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

Summary of Arbitration Awards listed on the Bureau of Mediation Services' web site (http://www.mn.gov/bms/arbitration/awards/).

Interest Awards are listed in order of the date awarded.

### 2019

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<th>BMS #</th>
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<tr>
<td>18PN0429</td>
<td>Rogers, City of (Interest) Teamsters Local 320</td>
<td>Miller, Richard J.</td>
<td>5/3/19</td>
<td>Wages: 2.75% each yr.- agreed. Market adjmt- '18-5.75% e-0%,'19-20% -e-(u-$5.50, $.50). Drug task force/School off-4.5% u-0%. Shift diff-n-e(u-$5). Uniform-$960-u,e-$900.</td>
<td>2018 - 2.75%</td>
<td>Wages-agreed to internl pattern. Mkt Adjustment same as sgts. Drug task force/School officers don't receive pay in most cities - this maintains consistency w sgts. No city employees receive shift differential. Uniform same as sergeants.</td>
</tr>
<tr>
<td>18PN0687</td>
<td>Ramsey County (Interest) Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard J.</td>
<td>4/4/19</td>
<td>Sergeants. Wages-2%Jan/1% July each yr. (e-2.5% each yr; u-3% each yr); Mkt adjustment-n-e(u-1.25% '20); Invest premium pay from $100 to $200/m-u(e-$100).</td>
<td>2018 - 3%</td>
<td>Wages-same as deputies. Market-ER doing a compensation study; adjmtmnts to Commdrs not a Mkt adjmtmnt since not given to all. Invstgtn premium-same increase as deputies.</td>
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<tr>
<td>18PN0924</td>
<td>Brooklyn Park, City of (Interest) Brooklyn Park Police Federation</td>
<td>Richard Anderson</td>
<td>3/22/19</td>
<td>Wages: 2018-2%-u(e-4% &amp; remove COLA formula),2019-2%-u(e-2% or 0% w COLA). ER claims 66% of officers make more than pay step used in Market COLA formula.</td>
<td>2018 - 2%</td>
<td>U 2% &amp; 2% is less than pattern, but '18 total with COLA is greater than pattern. Arbitrator stated COLA formula fundamentally flawed. Ordered parties to neg '19 formula if no agreement. '19 wage becomes 2.5% &amp; Art. to be neg next CBA.</td>
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### 2018

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<tr>
<td>18PN0893</td>
<td>Lino Lakes, City of (Interest) Law Enforcement Labor Services, Inc.</td>
<td>Miller, Richard J.</td>
<td>12/27/18</td>
<td>Sergeants. Duration &amp; Wages parties agr 2018 - 2.75% adjmt- '18-0.2%, '19-0.5% (u-1.25% &amp; i) 2019 - 2.5% Fire stipend-$1.40(u-$1.50, e-$1.34, $1.37).</td>
<td>2018 - 2.75%</td>
<td>Wages-agreed to internal pattern. Mkt Adj. keeps sgts at same positon as 2017. Fire stipend same as officers.</td>
</tr>
<tr>
<td>18PN0511</td>
<td>Houston County (Interest) Law Enforcement Labor Services, Inc.</td>
<td>O'Donnell, John</td>
<td>11/19/18</td>
<td>Jailer/Dispatchers. Duration-3y-e(u-2y). Wages 2018-2.75% (e-1%, u-3%), '19-2.5% (e-2%, u-3%), '20-2.25% (e-2%, u-3%). Market adj-n-e(u-1%, u-1%). Xmas eve hol-n-e, OT if 4 wknds-n-e. Court cancelation fee-n-e.</td>
<td>2018 - 2.75%</td>
<td>Duration-historic pattern. Wages-external. Mrk adj should be limited to particular position. Xmas eve, OT &amp; Court issues lacked compelling reasons.</td>
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</table>
18PN0648 Hennepin Healthcare Systems, Inc. Jacobs, Jeffrey 11/7/18 Add Friday to weekend differential for techs-y-u; Additional tech on-call pay-y-u; Range movement 3%-e (u-5%); Burn LPN increase-n-e; Retroactivity-y-u; MOUs to continue into new contract-y-u. MOUs-imposing an arbitrary sunset could cause an upheaval in relationship. 2018 - 2% 2019 - 2% Wages-parties agreed. Weekend diff-Polysomnographic techs had benefit when accreted into unit. On-call - Nuclear med techs had benefit when accreted into unit. Performance range reduced from 5% to 3%-internal pattern. Burn LPN-any wage increase should be negotiated. Retro-should be no penalty for exercising rights.

18PN0510 Houston County (Interest) Law Enforcement Labor Services, Inc. Imes, Sharon 10/25/18 Deputies. Duration-3y-e (u-2y); Wages: 18-3%-u (e-1%),'19-3%-u (e-2%)20-3%-u (e-2%). Mkrt adjust-n-e (u-2%); FTO pay-y-u. 2018 - 3% 2019 - 3% 2020 - 3% Duration-historic pattern. Wages-U more reasonable (CPI 2%, Markt 2.6% vs ER 1%). FTO-no need for quid pro quo since additional duties & common in market.

18PN0470 Lino Lakes, City of (Interest) Law Enforcement Labor Services, Inc. Ver Ploeg, Christine 9/30/18 Officers. Wages: 2018-2.75%-e (u-3%), '19-2.5%-e(u-3%). Fire stipend-'18-$1.40 (e-$1.30+2.75%; u-$1.60), '19= to % incr. 2018 - 2.75% 2019 - 2.5% Wages - internal; external comparisons are ki agreed to tie to % of wage increase in future.

17PN0517 Wabasha County (Interest) Teamsters Local 320 Jacobs, Jeffrey 9/10/18 Deputies. Insurance-e (u-no change). Move current ees into PTO-n-u. Wages-e (u:’17-3%,’18-3%,’19-3%). Market adjustment-n-e (u-3%). Retro pay-y-u 2017 - 2% 2018 - 2.5% 2019 - 3% Insurance internal-pattern. PTO-internal pattern. Wages-internal pattern. Market-no compelling evidence. Retro pay-a denial would chill union's right to arbitration.

18PN0408 Anoka County (Interest) Law Enforcement Labor Services, Inc. Kapsch, Frank 8/2/18 Work Release ees. 3 yrs-joint agreemnt; Merit-’18/19-3%,3%-joint; ’17-3%-u (e-2%). Mrkt adjust-n-e; Wages-17,’18,’19-0%-e (u-2.5%,5%,5%); Incr Wage range-y-u; Add Prison Rape Elimination language-n-u; 2017 - 0% 2018 - 0% 2019 - 0% 2017 Merit; Wages; & Range - pattern PREA language-no demonstrated need. Market Rate Adjustment-w/o clear-cut data, will result in adverse consequences for the integrity of the compensation system.

17PN0736 Crow Wing County (Interest) Law Enforcement Labor Services, Inc. Abelsen, James 5/14/18 Deputies & Invs. Wages-PBP system, 17,’18,’19-total base incr.6.5% to10.35%-e 2018-PBP (u-retain step system +2.75% each yr.). 2019-PBP Shift bids-u, Vacation bids-u, Court cancellation-u, Xmas eve holiday-u. Insurance reopener 2019-n-e. 2017-PBP 5th arbitration in 5 yrs. re: moving from steps to Performance Based Pay. 9 of 11 units already in PBP & parties inability to resolve issue forced arbitrator to decide. Language issues were quid pro quo for change. Arb's reasoning in Intest cases given.

17PN0560 Hennepin County (Interest) Law Enforcement Labor Services, Inc. Miller, Richard J. 4/2/18 Amended - Lic.Suprv. - see 8/25/17. Market Adjustment 2018-5%-u (e-0%). ER failed to provide U with requested data. 2018 - 5% ER agreed to reopen arbitration with new data showing Deputy Chief & Majors received 7.5% market adjustments despite no turnover issues.

