

Interest Arbitration Awards - Minnesota B.M.S.

5-Jan-23

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.

2022

BMS #	County	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
23PA0123	St. Louis County	Law Enforcement Labor Services	Altman, Robert	12/27/2022	Union asserts the ER violated the implementation of the arbitrator's award with regards to placement of current EEs onto the new salary schedule. Were not given 2 steps required under Civil Service Rules (as with a promotion/job reclassification). ER attests that placement consistent with all other bargaining units and Civil Service Rules not addressed in interest arbitration.	N/A	Arbitrator upheld ER's implementation, as focus of award was on Internal Equity, not Civil Service Rule placement guidelines.
23PN1164	City of Bloomington	AFSCME Co. 5	Yaeger, Thomas L.	11/27/2022	Wages 22 - U:No ATB if market adjustments done first yr. ER: 3% Wages 23 - U:3% GWA or same as non-union, whichever is greater. ER:3%. Union requesting Market Adjustment. ER opposed. Frontline Stiped - U:\$2000 ER: None. Union seeking change to Automobile and Travel Expense to mirror other staff with no monthly cap.	2022 - 3% 2023 - 3%	Arbitrator focused on internal consistency and equity with regards to wages as well as stipends and travel expense policies extended to other City employees. Union awarded \$2000 Frontline Stipend. Also awarded the Automobile and Travel Expense language without monthly cap.
22PN0971	Todd County	Law Enforcement Labor Services, Inc.	Wallin, Gerald E.	11/13/2022	Comp Time: U-Status Quo, E-eliminate 100 hr max, add 80 hr carry over.HCSA Contributions:U-Status Quo, E-changes for those hired on or after 1/1/22. Wages: U-3% each yr of contract, E-2.5% each year of contract. U-Market Adjustments, E-No Market Adjustments, Task Force Pay:U-increase to \$1.75 E-Status Quo, Death Scene Investigations:U-New language and stipend for duties. E-No, and does not believe arbitrable.	2022-3% 2023-3% 2024-3%	Arbitrator did not recognize the ER's previous settlements with non-essential employees as establishing an internal pattern. Employer position awarded on comp time, no market adjustments and status quo for task force pay. Union position awarded for Health Care Savings Plan contributions. No award issued for death scene investigation language or pay.
22PN0949	Metropolitan Airport Commission	Law Enforcement Labor Services, Inc	Bauman, Susan J.M.	10/25/2022	Prior to arbitration, parties came to agreement on grievance procedure language, and the general wage increases for 2021 & 2022 in line with the internal settlement pattern. Union seeking market adjustments for 21 & 22, and a salary schedule modification in 21 & 22.	Internal pattern upheld, with 1% added to top step of scale in 2022	No market adjustments awarded However, an additional 1% increase shall be added to the top step of the salary schedule effective 1/1/2022. Arbitrator compelled that the economic impacts of the pandemic have not righted themselves, and are unique among the union's comparison employees.
22PN1109	Ramsey County	Teamsters 320	Jacobs, Jeffrey W.	8/19/2022	Holidays: ER-exchange floating holiday for Juneteenth. U- status quo. Uniform: U - \$800, \$1000, \$1000. ER - \$800 each yr. Severance: U - Modification. ER- status quo. Vacation: ER- 2.5x annual cap with 1 time spend down. U - status quo. Wages: U - 3.5% general increase each yr. ER - general increases of 1.5%, 2.25%, 2.25%. Salary Progression: ER- reduce each level by 1 yr. U - change from 20 yr to 15yr. Deferred Comp: U -increase from \$35 to \$45. ER- status quo. FTO pay:U -increase. ER- status quo. Hazard Pay - U - \$3 hr from 3/20/20. ER - none. Pandemic Pay:U-\$3000 ER - \$500 for those who worked from home/\$1000 for those reporting to work.	Internal Pattern Upheld 2022-1.5% 2023 - 2.25% 2025 - 2.25%	Aribtrator upheld internal pattern for general wage increase, as well as maintaining consistency with the way the Pandemic Pay monies were distributed to other county employees. Request for hazard pay is inconsistent and unique from other county employees, and the legal ability to grant a bonus retroactively for time already worked was called into question.
