</td>
</tr>
<tr>
<td>Document ID</td>
<td>Location</td>
<td>Date</td>
<td>Summary</td>
<td>2006</td>
<td>2007</td>
<td>2008</td>
</tr>
<tr>
<td>-------------</td>
<td>-----------</td>
<td>------</td>
<td>---------</td>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>06-PN-0457</td>
<td>Hubbard County</td>
<td>10/8/06</td>
<td>Teamsters, Local 320</td>
<td>History of 3 yrs.; wages, insurance, longevity internal comparisons. Lack of compelling need for change on other issues. Can change to aggregate value of insurance services severance min lowered.</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>06-PN-0456</td>
<td>Hubbard County</td>
<td>10/8/06</td>
<td>Teamsters, Local 320</td>
<td>Wages internal pattern - comparable to market when insurance &amp; 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.</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>06-PN-0650</td>
<td>Winona, City of</td>
<td>10/6/06</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>Wages-external &amp; history of police receiving more than other ees.</td>
<td>3.25%</td>
<td>3.25%</td>
</tr>
<tr>
<td>06-PN-0798</td>
<td>Cottage Grove, City of</td>
<td>9/30/06</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>Wages-internal, same as police.</td>
<td>2.5%</td>
<td>3.5%</td>
</tr>
<tr>
<td>06-PN-0874</td>
<td>Dodge County</td>
<td>9/29/06</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>Duration-history of 2 yrs; lack of data for 3rd year. Wages-average of Region 10. Shift differential is a new benefit which is common in Region 10.</td>
<td>3%</td>
<td>2.8%</td>
</tr>
<tr>
<td>06-PN-0486</td>
<td>Hastings, City of</td>
<td>9/15/06</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>City's position. History and internal pattern.</td>
<td>3%</td>
<td>3.5%</td>
</tr>
<tr>
<td>05-PN-1185</td>
<td>Arrowhead Regional Corrections Board</td>
<td>9/8/06</td>
<td>AFSCME Minnesota Council 5</td>
<td>Employer's positions</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>06-PN-0916</td>
<td>Ramsey, County of</td>
<td>8/21/06</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>Wages &amp; Deferred comp - internal.</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>06-PN-0479</td>
<td>Belle Plaine, City of</td>
<td>8/11/06</td>
<td>Law Enforcement Labor Services, Inc.</td>
<td>Pattern of multiple year contracts. Holidays - external. Uniform-not increased for 3 yrs. Wages-external.</td>
<td>3.35%</td>
<td>3.3%</td>
</tr>
</tbody>
</table>
06-PN-0527  Alexandria, City of
Law Enforcement Labor Services, Inc.
Anderson, Richard  8/9/06
Sgts: Vac incr-no-e; 1.5 pay for all Hol.-y-u; Uniform incr-no-e; 2006-4%-e
(u-4%+$200); 2007-2% Jan, 3%July-e
(u-4%+$200); Insur-same as officers 2006 - 4% Vacation, Wages, Insurance Uniforms
2007 - 2%, 3% based on internal pattern-same as officers. Holiday premium - external
2008 - 1.5/1.5% market.

06-PN-0605  Ramsey County
Teasmters, Local 320
Miller, Richard  8/9/06
Sergeant's wages-counties position. Union 3.5% each yr plus adjustment to steps = to 10% above corrections
2006 - 2% Sgts compare to extnl mkt. Internal pattern. Pay equity points
2007 - 2% suggest corrections should be frozen. Sgts compare to extnl mkt.
2008 - 1.5/1.5%

06-PN-0476  Redwood County
Law Enforcement Labor Services, Inc.
Remington, John  8/3/06
3 yrs-e (u-2yrs); Wages-e (u-4%,4%,
4%); Rotating shift pay-n-e; Uniforms-
from $525 to $600-u (e-$550). 2005 - 1.5% Duration-18 months into new contract
2006 - 2% Wages-internal pattern; Shift pay-
2007 - 2% disputed schedules should be neg.

06-PN-0525  Crystal, City of
Law Enforcement Labor Services, Inc.
Jensen, Eugene  7/28/06
FTO +$.05-u; Investigator no incr-e;
Officer in charge +$.08-u; Single + 1 2006 Insurance-e; 2007 ins reopener-u.
2006 - 2% Employer's Positions. Arbitrator rejected increasing premium by %
2007 - 2% due to history of parties. Insurance - internal pattern.

06-PN-0511  Lac qui Parle County
AFSCME Council 65
Miller, Richard  6/24/06
Deputies/Jailers. Duration-3 yrs-e;
2006 - 3% 2006-3%-u (e-2.5%), 07-08 not in
2007 - 3% dispute; wage structure-no-e; Insur-
2008 - 2% u; on call $250 to $282/m-u; Holiday
premium - no-e. Duration, Wages, Insurance-internal
support.

06-PN-0326  New Brighton, City of
Law Enforcement Labor Services, Inc.
Kircher, Andrea  6/5/06
Wages-e (u-4%, 4%); School Resource+$100-u; Det, FTO,
2006 - 3% Call back, Sick leave increase-n-e; Uniform+$40-u; MLK Hol-y-u;
2007 - 3% SELF-u Wages & MLK Hol-internal patterns.
2008 - 3% Det, FTO, Call back, Sick leave &
SELF - insufficient data to support any changes.

05-PN-0772  Austin, City of
AFSCME Minnesota Council 5
Jacobs, Jeffrey  3/28/06
Comp time-u (see S Jay Dec'06 arb) 2005 - 0%
2006 - 4% Er argued comp time policy not subject
2007 - 4% to negotiation, but Er listed it as issue.
Er Authority language-y-e; Waiver
Language dependant on Sara Jay arb.
Longevity-no-e; On call pay-no-e;
Er Authority-statutory lang;Waiver-
Clothing-e; Wages: '05-0%, '06-2.5%
Clothing-new-no compelling reason; Fire chief
April, 1.6% July; '07-2.4%January,
1.6% Jul; Fire Chief incr of $3,500-u external market; all other issues -
internal pattern.

06-PN-0102  Crow Wing County
Law Enforcement Labor Services, Inc.
Holmes, Barbara  3/1/06
Wages-u (e-1.5%, 1.5%, 2%); Court 2005 - 3% Wages-external (deviations in internal
2006 - 3% & Call out-no change-e; Shift diff incr-
2007 - 3% y-e; Floating Holiday from 2 to 3-n-e. external. Other issues-not compelling.

05-PN-1168  Lyon County
(LInterest Award-Includes Clarification)
Law Enforcement Labor Services, Inc.
McCoy, A. Ray  2/22/06
05-0%, 4%merit-e (u-3%, 4%m); '06-
2005 - 0% 0%, 2.5%merit-e (u-3%). Incr Court
2006 - 0% & Call back pay-no-e; remove sub-
2007 - 0% contacting-y-u; change Columbus day to floating hol-n-u; Insur change-n-u;
Wages-internal. Insurance-failed to
Shift differential?-n-e provide compelling reason. Other issues not supported by region 8 data.
Clarification order explores legal
basis for change to award.

06-PN-0030  Minneapolis Park and Recreation Board
Law Enforcement Labor Services, Inc.
Kircher, Andrea  1/20/06
Add a 6th step to Environment Prog 2005 - 0%
Coordinator-no-e. Union made a pay equity argument.
2006 - 0% Employer Statute requires a reasonable relationship,
Position that comparable jobs be paid the same.