17PN0870 Maplewood, City of (Interest) Law Enforcement Labor Services, Inc. O'Toole, Carol Berg 3/27/18 Police. City stopped practice of paying stewards for negotiations, U asked to continue practice-n-e; wages 17, '18-2.5%, 2.5% (u-2.75%, 2.75%); Retroactivity-y-u; incr. deferred comp contribution-n-e; 2x pay on xmas & Thanksgiving-n-e; New - limit Holiday pay to 1 shift per ee-n-u; Reduce court minimum-n-u; incr uniform-n-e. 2017 - 2.5% 2018 - 2.5% Wages - internal pattern. Retroactivity-internal pattern. Deferred comp-u asked for AFSCME amts-no compelling reason & only 1 external w benefit. Uniform amt. is equal to Sgts. Other changes either lack compelling reason for change, or are better left to be packaged as part of negotiated settlement.
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<td>17PN0325</td>
<td>Wright County (Interest)</td>
<td>Jacobs, Jeffrey</td>
<td>12/4/17</td>
<td>Sheriff's supervisors. Wages: 17,18,19-1.5%, 20,25% (parties agreed). 10% Mrkt Adjust-no-e; Retro pay-u Uniform: 17,18,19-$800-u (e-$700). Off duty MOU: 1.5% sgt rate-u.</td>
<td>2017 - 2.5%</td>
<td>Wages internal pattern-agreement at arb. &quot;Few if any, interest arbitration's in recent years have awarded market adjustments.&quot; Uniform same as deputies. Off duty listed as $ amount in MOU, not increased since 2014.</td>
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<tr>
<td>17PN0560</td>
<td>Hennepin County (Interest)</td>
<td>Miller, Richard J.</td>
<td>8/25/17</td>
<td>Lic. Suprvs. See 4/2/18 amended award. Market adjustment '16, '17, '18 - 0%-e. Wages '16-1.5%, top 2.5%; '17-1.5%, top 2.5%; '18-2.5%-agreed based on pattern.</td>
<td>2016 - no 2017 - no 2018 - no</td>
<td>Wage pattern agreement. U seeking market adjustment of 5% over 3 yrs - No. No adjustments unless attraction/retention issues. Reversed on 4/2/18.</td>
</tr>
<tr>
<td>17PN0203</td>
<td>Hennepin Co. Medical Center (Interest)</td>
<td>Befort, Stephen</td>
<td>8/17/17</td>
<td>Wage reopener. 2017-2% first 5 steps, 1.75% for remaining steps-e (u-3% 1st 5 steps, 2.5% remaining steps).</td>
<td>2017-1.75%</td>
<td>Clear internal pattern &amp; Hospital's finances are in a distressed state.</td>
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<tr>
<td>16PN0798</td>
<td>Crow Wing County (Interest Award)</td>
<td>Paull, David</td>
<td>5/15/17</td>
<td>Corrections. 3y-u (e-1y): Wages: 2016 - 0% 2017 - 0% 2018 - 0%</td>
<td>Duration labor stability &amp; 1st yr. passed. Wages: County has a performance pay system, a few groups still have steps &amp; they received 0% on steps &amp; 2% to 2.5% for those at top. Wages patterned after Miller's Feb 2015 award. New steps-n. Award only intended as a &quot;patch&quot;.</td>
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<td>16PN0662</td>
<td>Hennepin County (Interest Award)</td>
<td>Befort, Stephen</td>
<td>12/30/16</td>
<td>Deputies. Parties agreed to wages based on pattern: '16-1.5% to steps, 2.5% to top step, '17-1.5% to steps, 2.5% top step, '18 2.5% across the board. Market adjustment-1% across the board each year (e-0%).</td>
<td>2016 - 3.5%</td>
<td>Turnover is 7.73% vs county wide norm of 4.25%. Pay is low vs 7 county area.</td>
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<tr>
<td>16PN0928</td>
<td>St. Louis Park, City of Law Enforcement Labor Services, Inc.</td>
<td>Dunn, Richard</td>
<td>12/22/16</td>
<td>Sergeants. Wages: '16-2.75%-u(e-2.5%) 17-2.75%-u(e-3%); Mrkt. '16-2.5%-u (e-0%), '17-2.75%-u(e-$20/hr.). Uniform cleaning language-y-u.</td>
<td>2016 - 5.25%</td>
<td>Wages - internal pattern not compelling. Award accounts for Sgts predicted pay under pay equity &amp; ranking in external market. Uniforms-limited to contamination.</td>
</tr>
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</table>
16PN0726  **Marshall, City of (Interest)** Law Enforcement Labor Services, Inc.  Ogata, Harley  12/10/16  Officers. Limit Arbitrator authority-n-u; Limit time of effect of Arb award-n-u; Bar class action grievances-n-u; Prohibit just cause for probationary ees-n-u; Prohibit grievances for probationary ees-n-u; Increase shift pay-n-e; Remove list of uniforms provided-n-u; Eliminate severance u;(e-1yr.); Wages '16 & '17-3% (u-4%, e-2.5%); 17-3.25% (u-4%, e-2.75%); Retro-y-u.  Proposed language changes failed to offer any compelling reason for change. They are issues more suitable to give & take of bargaining. Wages - external, losing ground to market average. Duration - 1st year finished, 3 years adds to stability of relationship.

16PN0668  **Anoka County (Interest Award)** Law Enforcement Labor Services, Inc.  Dunn, Richard  11/29/16  Dispatchers. 2y-u(e-1y); Wages:'16-0%-e (u-2%), '17-0%-e (u-2.75%); Merit '16-2.5%-u (e-2%), '17-2.5%-u (e-2%); Market adj.-no-e(u-$75/h); changes to wage schedule-n-u; Merit Increase two years.  2 years - deputies award & only 1 month left in year. Wages-internal pattern. Merit .5% more than pattern deals with "restrained progression". Market - no problm hiring. Schedule-should be negotiated.

16PN0461  **Anoka County (Interest Award)** Law Enforcement Labor Services, Inc.  Ogata, Harley  11/7/16  Deputies. 2 yr-u (e-1y); Wages:'16-0%-e (u-2.5%), '17-0%-e (u-2.75%); Mrkt Adj. '16-2.5%-u (e-0%), u-asking $1.50), 2017-2.5%-u (e-0%, U withdrew request but 2.5% is approx 1/2 of $1.50); Merit-2% & 2%-both; changes to wage schedule-n-u; Range max.'16-4.5%, '17-4.5%-u (e-0%); Change LOA on evaluations-n-u.  2 years for stable labor relations. Wages-0% for 2016 is the non-rep pattern. Market adjustment-Sheriff testified 10% vacancies (9 deputies) that he is unable to fill due to wages; 2.5% market & 2% merit increases the range by 4.5% & is how it was handled for 10 years except for 2013.

16PN0950  **Winona County (Interest)** AFSCME Council 65  Jacobs, Jeffrey  11/7/16  County attorney's. Should ees pay 15% toward single health insurance-n Union's Position  All other ees pay 15%. Internal pattern ignored due to 2 prior arb awards on this issue w/o a quid pro quo for the change.

16PN0817  **Dakota County (Interest)** Teamsters Local 320  Bognanno, Mario  10/15/16  Corrections. Parties agreed to wages. Scheduling for training-n-u; Uniforms '16-$600-u (e-$525); '17-$550-e (u-$600) Full cost if uniforms changed again?n-e. Market pay adjustment-n-e. Wages-pattern. Scheduling-"If it ain't broke, don't fix it". New uniforms for 2016. Market adjustment-situation differs from other who received adjustment. Arbitrator discussed approach to cases.

16PN0484  **Anoka County (Interest Award)** Law Enforcement Labor Services, Inc.  Vernon, Gil  10/11/16  Work Release. 1 year-e (u-2yr.); Wages 2016-2%(e-0%, u-5%); Merit-3%-u(e-2%); new wage system-y-u.  9th arbitration since 1990, all over same issue-WRO vs Det Deputy pay. Creates more reasonable wage relationship.

16PN0637  **Blaine, City of (Interest Award)** Law Enforcement Labor Services, Inc.  Ogata, Harley  9/30/16  Officers: 1 yr-e (u-2y); 2016-3%-u (e-2%); Wage schedule modification-n-e; 2nd tier wage plan-n-u; Insurance-$70-u (e-$30); Detective pay increase-n-e; Directed Operations Group uniforms-n-e.  Duration-lack of data for 2nd yr. Wages-internal (e-officers received more in last contract); Changes to pay plan-rarely awarded. Insurance-no pattern-50% of $140 increase awarded; Detective pay. & Directed Op Group lack compelling reasons.
16PN0429 Blue Earth County (Interest Award)  
MN Public Employees Association  
Jacobs, Jeffrey  
9/30/16  
Jailers: 2 yrs-e (u-3y); wages-both agree;  
Market increase-n-e; hazard pay-n-e;  
Change retention schedule on rprmds-n-u;  
Vac payout only if in good standing-n-u  
Boot allowance incr-y-u. Shift pay incr-y-u;  
Lunch break-n-e; FTO pay-n-e.  
2016 - 2.5%  
2017 - 2.5%  
Market increase-high turnover but, reasons  
other than wages, few if any arbitrators  
have awarded mkt increases. Issues  
not awarded lacked compelling rational.  
Increases awarded to fixed $ amounts.  
Discussed why Attorney’s court case  
doesn’t apply.