22PN0542	City of Crystal	Law Enforcement Labor Sevices, Inc.	Kapsch Jr, Frank E.	8/8/2022	Holiday Call Pay: U-earn call back rate of 2X for Christmas, 4th of July or Thanksgiving. ER - Maintain staus quo. Health Insurance Opt Out Amount: U - \$225 ER- Maintain \$75 opt out.Market Rate Adjustments: U - 2.5% market adjustment each year of contract. ER - No market adjustment.	Parties had previously agreed to internal general wage increase pattern.	Holiday Call Pay: ER position maintain status quo Health Insurance Opt Out Amount: Union's proposal of \$225. Market Adjustment: ER position. No market adjustments beyond the General Wage Increase pattern established.
22PN0970	Ramsey County	Teamsters Local 320	Miller, Richard J.	7/29/2022	Holidays: ER- swap flating holiday for Juneteenth. U - status quo. Uniform Allowance:ER - \$850 each yr. U - \$875 yr1, \$900 yr2, \$925 yr3 Severance Pay: 60% cash pay out up to 1500 hrs. ER - status quo.Vacation Cap and Accrual: ER - change to 2.5x cap and one time annual spend down. U - staus quo. Health Care Savings Plan: U-Increase contribution. ER- status quo.Wages: U - 4% general increase each yr. ER - general increase pattern (1.5%, 2.25%, 2.25%)	Internal Pattern Upheld 2022-1.5% 2023 - 2.25% 2025 - 2.25%	Holidays: ER - replace one floating holiday with Juneteenth. Uniform Allowance: U - will move to \$875 yr 1, \$900 yr 2&3. Severance Pay: ER- maintain current schedule. Vacation Cap & Accrual: ER - move to 2.5x cap w/ 1 time spend down.Health Care Savings Plan: ER - maintain stus quo.

22PN0998	Stearns County	Minnesota Public Employees Association	Miller, Richard J.	6/27/2022	Shift Differential:U -\$2 hr. ER-\$1.25 hr. FTO Compensation: U-1 hr OT. ER- maintain \$1. POST training Compensation: U - 1 hr OT per FTO shift. ER-\$2 hr. Schedule Change: U-OT rate if within 7 days. ER - status quo. Juneteenth: U -Add. ER - no. Clothing Allowance New Hires: U - 1st two qtrs up front. ER- receive quarterly allotment. Insurance Contribution: U- Increase contribution by premium increase each yr. ER - \$35 S/\$75 F increase each yr of contract. VEBA contribution: U-\$400. ER - \$350. VEBA Retirees: U- \$2000 ER- \$1000. IOD Pay:U-120 days worth. ER - 60 day status quo.General Wage Increase: U-5%, 4%, 4%. ER - 2% 1/1 - 2% 7/1 pattern. Canine Handler Pay: U - 1 hr OT. ER- 1/2 hr a day. SWAT/Dive Team Compensation:U-\$100 mth. ER-\$1 hr.Pandemic Pay: U- \$5000. ER - none. Hazard Pay: U- 2% base wage. ER - none. DMT/DRE Pay:U-\$200 annually. ER - none. Term of Agreement: U-1 yr. ER - 3 yrs.	Internal Pattern Upheld. 1/1/22 - 2% 7/1/22 - 2% 1/1/23 2% 7/1/23 - 2% 1/1/24 -2% 7/1/24 -2%	Arbitrator maintained internal pattern of general wage increases.Shift Differential: Arbitrator Awarded \$1.30. FTO Compensation: ER- maintain \$1. POST training Compensation: U - 1 hr OT per FTO shift. Schedule Change: ER - status quo. Juneteenth: ER - no. Clothing Allowance New Hires: U - 1st two qtrs up front. Insurance Contribution: ER - \$35 S/\$75 F increase each yr of contract. VEBA contribution: ER - \$350. VEBA Retirees: ER- \$1000. IOD Pay: ER - status quo.Canine Handler Pay: U - 1 hr OT. SWAT/Dive Team Compensation: Increase to \$50 a month.Pandemic Pay:ER - none. Hazard Pay: ER - none. DMT/DRE Pay: ER - none. Term of Agreement: ER - 3 yrs.