16PN0659 Three Rivers Park District (Interest)  
Law Enforcement Labor Services, Inc.  
Daly, Joseph  
8/16/16  
Officers. Wage reopener-3%-u (e-1%).  
2016 - 3%  
External comparison to Stanton 5 & 6.  
Internal pattern is 1%.

16PN0318 Minnesota, State of (Interest Award)  
MN Government Engineering Council  
Wallin, Gerald  
7/22/16  
Engineers. Wages 2015-2.5% + 1% to  
2016 - 3.5%  
top step-u (e-2.5%); 2016-2.5% + 1% to  
2016 - 3.5%  
top step-u (e-2.5%). Move ESS from grade  
7 to 8-n-e. Increase Def. comp match-n-e.  
Pattern is 2.5%. 1% added to top,  
MS 43A.18 Subd.8(b) requires a  
reasonable relationship to outside jobs.  
Grade incr.&Def. Comp-not compelling.

16PN0469 Benton County  
Law Enforcement Labor Services, Inc.  
Miller, Richard J.  
7/11/16  
Deputies: 2 yrs-e (u-3, e-1); 2016-1%Jan,  
2016 - 1.25%  
.25%July-e (u-3%); 2017-3%-u (e-2%).  
Shift pay-$15ncr to $.75-e(u-$1&change  
hours); Remove 288 hr cap on Vac till end  
yr. vs quarterly-u; Insurance-50% of  
increase each year-e (u-total cost of  
increase. FTO pay-$1.50-u (e-.50, 1.00)  
Duration-lack of settlements for 2018.  
Wages-‘16 internal,’17external ($4 below  
top pay of comps). Out of compliance  
w pay equity but ER failed to provide data  
& next report is 2019. Shift hrs-intrn, amt  
external. Vac bank will exceed pattern.  
Insurance pattern. FTO-market.

15PN0916 Hamso County (Interest Award)  
Law Enforcement Labor Services, Inc.  
Miller, Richard J.  
6/08/16  
Dispatch. Wages-agreed to pattern 2%,  
2015 - 2%  
2.5% & 2.6%. Mkt Adjustmt. ‘15-0%-e  
2016 - 2.5%  
(u-2.9%),’16-0%-e(u-2.9%), ‘17-2%+2.6%  
2017 - 4.6%  
pattern-u (u seeking 2.9% ea yr.; e-0%).  
Call back & OT liquidation language - n-e.  
Market adjustment-follows market based  
awards given to Commanders & Deputies.  
Call back & OT liquidation-union failed  
to meet burden necessary for change.

15PN0673 Ramsey County (Interest Award)  
Law Enforcement Labor Services, Inc.  
Lundberg, James  
4/24/16  
Deputies. Wages: ‘15-2%, ‘16-2.5%,  
2015 - 3.2%  
17-2.6% - both. Market adjustment:  
2016 - 3.5%  
15-1.2%, ‘16-1%, ‘17-1% - u (e-0%).  
2017 - 3.6%  
Wages based on pattern. Market adj.-  
external; pay equity predicted pay; and  
Commander Feb 2016 award for 3.2%.  
Wages external average. Shift Differential  
& OT lacked compelling reasons for  
change. Language-existing practice.  
Discussion of Arbitration Standards.

15PN0566 Hutchinson, City of (Interest Award)  
MN Public Employees Association  
Befort, Stephen  
3/23/16  
Police. Wages-(u-3,3; e-2,2); Shift  
2015 - 2.25%  
Differential-n-e; OT-count vac as hours  
2016 - 2.25%  
worked-n-e; Language-eligible for wage  
increase despite discipline-u.  
Increases awarded to fixed $ amounts.  
Discussion of Arbitration Standards.

15-PN-0621 Carver County (Interest Award)  
AFSCME Council 65  
Neigh, Charlotte  
2/22/16  
Attorneys. PTO donation-n-e. Severance  
2015 - 0%  
update-e: wages ‘15-0%,’16-2%-e (u-5%,  
2016 - 2.0%  
5%); performance pay-up to 4.25%-e (u-7%),  
increase after prob-u; prorating merit-u;  
add language on eligibility for merit-n-u;  
delete obsolete lang re PFP plan-y-e.  
PTO donation-not fully developed, failed  
to show need. Severance-eliminates  
obsolete language, Wages & merit-pattern,  
Remaining awards based on internal  
patterns.
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<td>15-PN-0326</td>
<td>Freeborn County (Interest Award)</td>
<td>Miller, Richard J.</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%</td>
<td>Wages-both parties agreed to pattern. Other awards based on existing Sheriff's Dept. contract patterns. Waking alone pay-no one else in county familiar with city's system-no one to give breaks. Transition denied because city bought out benefits.</td>
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<td>15-PN-0251</td>
<td>Brooklyn Park, City of (Interest Award)</td>
<td>Befort, Stephen</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>
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<tr>
<td>14-PN-0350</td>
<td>Carlton County (Interest Award)</td>
<td>Miller, Richard J.</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%</td>
<td>Wages internal pattern. U seeking to increase differential (5.28%) v deputies. ER conducting mkrt study-“wait for study”.</td>
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<tr>
<td>14-PN-0916</td>
<td>Wabasha County (Interest Award)</td>
<td>Latimer, George</td>
<td>4/13/15</td>
<td>Deputies. Wages: ‘14 - 4.8%- (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-u.</td>
<td>2014 - 4.84%</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>
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<tr>
<td>15-PN-0011</td>
<td><strong>Hennepin County (Interest Award)</strong></td>
<td>Crump, Harry</td>
<td>4/11/15</td>
<td>Wages-2014 &amp; 2015-2.5%, 2.5%-u 2.5%+1% to top each year); Holiday pay - n-e.</td>
<td>2014 - 2.5%</td>
<td>Wages-pattern. Deputies 2.5%+1% due to double digit turnover-valid reason for exceeding pattern. No superv get Hol pay.</td>
</tr>
<tr>
<td>14-PN-1233</td>
<td><strong>Anoka County</strong></td>
<td>Laumeyer, James</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%</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><strong>Crow Wing County (Interest Award)</strong></td>
<td>Toenges, Rolland</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%</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>14-PN-1018</td>
<td><strong>Crow Wing County (Interest Award)</strong></td>
<td>Miller, Richard J.</td>
<td>2/05/15</td>
<td>Corrections. 2 yrs.-e (u-3y); Wages-0% w steps each yr-e (u-3.5%+steps per y). Longevity-n-e (u seeking new benefit).</td>
<td>2014 - 0%</td>
<td>Duration-intrnl Wages based on pay for performnc cost-no external wage pattern.以习近平求 Sgt access to step. Longevity-no compelling reason.</td>
</tr>
<tr>
<td>14-HN-0839</td>
<td><strong>Cook County Hospital (Interest Award)</strong></td>
<td>Frankman, Janice</td>
<td>1/24/15</td>
<td>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.</td>
<td>2014 - 3%</td>
<td>Wages-external pattern &amp; ER's proposal required creation of new classifications. Insurance-internal pattern. Leave - no compelling reason. Leave should be dealt with at bargaining table.</td>
</tr>
<tr>
<td>14-PN-0683</td>
<td><strong>Winona County (Interest Award)</strong></td>
<td>Lundberg, James</td>
<td>1/19/15</td>
<td>Attysns. 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</td>
<td>2014 - 1.25%</td>
<td>Steps-no pattern re # of steps, low pay per pay equity &amp; market. Wages-2 other groups received 1.25%; '15 &amp; '16 agreed. &quot;All on Single Ins-no Fam subsidy needed. No compelling need for other issues.</td>
</tr>
</tbody>
</table>

2014 BMS #   | Employer/Union                          | Arbitrator         | Date   | Details                                                                                                                          | Wages | Basis/Argument                                                                                                                                                                                                 |
<table>
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<tr>
<td>14-PN-0892</td>
<td><strong>Beltrami, County of (Interest Award)</strong></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 Springsteld study. Court &amp; clothing new benefits, failed to show need or quid pro quo. Longevity - internal, tied to investigators.</td>
</tr>
<tr>
<td>14-PN-1156</td>
<td><strong>Anoka County (Interest Award)</strong></td>
<td>Miller, Richard J.</td>
<td>12/17/14</td>
<td>Investigators. 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>
</tbody>
</table>
14-PN-1305  **Lakeville, City of (Interest Award)**  
Law Enforcement Labor Services, Inc.  
Anderson, Richard  
12/09/14  
Officers. Wages 2014-2%-e (u-3%), 2015-3%-u (e-2%).  
2014 - 2%  
2015 - 3%  
No pattern. Sgts received market adjustment 3%, 3%. Award maintains historic differential.

14-PN-0713  **Sherburne County (Interest Award)**  
Law Enforcement Labor Services, Inc.  
Moeller, Lon  
11/24/14  
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.  
2014 - 2%  
2015 - 2%  
Wages-internal pattern. Travel time issues explore FLSA & 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.

14-PN-1086  **Anoka County**  
Law Enforcement Labor Services, Inc.  
Lundberg, James  
11/9/2014  
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%).  
2014 - 1.5%  
2015 - 1.5%  
Uniform-increase based on replacement cost. Color is only shoe requirement so no additional expense. Wages-external. Merit - internal.

14-PN-0549  **Sherburne County**  
Law Enforcement Labor Services, Inc.  
Crump, Harry  
11/7/14  
Supervisors. 2014-2%-e (u-3%+1%July market. adjustment), 2015-2%-e (u-3%); Increase: Longevity PTO; IOD; & Insurance-no-e; rewrite insurance benefits, remove "me too" & assign benefit committee to design ACA plan & 2015 rates-y-e.  
2014 - 2%  
2015 - 2%  
Wages & 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

14-PN-0203  **Blue Earth County (Interest Award)**  
Minnesota Public Employees Assn  
Miller, Richard J.  
11/5/14  
Corrections:Sick leave-MN Statute w/o 160 hr limit-u; Wages-ER(u 2.5%,2.5% +mrkt adjustmnts 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  
2014 - 2.5%  
2015 - 2.5%  

14-PN-0525  **Minnesota, State of, Unit 1**  
Minnesota Law Enforcement Assn  
Schiavoni, Mary Jo  
10/28/14  
Troopers/BCA/DNR. Wages-e (u-delay 3% until 5th pay period each yr.+2% 25th pay period 2015)  
2014 - 3%  
2015 - 3%  
Internal equity, public policy & other economic factors. U proposal cheaper 1st 2 yrs. But adds $2 million in rollup cost.

14-PN-1211  **Clearwater County**  
Teamsters Local 320  
Miller, Richard J.  
10/23/14  
Union's position  

14-PN-0525  **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%); Range-2%+$0.20/hr ea yr-e (u-3%); 3% for BA-n-e; Incr Invest 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%+20  
2015- 2%+20  
2016- 2%+20  
Wages - internal pattern. All other items lack either a compelling reason for the change or any offer of a quid pro quo.
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<th>Description</th>
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<tbody>
<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-2%, u-3%). 2014 Market Adjustment of 2%-n.e.</td>
</tr>
<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%-+$0.30-u (e-1.5%); '16 2.25%-+$0.30-u (e-1.75%). Longevity bonus for all in 2014 of 1%-u. Insurance &amp; VEBA-positions the same. Increase Severance &amp; Layoff notice-2; Police &amp; Fire Chief Uniforms-n.e.</td>
</tr>
<tr>
<td>14-PN-0711</td>
<td>Benton County</td>
<td>Gordon, Paul</td>
<td>8/21/14</td>
<td>Deputies, 2yrs-u (e-3y); '14 1%-e (u-3%); '15 1.25%-Jan.+$.25-Jul (e-3%). Incl. Shift Diff-n-e; Change OT-n-u; Change Holiday for p.t.&amp; premium-n-u; Incr Vac bank-n-e; 'ACA insurance reopener-n-e.</td>
</tr>
<tr>
<td>14-PN-0356</td>
<td>Pioneerland Library System</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-e.</td>
</tr>
<tr>
<td>14-PN-0551</td>
<td>Benton County</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>
</tr>
<tr>
<td>14-PN-0040</td>
<td>St. Paul, City of</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 (e-2% Apr.) (u-4.1% Jun/Dec)</td>
</tr>
<tr>
<td>14-PN-0563</td>
<td>Canby, City of</td>
<td>Imes, Sharon</td>
<td>6/26/14</td>
<td>Wages 2014-2%-e (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>
</tr>
<tr>
<td>13-PN-0299</td>
<td>Sibley County</td>
<td>Befort, Stephen</td>
<td>3/11/14</td>
<td>Deputies/Jail/Dispatch/Investigators. Wages-e (u-same general incr plus 3% merit each yr.). Comp time &amp; accrual-no change-e; OT change for invstgrs-n.e.</td>
</tr>
<tr>
<td>13-PN-0286</td>
<td>Freeborn County</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+$2.5 hr.).</td>
</tr>
<tr>
<td>13-PN-0840</td>
<td>Wilkin County</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 40hr to 80hr-n-e; Uniform provide to cash system-n-e; Shift pay +.25 to $1-y-u; FTO pay-n-e.</td>
</tr>
</tbody>
</table>
Wilkin County
Minnesota Public Employees Assn.

Latimer, George

Deputies.'13-3%-e (u-3%+$2), '14-2%e (u-3%+$2); Chief Dep incr $1/h-no-e; Comp accrual 40h to 80h-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,

2013 - 3% 2014 - 2%

Wages - internal pattern. Shift differential raised to level comparable with surrounding counties. No compelling reason to award any other requests.

Isanti County
Law Enforcement Labor Services, Inc.

Miller, Richard J.

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-no change-u.

2013 - 3% 2014 - 2% 2015 - 1%

Duration-internal pattern. Wages & insurance intnl pattern. U tried to back load wages so insurance wouldn't change. Cell phone policy -no quid pro quo offered to reduce benefit.

Lino Lakes, City of
Law Enforcement Labor Services, Inc.

Miller, Richard J.

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.

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<tr>
<th>BMS #</th>
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<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
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<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% (u-1.5%+1.5%). Insur-mandatory single participation-e.</td>
<td>2012 - 1.25% 2013 - 0%</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-0672</td>
<td>Lyon County Law Enforcement Labor Services, Inc</td>
<td>Miller, Richard J.</td>
<td>12/09/13</td>
<td>Jail Sgts. Add vacation step at 7 yrs of 17d-y-u. (Current 15d until 15yrs.)</td>
<td>Union position</td>
<td>Internal pattern, but egregiously below market. Maximum vacation accrual not increased.</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-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 - 2% 2014 - 2%</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 J.</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 - 0% 2014 - 1.5% 2015 - 2.5%</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 negotitated. Insur/'13-pattern, '14&amp;'15 deviate from pattern but only a minority of unions settled &amp; unk insurance environment. Wages-pattern.</td>
</tr>
</tbody>
</table>
13-PN-0584  Aitkin County  
Teamsters Local 346  
Frankman, Janice  
11/17/13  
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).  
2013 - 1.8%  
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.

13-PN-0513  Wadena County  
Teamsters Local 320  
Befort, Stephen  
10/18/13  
Deputies: 3yrs-e (u-1yr), '13-2%-e (u-3%+$1.50), '14-3%-e (u-3%+$1.50), 2015-2.5% (e-2%, u-3%). New mngmt rights & maintenance of standards lang-n-u; Eliminate "me too"-y-e. Uniform increase-u. Insurance-e. Shift diff-change hrs-n-e, +$.10 to $.50 hr-u. POST training-n-e.  
2013 - 2%  
Duration/wages-internal pattern; 3rd yr. 2.5% recognized market. Language changes - lack of compelling need. Insurance & "me too" 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.

13-PN-0331  Albert Lea, City of  
Minnesota Public Employees Assn  
Flagler, John  
10/03/13  
Wages: 1.75%-e (u-2%+1.5% mkt adjustment)  
2013 - 1.75%  
Internal pattern.