22PN0993	City of Savage	Law Enforcement Labor Services, Inc.	Dunn, Richard J.	7/8/2022	Contract re-opener to meet and negotiate medical insurance contributions and H.S.A contributions.	N/A	A 50/50 split of premiums savings was ordered, to mirror agreement on how premium increases are to be divided. Maintained H.S.A contributions consistent with other city employees.
21PN2575	Ramsey County	Teamsters Local 320	Beens, Richard A.	5/17/2022	Single Issue of Seperation Pay for Chief Coorectional Officers unit. Union seeking the same schedule as Deputy Sheriff Commanders. ER's position to maintain current schedule.	ER position	Internal comparison asserting CCOs equal to DSCs not compelling. Minimum qualifications and job duties differ as reflected in their historical pay ranges. And in the 2 unit's seperation pay. DSCs obtained through quid pro quo in lieu of market wage adjustment. No such quid pro quo with CCOs. Failed to achieve through multiple collective bargaining sessions, not role of Interest Arbitration to grant benefits that could not be achieved at bargaining table.

2021							
BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument	
21PN0853	Washington County MNPEA	Foy, Terrance J.	12/9/2021	No General Wage Adjustment in 2021 2% + \$1000 lump sum upon effective date of award. 2% Market Adjustment to be effective 12/31/21. No range adj for 2021. Insurance contributions: y-U 1/1/21 (E-ratification) Field Training Officer Comp. y-U 1.5 hrs (E-1 hr) Clothing allowance:A -\$660(U-\$675,E-\$600) Rejected new Special Teams Equip Allowance language. Already provided.	Insurance 1/1 \$660 clothing FTO to 1.5 hrs	Internal compensation consistency upheld to maintain equity and labor peace, even if economic conditions have improved since other settlements were reached.	
21PN1527	Anoka County AFSCME Council 5	Miller, Richard J.	11/30/2021	Parties reached agreement during hearing of non-bargaining calculation of merit increase 3% increase to min/max, 9% increase to Probation Aide starting wage, and deleting Art 3.9.	2% Merit Pay	Arbitrator maintained internal pattern of 2% merit increases, extended full holidays to Probation Officer Aides, but denied adding a non-certified holiday issue or granting a hazard pay bonus when no precedent with other employee groups in county.	
21PN1408	Washington County LELS	Miller, Richard J.	11/1/2021	No General Wage Adjustment in 2021 2% + \$1000 lump sum upon effective date of award. Effective 12/31/21 Salary range maximum increased by 2%. No range adjustment for 2021. Insurance contributions: y-U-1/1/21 (E ratification) Clothing allowance: y- u-\$880 (e-\$875)	Insurance 1/1 \$880 Clothing	Internal compensation consistency upheld to maintain equity and labor peace, even if economic conditions have improved since other settlements were reached.	

21PN2015	Washington County LELS	Beens, Richard A.	10/4/2021	No General Wage Adjustment in 2021 2% + \$1000 lump sum upon effective date of award. Effective 12/31/21 Salary range maximum increased by 2%. No range adjustment for 2021. Insurance contributions: y-U-1/1/21 (E ratification) Clothing allowance: y- E- \$900 (U-\$940) Sergeants Promo Pay-y -E maintain 5% min (U- minimum of 8% increase)	Insurance 1/1 E:\$900 clothing	Internal consistency upheld to maintain equity and avoid labor unrest. Pandemic induced economic burdens best shared by all. Though not able to work from home, no reward granted for doing exactly what would be expected in ordinary times.
21PN1092	City of Fairmont LELS	Wallin, Gerald E.	9/17/2021	ER sought change to wage scale (3 to 10) severance scale,vacationaccrual,holidaypayout, comp time payout and addition of waiver language. Existing language/practices maintained (u),Call Back definition modified to exclude trainings, meetings, and special events (e). No change to sick leave usage language (u proposal rejected). Hybrid of HCSP/severance language awarded.	Wages: (e & u) 2021: 2.25% 2022: 2.75%	Arbitrator upheld language and practices maintained over lengthy bargaining history. Absent 'quid pro quo' of negotiations, no compelling argument for change even if other bargaining units have accepted them. Internal consistency does not warrant the elimination of employee choice. Union members not bound to the rights and benefits negotiated with other bargaining units.