13-PN-0482  Arrowhead Regional Corrections Board  
Minnesota Public Employees Assn  
Flagler, John  
9/23/13  
Corrections. 1.5%,1.5% (e-1%,1%; u-2%,2%). Shift diff-no incr-e (u-$.30/h) Sick leave bank-no-e. Create Sr Shift position-no-e. Bar using reprmd after 2y.  
2012 - 1.5%  
2013 - 1.5%  
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 couldn't award u request.

13-PN-0553  Crow Wing County  
Law Enforcement Labor Services, Inc.  
Johnson, John  
9/20/13  
Corrections. Wages-e (u-2%,2%); Holiday hours = to shift hours-n-e; IOD language-y-u.  
2012 - 0%  
2013 - 0%  
Wages internal (despite 4 settlement models) Holiday:2 of 5 sheriff groups have benefit-did not show need. IOD-internal & showed need.

13-PN-0590  Dakota County  
Dakota Cty Attorney Employees Assn.  
Gallagher, Thomas  
9/18/13  
General increase-2%-agree; Merit-e, Salary range-4.5%-u (e-2%).  
2013 - 2%  
General & Merit-internal. 4.5% Salary range (2.5% behind market (e at 2%) = 4.5%)

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%,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; 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 - 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); '12-1.2%; '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  
2012 - 1.5%  
2013 - 1.5%  
Uniform-external comparisons &new uniforms. Shift diff-same benefit, but dates changed. (ER questioned if properly certified?). Travel stipend sought as compensatn for losing take home cars - no justification provided.
12-PN-0878  Winona County  Paul, David  7/09/13  Wages: '11-0%-e,'12-Jan1%, July1%-e, 13-Jan1%, July1%, Oct1%-e. Add steps-n-e. Insurance: 95%, 85%f-n-u. Discpl hearing representative language-n-e. Provide legal counsel to defend ee-n-e. U attempt to amend wage position-n-e.  2011 - 0%  2012 - 2%  2013 - 3%  Wages:internal 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 concenl.

12-PN-0813  Washington County  Miller, Richard J.  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 reimbrsmnt grievable-u. Allow Hol. pyramiding-n-e.  2012 - 0%  2013 - 0%  2013 - 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).

12-PN-1088  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%  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  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  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. Wages-u, (e '12-0%,13-0%). Mediated. agreement of 0%, 2% rejected by ER.  2012 - 0%  2013 - 1%  2012 - 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.

12 PN 1309  ISD 485, Royalton  Latimer, George  5/29/13  Sgt's: 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-0968  Wright County  Befort, Stephen  5/24/13  Deputies 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-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  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%  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-0018  Stillwater, City of  Anderson, Richard  4/07/13  Wages: '12-0%-e (u-3%), '13 & '14-u (e-2%, 2%). Insurance '13-e; '14 reopener. Limit single to cost of base plan-no-u.  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%; 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-e; Det. pay $35/m-e; 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  
Lundberg, James  
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.

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<th>2012 BMS #</th>
<th>Employer/Union</th>
<th>Arbitrator</th>
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<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
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</table>
| 12-PN-1217 | **Anoka County**  
Law Enforcement Labor Services, Inc. | Miller, Richard J. | 12/31/12 | Work Release. Shoe allowance-n-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. Wages-internal. Merit-helps close gap with detention ees. |
| 12-PN-1041 | **Hennepin County**  
Hennepin Cty Sheriffs Deputies Assn | Anderson, Richard | 12/28/12 | '12-no step,$500 lump sum-e(u-steps); '13-step+1.5%(aged); Longevity steps, Shift & Weekend diff, Off duty work and Discipline file retention-no-e. | 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-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. | 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 amnts 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.
Revision of Insurance MOUs-e. Xmas
eve premium-no-e. Shift differential-no-e
2011 - 1%  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 - 0%  2013 - 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% 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.
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-
Leave - no quid pro quo. Not reasonable to
agreed; Market adjustment-no; Shift
due to lack of quid pro quo or proving a
demonstrated need.

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

12-PN-0571  Pine County
AFSCME Minnesota Council 65
Kircher, Andrea  11/21/12  Add personal leave day-no-e; Wages-
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.

12-PN-0681  Lac Qui Parle County
AFSCME Minnesota Council 65
Neigh, Charlotte  11/16/12  Duration-3y-e (u-2y); Wages 2011-e
Officers. Wages - internal & economy.
(u-1%); '12-2% July-u (e-1%Mar); '13-
Insurance- 2012 internal pattern. 2013
both agreed; Pro rate vac earning-n-u
amounts increased from ER offer to mirror
Insurance-e; HRA-e; Residency- agreed
2012 ratio to cost.
2012 - 0%  2012 - 2%  2013 - 2%  Duration-recent 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
Officers. Wages - internal & economy.
Insurance-e (u-keep '11 $'s which were
Insurance- 2012 internal pattern. 2013
16% higher-note insur cost decreased
amounts increased from ER offer to mirror
by 16%); 2013 Ins-u (Arb increased ER
2012 ratio to cost.
2012 - 1%  2013 - 1%  2012 - 1%  2013 - 1%  2013 - 1%
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%)
Deputies & Jail/Dispatch: Duration & Wages
Market adj-no-e (u-$2,500); On-Call: u
increase $300 to $350-no; e-change to
market internal pattern. On-Call - insufficient
evidence for either change. Easter - Good
increase $300 to $350-no; e-change to
Friday already a holiday and only a few work
Easter premium-y-u; Life insurance
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
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%);
Detention Deputies. Internal pattern.
Steps-no-e, (u-reinstate '11 step+2012).
2012 - $500  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,
Officers: Wages-internal pattern. Unwilling to
1%Jul-e (u-3%); Shift pay-no-e (u-11-
add shift pay even though Sgts receive it.
$15, 2012- $25 per pay period)
Discussion regarding interest arbitration.
12-PN-0951 St. Louis County Miller, Richard J. 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 +$0.5/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 Miller, Richard J. 9/24/12 Co. Attorneys. 2012-1% Jan, 1% July 2012 - 2% 2013 - 2.5% Internal, external & CPI considered. Discussion on 2 tiers for Co Attorneys salaries, PELRA & M.S. §388.18, (6).

12-PN-0694 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.

12-PN-0609 Mound, City of Miller, Richard J. 9/05/12 Shift differential-no-e; 2011-1%July-e (u-3%); Me too-y-u; Insurance-no change-u (e-$ cap single) 2012 - 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 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. Wages external-lowest paid county. Merit internal - 2013 awarded if other receive it.

12-PN-0790 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.

12-PN-0441 Willmar, City of Latimer, George 8/13/12 Wages: ‘11-officers 1%, sgts 2%; ‘12-offcers 1%, sgts2% (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% Wages - external. Addressed sgts. Pay compression issue. Insurance: City’s internal pattern weakened by having lower tier benefits new employees. Amended award vacated—arbitrator exceeded authority by changing date.

12-PN-0039 Waseca County Deputies and Jailers/Dispatchers Ver Ploeg, Christine 7/31/12 3 yrs-e; Compensation-20 stps-e; Hire expiration-e; Insurance-e; Uniform returned when employment cease-e No changes to: FTO, Shift diff., Retiree Insurance; Work week; Maximum sick accrual; Transfer sick to Vac Acct-u. 2012 - 1.1% 2014 - 1.7% Compensation plan changed from 6 steps to 20 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.

12-PN-0368 Minnesota, State of (Interest Award) Fogelberg, J. C. 7/23/12 Add 4% top & 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. 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.
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<tr>
<th>BMS #</th>
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<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
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<tr>
<td>11-PN-0781</td>
<td>Mille Lacs County</td>
<td>McCoy, Arthur Ray</td>
<td>7/06/12</td>
<td>2011-0%-e (u-1%); 2012-1%-u(0-0%); 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.</td>
<td>2011 - 0%</td>
<td>2012 - 1% Deputies Wages-pattern. Steps-long term practice &amp; increased value of experience. OT- lack of evidence. Uniforms-jailers got $90 (no to changing pay date). Insurance-long practice &amp; others still receive 100%.</td>
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<tr>
<td>12-PN-0205</td>
<td>Mound, City of</td>
<td>Paull, David</td>
<td>6/15/12</td>
<td>Wages:2011-1% July; 2012-1%-u (e-2011-0%, 2012.-5%); Call back-2hr min-u; Uniforms-no incr-e; Insurance-$ cap on single-no-u; Vac carry over-1.5 x earned, 480 hrs if +10 yrs-e.</td>
<td>2011 - 1% July</td>
<td>2012 - 1% Wages-external (no intrnl agreemnts). Call back &amp; 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).</td>
</tr>
<tr>
<td>11-PN-0520</td>
<td>Apple Valley, City of</td>
<td>Ver Ploeg, Christine</td>
<td>6/14/12</td>
<td>Sgts.: 1/1/11-1.1%, 12/31/11-1.25%; 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.</td>
<td>2011 - 1.25%</td>
<td>2012 - 2.5% Wages-internal pattern. Insurance-significant change based on pattern: $80/mon. 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.</td>
</tr>
<tr>
<td>12-HN-0429</td>
<td>Cook County North Shore Hospital</td>
<td>Daly, Joseph</td>
<td>4/18/12</td>
<td>2012-2%-u (e-0%), 2013-1% (u-2%, e-0.5%); PTO-40 hour reduction-e</td>
<td>2012 - 2%</td>
<td>2013 - 1% Both wages &amp; PTO, match nurse’s contract.</td>
</tr>
<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.</td>
<td>2011 - 0%</td>
<td>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>
</tbody>
</table>
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%  Duration-history & pattern; Wages-pattern in 2011, 2012-pattern deviation for corrections; Furlough-questioned 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.

10-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  South St. Paul, City of  Law Enforcement Labor Services, Inc.  Wallin, Gerald  8/24/11  Wages: 0%-e (u-1%,1%); Steps: 10&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%  Wages: internal pattern and ability to pay. Steps reflect learning curve and employer is getting greater value supporting the pay.

10-PN-0423  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.  County Attorneys - Internal pattern. Those who already received 2011 step of 4.5% had to return pay.

11-HN-0894  New River Medical Center  Minnesota Nurses Association  Anderson, Richard  8/10/11  Duration: 7/1/10-6/13/13,  2010 - 0%  No explanation for award.

11-PN-0635  Brainerd, City of  Teamsters Local 346  Reynolds, James  8/02/11  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 - 3%  Officers received 3% in arbitration (09-PN-0550). This maintains relationship with officers.

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%  Both agreed to 0%. Total cost of 2% per yr (insurance) - internal pattern.

10-PN-0934  Brooklyn Park, City of  Teamsters Local 320  Wallin, Gerald  6/09/11  Wages: 10%-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%  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-emplr. 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.
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<tr>
<th>DocID</th>
<th>OrgName</th>
<th>AcctName</th>
<th>Date</th>
<th>Wages:</th>
<th>Longevity:</th>
<th>Merit:</th>
<th>Education:</th>
<th>City's Position</th>
<th>Notes</th>
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<tr>
<td>11-PN-0209</td>
<td>Washington County Law Enforcement Labor Services, Inc.</td>
<td>Lundberg, James</td>
<td>5/15/11</td>
<td>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 &amp; purchasing card-no-u.</td>
<td>2010-0%</td>
<td>2011-0%</td>
<td>Deputies 0%,0% based on pattern. Sgts based on pay equity (changed differential between Dep &amp; Sgts which union did not request); Incr to clothing due to market &amp; buy American. Reluctance to change contract was basis for other awards (including steps for 2011).</td>
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<tr>
<td>11-PN-0059</td>
<td>Hennepin Healthcare System, Inc. Minnesota Nurses Association</td>
<td>Kircher, Andrea</td>
<td>4/25/11</td>
<td>2010-0%-e (u-3%, 5% for clinic nurses who went to 2nd tier in 2008).</td>
<td>2010-0%</td>
<td></td>
<td>Internal &amp; external patterns of 0%.</td>
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</tr>
<tr>
<td>10-PN-0748</td>
<td>Roseville, City of Law Enforcement Labor Services, Inc.</td>
<td>Martin, William</td>
<td>4/25/11</td>
<td>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%).</td>
<td>2010-1%</td>
<td>2011-1%</td>
<td>Duration-already in yr 2. Wages-1% &amp; 1% modest requests - below CPI (Sgt's 2010-2.95%-3rd yr). Longevity &amp; Ed Cr historically mirror wage increases.</td>
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<tr>
<td>10-PN-0925</td>
<td>Lyon County Law Enforcement Labor Services, Inc.</td>
<td>Jacobs, Jeffrey</td>
<td>4/22/11</td>
<td>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.</td>
<td>2009-0%</td>
<td>2010-0%</td>
<td>1st contract of Jail/Disp. Wages-internal &amp; economy. Merit &amp; Hol. pay-deputies pattern. Vac-should be negotiated. Retiree benefit - provided through policy not contract.</td>
<td></td>
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</tr>
<tr>
<td>09-PN-1040</td>
<td>Duluth, City of Firefighters Local 101</td>
<td>Fogelberg, J.C.</td>
<td>4/6/11</td>
<td></td>
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<td></td>
<td>City's Position Internal pattern; city's distressed finances; fire already is .25% above other union's.</td>
<td></td>
</tr>
<tr>
<td>10-PN-1600</td>
<td>Hopkins, City of Hopkins Police Officers Association</td>
<td>Lundberg, James</td>
<td>3/31/11</td>
<td>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).</td>
<td>2010-1%</td>
<td>2011-2%</td>
<td>Wages-intnrl 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 &amp; no quid pro quo). U asked for lower uniform $ to pay insurance.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FMCS</td>
<td>SMDC Health System Operating Engineers Local 70</td>
<td>O'Toole, Carol</td>
<td>2/25/11</td>
<td>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.</td>
<td></td>
<td></td>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10-PN-1602</td>
<td>Cottage Grove, City of Cottage Grove Police Officers Federation</td>
<td>Anderson, Richard</td>
<td>2/05/11</td>
<td>Wages: 12/31/10-2%-e (u-$1/hr to top pay); 2011-1%/ 1/1 &amp; 1% 7/1-u (e-1% &amp; mrkt adjustment 7/1); Drop Short term disability eligibility frm 20 to 5 days-no-e.</td>
<td>2010-2%*</td>
<td>2011-1%,1%</td>
<td>2010 internal patern. 2011 COLA, Union failed to meet burden of showing need to change Short Term Disabiliti eligibility.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 10-PN-0853 Forest Lake, City of
**Law Enforcement Labor Services, Inc.**
Miller, Richard J. 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 Co.'s position. Maintains intent of existing article which was nullified by the new Sgt 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 3/11 with no backpay.

### 10-PN-1022 Hennepin County
**Hennepin County Sheriffs Supervisors Association**
Miller, Richard J. 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 negotitated. 
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 J. 1/04/11 Wages: 0%-c(u-2%); Merit steps: 3%-u(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 depts. Negotiation pay maintains the past practice.

### 2010 BMS # Employer/Union Arbirator Date Details Wages Basis/Argument

<table>
<thead>
<tr>
<th>BMS #</th>
<th>Employer/Union</th>
<th>Arbirator</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
</table>
| 10-PN-0956 | Blaine, City of  
**Law Enforcement Labor Services Inc.** | Miller, Richard J. | 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; | 2010 - 1% | Duration-lack of data. Insr-$70 avg incr in past (eff for 2011); Wages-fund balance 43% & avg incr for Stanton V. Call Back-no even though officers receive 3 yrs. |
| 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), | 2010 - 1.5% | Maintains relationship to Stanton V average. Ignores Sgts. taking 0%. Insurance-equitable cost sharing. |
| 11-PN-587 | Prior Lake, City of  
**Teamsters Local 320** | Fogelberg, J.C. | 12/9/10 | Health Insurance reopener for 2011 $940-er (u-$875+50% of increase=$992) | Co. Position | Sgt's group. Officers not settled. Internal pattern & history of fixed $ for insurance. |
| 10-PN-0141 | Rice County  
**Teamsters Local 320** | Fogelberg, J.C. | 12/9/10 | Deputies seeking step movement for 20010 - accepted 0% for wages. | 2010-no steps | 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. | 2010 - 3%  
Correction supervisors accreted into Co.'s Position seeking to retain Holiday & Officer in Charge pay.

Union has burden to demonstrate need for change. Some of the issues rejected in prior arbitrations. Wage & step freeze negotiated for 2011.