21PN0863	Rock County Teamsters 320	Daly, Joseph L.	9/8/2021	1st contract Sergeant's Unit. Internal comp/consistency w/existing Deputy CBA. Comp Time Cap:U-80 hrs, E-40 hrs. Sick Leave Cap:U-800 hrs, E-720 hrs. Shift Diff: U-2.75 nights/1.75 wkend, E:0 Language issues re:LOA, COBRA, Seniority	ER Awarded: U Awarded:	OT-schedules can't create OT Existing vacation accrual schedule Vac and Sick NOT hrs worked for OT 40 hr annual Comp time cap Sick Leave cap, Leave of Absence language COBRA lanuage, Shift Diff \$\$ & Seniority
21PN1105	Clay County Teamsters, Local 320	Miller, Richard J.	8/7/2021	ACAs. Market Adjustment for 2022 U: 3%, ER: 0%	ER position	Comparable data and retention evidence do not support need for adjustment.
21PN1151	Dakota County Teamsters, Local 320	Foy, Terrence	7/9/2021	Correctional Deputies.	2021-1% 2022-2%	E Lump Sum Matrix pay awarded Union proposals for new flex time, hazard pay and retention bonus rejected.
21PN0541	City of Gaylord Teamsters, Local 320	Foy, Terrence	7/24/2021	1st contract Licensed Police Officers. U seeking definition OT, Union Deputy Business, Legal Defense. Comp Time:u-80 hrs, e-0 FTO:u-\$3/hr, e-1 hr pay.Uniforms-\$1000 e-\$700. Holidays: u-10+2 float. e-11.5 OT paid u-in excess normal schedule. E- after 84 hrs pay period. IOD:u 6mth e30d Shift Change: u-14 days, e-no change OnCall: u-\$3h, e-\$2h, Shift Diff:u\$1 6p-6a Duration:u-3 y, e-2 y	E Pay Scale 2021- 1.5%	No hearing. Cases submitted via briefs and exhibits. Only bargaining unit in city. No definitions added outside Quid Pro Quo negotiations. E wage scale/COLA given. Union position awarded OT pay & FTO City position awarded clothing, On Call, Severance, IOD, Duration. Union positions rejected on comp time, holiday pay out, schedule change, and shift differential.
21PN0736	Meeker County Minnesota Public Employees Assoc.	Miller, Richard J.	6/21/2021	Licensed Deputies. e:Sunset Sick Sever. Clothing: u:\$850/m, e:\$63/ppd On-Call: u:\$250/m, e:\$225/m	Clothing \$850 On-Call \$250	10 issues negotiated, 5 issues arbitrated. Sick Leave Severance Sunseted for new hires post 12/31/20
21PN0704	Crystal, City of (Interest) Law Enforcement Labor Services	O'Donnell, John	5/15/2021	Officers. Duration-2y-u; Insurance 2022 reopener-e; Ins opt out-\$75-e (u-\$225). Wages (u-3%,3%; e-2%,1%)	2021 - 2.0% 2022 - 2.0%	Duration-1st yr almost done; Reopener-need to negotiate w carrier;Opt out-internal pattern. Wages 2021- pattern.
20PN2562	St. Louis County (Interest) Law Enforcement Labor Services	Altman, Robert	5/13/2021	Wages-e (u+10% equal sgts-no); Retro for those separated-y-u; Retro-y-u; sick remove from OT-no-u; Elect remedies-n-u Placement on new schedule-e; remove 12hr shift formula-n-u.	2020 - 2.0% 2021 - 2.25% 2022 - 2.25%	Wages, internal pattern. Sgts moved to another unit, reclassified as supervisors & additional money. Retro for separated-small #. Retro-no Penalty for arbitrating. Placement-internal pattern, more money. ER didn't show need for other items.
20PN1381	Minneapolis, City of (Interest) Minnesota Public Employees Assoc.	Befort, Stephen F.	4/8/2021	Dispatchers. Wages 1%, 1.5% (u 2.25% 2%, e 0%, 0%); longevity step-n-e; certification pay-delete-e.	2020 - 1.0% 2021 - 1.5%	Wages below pre-COVID pattern, (city deficit \$155.9m).Union didn't prove need for longevity. Cert-obsolete language.

2020						
BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
20PN1834	Yellow Medicine County (Interest) Law Enforcement Labor Services, Inc.	Abelsen, James	12/27/2020	Deputies: Wages-u (e- 2.5, 1.5, 1.25%) Mutual consent to mediate?-n-u. Comp Bank cap new ees at 120 v 240h?-y-e. Required to use sick for family illness-y-e Steps when no contract-n-e. Shift diff prod \$2 to \$1.40-e. Invst. pay from 1.5% to 3%-n-e. Increase Sick Severance from 288 hrs to 384 hrs.-n-e.	2020 - 2.5% 2021 - 2.5% 2022 - 2.5%	Wages, pattern, despite economy. Either can seek mediation due value of process. Comp bank-pattern & no harm to current ees. Sick leave to be used for family ill.- pattern. Steps-pattern. Shift pay 2x mkt & exchange for wage adjustmnt. Invstgr position or assignment? Requires neg.
20PN1162	Douglas County (Interest) Law Enforcement Labor Services, Inc.	Abelsen, James	11/30/2020	Deputies. Duration:3y-u (e-2y); Wages:2, 2.5, 2.75%-u (e-2%, 1.5%); Grade adjust -no-e; Sick severance-n-e (u-eliminate 2 2 tier system); Insurance reopener '21 & 22 if incrs over 4%-u (e-50/50 split). Vac payout forfeit if terminated-n-u.	2020 - 2% 2021 - 2.5% 2022 - 2.75%	Duration & Wages internal pattern. ER tried to break pattern due to COVID19. ER granted grade, entitled to implement by their formula. Severance-ER negotiated change 13 yrs. ago. Reopener-u accepts greater risk. Vacation - an earned benefit.
19PN0975	Steele County (Interest) Teamsters, Local 320	Laumeyer, James	7/20/2020	Corrections Sgts. Step increases based on satisfactory performance-y-e	2019 - 2.75% 2020 - 3.0%	Wages quid pro quo for change. All other groups accepted change. Overwhelming acceptance & inherent managemnt rights.
19PN0861	Sherburne County (Interest) Minnesota Public Employees Assoc.	Hoffmeyer, Steven	2/19/2020	Transport/Court. Wages-parties agreed. Market adjustmnt-n-e; Pay for performce -no-u; Retroactivity-y-u; increase notice required for termination to receive benefits-n-u: Floating Holiday-n, but Xmas eve Holiday-y.	2019 - 2.5% 2020 - 2.5% 2021 - 2.5%	Wages-parties agreed to pattern. Market-ER has right to determine classification system. PFP, longer Termination notice & Floating Hol. lack quid pro quo. Xmas eve Holiday-pattern.
19PN0888	Hennepin County (Interest) Henn. Co. Sheriff's Deputies Assoc.	Bauman, Susan	2/18/2020	Deputies. Agreed to wage pattern 2.5%, 2.5%,2%. Payer pay-n-e; PTO-optional- u;Mkt adjst '19-4%-u,'20-0%-e,'21-0%-e (u '20-3.5%;'21-3%); Retroactivity-y-u; Reduce steps from 5% to 3%-e.	2019 - 6.5% 2020 - 2.5% 2021 - 2.0%	2019-2.5%+4%mk, based on Oct '19 Det. Sgts. & April '18 Lic. Suprv. awards. PTO optional - based on Befort's 7/10/19 award. Payer pay - lack of comparables. Retro - likely result if neg. Steps - extensive internal pattern.
19PN0919	Eden Prairie, City of (Interest) Law Enforcement Labor Services, Inc.	Abelsen, James	1/7/2020	Officer's 1st contract. Union activity-u; ER rights-u: Class action Grievances-u; OT assignment-u; Shift bidding-u;PTO in contract vs policy-u; PTO rates-e; Retro-u.	Pattern	Wages negotiated by parties. Items awarded to Union were either in the IUOE 49 CBA or in current practice. PTO rates in excess of IUOE 49 rates were denied.