1 yr due to lack of data for 2011; Wages based on economy; Insurance increase to offset 0% wages.

1 yr - lack of 2011 data; Wages - economy & settlement avgs.; Insurance-can't change until 2011 - so negotiate.

Internal pattern; or failure to provide compelling reason for change; or inherent management right (denying request to create light duty position).

Benefits-internal (public works-vacations) Uniforms-increased cost of "Buy American"
requirement. Wages-external (maintains rank).

Benefits-internal to law enforcement agencies.

Ability to pay more important than external market.

2 yrs & 2010 reopener - city pattern; 2009
based on market avg. (internal pattern-0%).
09-PN-0806  Carver County (Deputies' Unit)  
Law Enforcement Labor Services, Inc.  
Gallagher, Thomas  
3/06/10  
Wage reopener MOU to negotiate results of a job study. U-9.12%, e-0%.  
2009 - 0%  
No market adjustment. Based on county's finances. (Negotiated increase for 2009-3%)

09-PN-0424  Carver County (Sergeants' Unit)  
Law Enforcement Labor Services, Inc.  
Bognanno, Mario  
3/06/10  
Wage reopener MOU to negotiate results of a job study. U-10%, e-0%.  
2009 - 2%  
Based on market & sergeants underpayment vs pay equity. (Negotiated inc for 2009-3%)

09-PN-0924  Lake County  
Lake Co. Superv. Empl. Association  
Paull, David  
2/01/10  
County VEBA insurance awarded; plan takes effect in 2010-Union argued 2010 not in front or arbitrator. Pay comp time to exempt employees? - No.  
2008 - 2%  
2009 - 2%  
County was willing to accept Union's wages if VEBA awarded. VEBA based on internal pattern & cost considerations.

09-PN-1062  West St. Paul, City of  
Law Enforcement Labor Services, Inc.  
Miller, Richard J.  
1/19/10  
2009 u- 4% +steps; e-0% +steps; 1.5 premium for xmas eve-u  
2009 - 3%  
+steps both yrs-city has 54% fund balance. Economy & lack of mrkt settlements.

<table>
<thead>
<tr>
<th>2009 BMS #</th>
<th>Employer/Union</th>
<th>Arbiter</th>
<th>Date</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<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%</td>
<td>Internal pattern.</td>
</tr>
<tr>
<td>09-PN-0540</td>
<td>Crookston, City of</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 frm pattern due to economy.</td>
</tr>
<tr>
<td>09-PN-0267</td>
<td>Morrison County</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</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%</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</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%</td>
<td>Internal patterns. Ignored external settlements neg in better times.</td>
</tr>
<tr>
<td>08-PN-0472</td>
<td>Blue Earth County</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 incrs-n-e; shift differential-n-e; 1% HCSP-n-e.</td>
<td>2008-2%,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</td>
<td>Miller, Richard J.</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%</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>
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<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 opener: Family 2006 - $780-u, (City $740.49)</td>
<td>Union position Non-Union internal pattern rejected Based on external % average.</td>
<td></td>
</tr>
<tr>
<td>08-PN-0453</td>
<td>Owatonna, City of</td>
<td>Bryant, Bernardine</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 J.</td>
<td>11/26/08</td>
<td>1st control, 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 amnt-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. Holiday premium and Invest pay-ext.</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: mngmt 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-039</td>
<td>Apple Valley, City of</td>
<td>Miller, Richard J.</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>10/06/08</td>
<td>Wages: '07-3%-e (u-4%), 2008-3%-e (u-4%), 2009-3.25%-e (u-4%, e-2.5%), change Master Sgt program-n-e, uniforms '07,08-n-e; 09-$25-u. Emgncy leave-n-u.</td>
<td>2007 - 3%</td>
<td>'07-08 external. 2009 external. M Sgt- no compelling reason. Uniform maintains intern ratio. Leave-no compelling reason.</td>
</tr>
<tr>
<td>08-PN-0816</td>
<td>Brainerd, City of</td>
<td>Miller, Richard J.</td>
<td>10/06/08</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 depatment 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 - 3%</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>Date</td>
<td>Reference No.</td>
<td>Location</td>
<td>Name</td>
<td>Position</td>
<td>Year 1</td>
<td>Year 2</td>
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<tr>
<td>08-PN-0547</td>
<td>Scott County</td>
<td>Law Enforcement Labor</td>
<td>Jacobs, Jeffrey</td>
<td>9/2/08</td>
<td>2008</td>
<td>1%</td>
</tr>
<tr>
<td>08-PN-1091</td>
<td>Mound, City of</td>
<td>Law Enforcement Labor</td>
<td>O'Toole, Carol</td>
<td>8/21/08</td>
<td>2008</td>
<td>3%</td>
</tr>
<tr>
<td>08-PN-0912</td>
<td>Richfield, City of</td>
<td>Law Enforcement Labor</td>
<td>Toenges, Rolland</td>
<td>8/8/08</td>
<td>2008</td>
<td>3.6%</td>
</tr>
<tr>
<td>08-PN-0114</td>
<td>Minnesota, State of</td>
<td>Minnesota Nurses Association</td>
<td>Miller, Richard J.</td>
<td>7/29/08</td>
<td>2007</td>
<td>3.25%</td>
</tr>
<tr>
<td>08-PN-0862</td>
<td>Traverse County</td>
<td>Traverse Cty Highway</td>
<td>Toenges, Rolland</td>
<td>7/23/08</td>
<td>2008</td>
<td>3%</td>
</tr>
<tr>
<td>07-HIN-1058</td>
<td>Monticello-Big Lake Comm Hospital Dist</td>
<td>Minnesota Nurses Association</td>
<td>Miller, Richard J.</td>
<td>6/18/08</td>
<td>2007</td>
<td>4%</td>
</tr>
<tr>
<td>08-PN-0187</td>
<td>St. James, City of</td>
<td>Law Enforcement Labor</td>
<td>Latimer, George</td>
<td>6/16/08</td>
<td>2007</td>
<td>5%</td>
</tr>
<tr>
<td>07-PN-1013</td>
<td>Anoka County</td>
<td>Law Enforcement Labor</td>
<td>Fogelberg, J.C</td>
<td>5/28/08</td>
<td>2007</td>
<td>2%</td>
</tr>
<tr>
<td>07-PN-0791</td>
<td>Red Wing, City of</td>
<td>Teamsters, Local 320</td>
<td>Latimer, George</td>
<td>5/20/08</td>
<td>2007</td>
<td>2%</td>
</tr>
<tr>
<td>07-PN-1174</td>
<td>Freeborn County</td>
<td>Law Enforcement Labor</td>
<td>Kobsen, Frank</td>
<td>3/29/08</td>
<td>2007</td>
<td>2%</td>
</tr>
<tr>
<td>08-PN-0262</td>
<td>ISD 241, Albert Lea</td>
<td>Albert Lea Education</td>
<td>Toenges, Rolland</td>
<td>3/13/08</td>
<td>2008</td>
<td>2%</td>
</tr>
<tr>
<td>07-PN-0285</td>
<td>Bemidji, City of</td>
<td>Law Enforcement Labor</td>
<td>Toenges, Rolland</td>
<td>2/28/08</td>
<td>2007</td>
<td>3%</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>
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<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 frpm 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 Firefighters, Local 665</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; Mngmnt Rgts-c; Waiver clause-u; Drug Testing-no-u;</td>
<td>2006 - 2.5%</td>
<td>Wages,Longevity, Waiver clause, Drug Testing - internal patterns. 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%-u (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 PRHCSU 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 Sgts;PTO not ordered in 2 prior arbitratrations; Specialty pay based on externals.</td>
</tr>
</tbody>
</table>
07-PA-0586  
**Sibley County**  
Law Enforcement Labor Services, Inc.  
Gallagher, Thomas  
9/4/07  
Wages: 2.5%, 2.5%-u (e-1%,1%); Shift diff-no-e; On-call $1.50 to $3-u Incr cmp accrual-no-e; Hol pay if called back-n-e; Xmas eve pay change-no-u.  
2007 - 2.5%  
2008 - 2.5%  
Wages exceed internal pattern, used CPI & externals. On-call - reflects inflation. Other issues should be negotiated, not awarded.