19PN0733	Sherburne County (Interest) Minnesota Public Employees Association	Lundberg, James	1/6/2020	Corrections.'19-2.5%,'20-2.5%,'21-2.5% -both; retro '19-u;Adjustments to correct leapfrogging-n-e; Change anniv date to Jan 1-n-e; Pay for performance-n-u; 30day notice when terminating-n-u; xmas eve-y-u.	2019 - 2.5% 2020 - 2.5% 2021 - 2.5%	Wages-pattern, retro for 2019 was in dispute. Arbitrator will not sanction U for hard bargaining. Leapfrogging, Anniversary date & Pay for Performance should be negotiated. Xmas eve holiday is the internal pattern.
2019						
BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
19PA0525	Carlton County (Interest) Law Enforcement Labor Services, Inc.	Hoffmeyer, Steven	43802	Deputies. Retiree Insur-no change-u (e sunset new ees);Shift Diff-\$1.20h-agree Wages:'19-2%,'20-2.25%-e (u-3%, 3%) Duration-2 years-e (u-3yrs.)	2019 - 2% 2020 - 2.25%	Retiree insurance-3 units retained benefit. Shift Diff-parties agreed. Wages-pattern for units retaining Retiree Insurance. Duration-no data for 3rd yr. Discussion on amending final positions.
19PN0751	Champlin, City of Law Enforcement Labor Services, Inc.	Bauman, Susan	43791	Officers. Premium pay for 3 titles-n-e; Meal allowance incr-n-e; IOD 60 to 90d-y-u; Severance-n-e;Uniform incr.-n-e;Uniform reimburse vs cash-n-e;Parenting leave-y-u FTO incr.-n-e; Officer in charge pay-n-e.		Duration, wages & insurance negotiated. 9 benefit issues arbitrated. Union failed to show need to increase or change 7 of the benefits. Increases to IOD and Parenting leave were in the Sergeants CBA.
19PN0868	Itasca County (Interest) Itasca County Employee's Association	Came, Danielle	43772	Supervisors. Wages '19-2.75%-e, '20- 2.75%-e, '21-3%-e; Health Ins.-e; Life insurance-e.	2019 - 2.75% 2020 - 2.75% 2021 - 3.0%	Association sought to keep old insurance or have ER pay 100% of deductible. Award based on pattern 10 of 12 groups & wage quid pro quo.

19PA0303	Carlton County (Interest) Minnesota Public Employees Assoc.	Altman, Robert	43741	Suprvs. Duration-2y-e (u-3y);Wages-19-2%-e(u-3%),'20-2.25%-e(u-2.5%); Retiree insur.-u; On call \$50-u(e-\$25).	2019 - 2% 2020 - 2.25%	Duration-pattern. No sunset of retiree insurance so not given 3%, 2.5% pattern for those accepting change. On-call equal to AFSCME.
19PN0630	Hennepin County (Interest) Hennepin County Supervisors Assoc.	Laumeyer, James	43762	Detention Sgts. Wages 2019: 2.5% + 5.0% market adjustment-u (e-2.5% + 0%). 2.5% was county pattern. 5.0% awarded based on disparate treatment.	2019 - 7.5%	Sgts. didn't qualify for mkt. adj. under formula. Miller's April 2018 award gave licensed suprv. Extra 5% due to Sheriff Majors & Deputy Chiefs extra 5%.
19PN0526	Hopkins City of (Interest) Hopkins Police Association	O'Donnell, John	43696	Reopener health insurance 2019, 2020. U-% based on high priced plan.	U position	City's position-internal pattern % based on low priced plan. Based on high plan in past.
18PN0704	Metropolitan Council, Transit Police Law Enforcement Labor Services, Inc.	Miller, Richard	43686	Sgt. & Lts. Duration-3 years-e (u-2yr.); Wages:'18-2.5%, '19-2.5%, '20-2.5%-e (u-3%, 3%, 3%); Mrkt adj.'20-1% (e-0%).	2018 - 2.5% 2019 - 2.5% 2020 - 2.5%	Duration-pattern; Wages-pattern; Market adjustment-same relationship to market that existed in 2015.