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 crt call back -u; Waive Retiree Ins for $.80/hr-no-u.  
2006 - 3%  
2007 - 3.75%  
Wages: 2006-internal; 2007-external; Tuition cap-e failed to show problem; Hol pay-no intnl or extrnl support; Vacation-intnrl; Longevity- Off have Ingyt but no ed allow; Vac-intnrl; 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-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.

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 J.  
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%  
2007 - 2.75%  
2008 - 2.75%  
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-2.44%, 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.
<table>
<thead>
<tr>
<th>BMS #</th>
<th>Details</th>
<th>Wages</th>
<th>Basis/Argument</th>
</tr>
</thead>
<tbody>
<tr>
<td>06-PN-0903</td>
<td><strong>Winona, City of Firefighters, Local 575</strong></td>
<td>5/21/07</td>
<td>Firefighters; total package final offer. Wages identical. Union seeking incr. premiums for medics &amp; specialists.</td>
</tr>
<tr>
<td>06-HN-0986</td>
<td><strong>Rice Memorial Hospital</strong></td>
<td>Bognanno, Mario</td>
<td>12/30/06</td>
</tr>
<tr>
<td>06-PN-0462</td>
<td><strong>LaCrescent, City of Law Enforcement Labor Services, Inc.</strong></td>
<td>Latimer, George</td>
<td>12/6/06</td>
</tr>
<tr>
<td>06-PN-0614</td>
<td><strong>Goodhue County Law Enforcement Labor Services, Inc.</strong></td>
<td>Miller, Richard J.</td>
<td>11/27/06</td>
</tr>
<tr>
<td>06-PN-0871</td>
<td><strong>Orono, City of Law Enforcement Labor Services, Inc.</strong></td>
<td>Miller, Richard J.</td>
<td>11/21/06</td>
</tr>
<tr>
<td>06-PN-1089</td>
<td><strong>Hopkins, City of Hopkins Police Association</strong></td>
<td>Fogelberg, J.C.</td>
<td>11/14/06</td>
</tr>
<tr>
<td>14-PN-1086</td>
<td><strong>Anoka County Law Enforcement Labor Services, Inc.</strong></td>
<td>Lundberg, James</td>
<td>11/9/06</td>
</tr>
<tr>
<td>06-PN-0823</td>
<td><strong>Fergus Falls, City of Law Enforcement Labor Services, Inc.</strong></td>
<td>Daly, Joseph</td>
<td>11/1/06</td>
</tr>
<tr>
<td>06-PN-0903</td>
<td><strong>Nicollet County Law Enforcement Labor Services, Inc.</strong></td>
<td>Jacobs, Jeffrey</td>
<td>11/1/06</td>
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<td>Name</td>
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<tr>
<td>06-PN-0743</td>
<td>Wright, County of</td>
<td>Gallagher, Thomas</td>
<td>10/20/06</td>
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<tr>
<td>06-PN-0457</td>
<td>Hubbard County</td>
<td>Toenges, Rolland</td>
<td>10/8/06</td>
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<tr>
<td>06-PN-0456</td>
<td>Hubbard County</td>
<td>Toenges, Rolland</td>
<td>10/8/06</td>
</tr>
<tr>
<td>06-PN-0650</td>
<td>Winona, City of</td>
<td>Jacobs, Jeffrey</td>
<td>10/6/06</td>
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<tr>
<td>06-PN-0798</td>
<td>Cottage Grove, City of</td>
<td>Daly, Joseph</td>
<td>9/30/06</td>
</tr>
<tr>
<td>06-PN-0874</td>
<td>Dodge County</td>
<td>Miller, Richard J.</td>
<td>9/29/06</td>
</tr>
<tr>
<td>06-PN-0486</td>
<td>Hastings, City of</td>
<td>Miller, Richard J.</td>
<td>9/15/06</td>
</tr>
<tr>
<td>05-PN-1185</td>
<td>Arrowhead Regional Corrections Board</td>
<td>Holmes, Barbara</td>
<td>9/8/06</td>
</tr>
</tbody>
</table>

AFSCME Minnesota Council 5
06-PN-0742  Marshall, City of
Law Enforcement Labor Services, Inc.

Remington, John  9/8/06
Officers-1yr-u; Wages-4%-u (e-3%); 2006 - 4%
FTO pay-no-e; Shift pay increase-n-e;  Wages & Deferred comp - internal.
Uniform allowance-no change-e.  Duration - expecting compensation study in 2007.  FTO
Wages-external.  FTO Shift & Uniform - insufficient evidence.

06-PN-0916  Ramsey, County of
Law Enforcement Labor Services, Inc.

Anderson, Richard  8/21/06
06-2% Mar1-e, '07-2% Mar1, 08-1.5% 2006 - 2%
Mar1 & 1.5% July1-e, (U-3.5%, 3.5%, 3.5%); Change yrs of service for steps 2007 - 2%
n-u; Deferred comp-y-u; Lic premium-n-e 2008 - 3%
Wages-external.  FTO Uniform allowance-no change-e.  Years of service change and License
Shift & Uniform - insufficient evidence.  premium - no compelling reasons
given for change.

06-PN-0479  Belle Plaine, City of
Law Enforcement Labor Services, Inc.

Boyer, John  8/11/06
2yrs (u-1yr, e-3yr); Holiday prem-y-u; 2006 - 3.35%
Uniform: +$20, +$15-u; Wages-u (e- Pattern of multiple year contracts.
3%, 3%).  Holidays - external.  Uniform-not increased for 3 yrs.  Wages-external.

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 2006 - 4%
Vacation, Wages, Insurance,Uniforms based on internal pattern-same as
2007 - 2%, 3%  Steps = to 10% above corrections 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. 2006 - 2%
Union 3.5% each yr plus adjustment Internal pattern.  Pay equity points
to steps = to 10% above corrections suggest corrections should be
2007 - 2% 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%, 2005 - 1.5%
4%); Rotating shift pay-n-e; Uniforms- 2006 - 2%
from $525 to $600-u (e-$550).  2007 - 2%
2008 - 2%
Duration-18 months into new contract Wages-internal pattern; Shift pay-
disputed schedules should be neg.

06-PN-0525  Crystal, City of
Law Enforcement Labor Services, Inc.

Jensen, Eugene  7/28/06
FTO +$.05-u; Investigator no incr-e; 2006 - 2%
Officer in charge +$.08-u; Single + 1 Employer's  Positions.
2007 - 2% 
2008-1.5/1.5% due to history of parties.
Internal pattern.  Pay equity points Insurance - internal pattern.
suggest corrections should be
frozen.  Sgts compare to extnl mkt.

06-PN-0511  Lac qui Parle County
AFSCME Council 65

Miller, Richard J.  6/24/06
Deputies/Jailers. Duration-3 yrs-e; 2006 - 3%
2006-3%-u (e-2.5%), 07-08 not in 2007 - 2%
dispute; wage structure-no-e; Insur- 2008 - 2%
Anc; on call $250 to $282/m-u; Holiday premium - no-e. Holiday - no internal nor external
Duration, Wages, Insurance-internal support.
support.

06-PN-0326  New Brighton, City of
Law Enforcement Labor Services, Inc.

Kircher, Andrea  6/5/06
Wages-e (u-4%, 4%); Insurance-e; 2006 - 3%
School Resource+$100-u; Det, FTO, Wages & MLK Hol-internal patterns. Det, FTO, Call back, Sick leave &
Call back, Sick leave increase-n-e; SELF-u SELF - insufficient data to support
Uniform+$40-u; MLK Hol-y-u; SELF-u 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%
Er Authority language-y-e; Waiver 2006 - 4%
language-n-e; Sick payout-e; Insur-e; Wages & MLK Hol-internal patterns. Det, FTO, Call back, Sick leave &
Longevity-no-e; On call pay-no-e; SELF - insufficient data to support Clothing-e: Wages: '05-0%, 2007 - 4%
changes.
April, 1.6% July; '07-2.4%January, Clothing-e: Wages: '05-0%, 2007 - 4%
1.6% Jul; Fire Chief incr of $3,500-
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 Direc-t new compelling reason; Fire chief
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 & 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.

05-PN-1168  Lyon County  
(Interest Award-Includes Clarification)  
Law Enforcement Labor Services, Inc.  
McCoy, Arthur Ray  2/22/06  05-0%, 4%merit-e (u-3%, 4%m); '06-0%, 2.5%merit-e (u-3%). Incr Court & 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.

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

FMCS  Virginia Regional Medical Center  
Minnesota Nurses Association  