18PN0856	Mille Lacs County (Interest) Teamsters Local 320	Abelsen, James	7/11/2019	Jail. Mrkt adjustmnt-n-e (u-1.25%); Hol. pay incse-no-e (u-x2.5);Comp bank 48h (u-60h, e-40h) Shift pay- \$1 in 2019 u-\$1.50 in 2018, e-\$.75); FTO-\$1.00-u	2018-pattern 2019-pattern	Parties agreed to the internal wage pattern. Comp accrual, Shift pay & FTO are the same as negotiated by the deputies. Market or Holiday awards would create internal disparities.
19PN0418	Hennepin County (Interest) Teamsters Local 320	Befort, Stephen	7/10/2019	Corrections. Wages '19- 2.5%+4.9% for range maximum. '20-2%, '21-2.5%. Wage progression-3%-e(u-continue 5% steps). Vountary PTO-y-e; Merged seniority-no-u. Increase Shift, FTO & Uniform-no-e	2019 - 2.5% 2020 - 2.5% 2021 - 2.0%	Wages-parties agreed. Progression-13 of 15 units agreed. PTO-13 of 15 units covered. Seniority-lack of compelling need to change. Shift, PTO, Uniform-no showing of need & inconsistent in other County units.
18PN0429	Rogers City of (Interest) Teamsters Local 320	Miller, Richard J.	5/3/2019	Wages: 2.75% each yr. - agreed. Market adjustmnt-'18-\$.75-u (e-0%),'19,'20 -0% -e(u-\$.50, \$.50). Drug task force/School off-4.5%-u (e-0%). Shift diff-n-e(u-\$.55). Uniform-\$960-u,(e-\$900).	2018 - 2.75% 2019 - 2.75% 2020 - 2.75%	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.
18PN1030	St. Cloud, City of (Interest) Firefighters Local 1712	Miller, Richard	4/19/2019	Firefighters. Wages-e (u'18-2%,+5% adj. '19-2/1%,'20-3%); Uniform-'20 +\$10/m (e-'20 +\$5, u+\$15); Communications pay 1 hr./wk-u (e-no); Eliminate 1hr residency-n-e	2018 - 2.0% 2019 - 2.5% 2020 - 3.0%	Wages-pattern, 5% adjustment for police parity offered in past as quid pro quo but rejected. Communications pay same as Captains. Residency-no reason to remove.
18PN0687	Ramsey County (Interest) Law Enforcement Labor Services, Inc.	Miller, Richard J.	4/4/2019	Sergeants. Wages-2%Jan/1% July each yr. (e-2.5% each yr; u-3% each yr.); Mkt adjustment-n-e (u-3% '20);Invst premium pay from \$100 to \$200/m-u (e-\$100).	2018 - 3% 2019 - 3% 2020 - 3%	Wages-same as deputies. Market-ER doing a compensation study; adjustmnts to Commdrs not a Mkt adjustmnt since not given to all. Invstgor premium-same increase as deputies.
18PN0924	Brooklyn Park, City of (Interest) Brooklyn Park Police Federation	Richard Anderson	3/22/2019	Wages: 2018-2%-u (e-4% & 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.	2018 - 2% 2019 - 2%	U 2% & 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% & Art. to be neg next CBA.

2018						
BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
18PN0893	Lino Lakes, City of (Interest) Law Enforcement Labor Services, Inc.	Miller, Richard J.	12/27/18	Sgts. Duration & Wages agreed. Market adjustmnt -'18-0.2%, '19-0.5% (u-1.25% & 0.5%; e-0%). Fire stipend - \$1.40 (u-\$1.50, e-\$1.34, \$1.37).	2018 - 2.75% 2019 - 2.50%	Wages-agreed to internal pattern. Mkt Adj. keeps sgts at same position as 2017. Fire stipend same as officers.
18PN0511	Houston County (Interest) Law Enforcement Labor Services, Inc.	O'Donnell, John	11/19/18	Jailer/Dispatchers. Duration-3y-e (u-2y). Wages '18-2.75% (e-1%,u-3%),'19-2.5% (e-2%,u-3%),'20-2.25% (e-2%,u-3%). Market adj-n-e (u-1%,1%,1%). Xmas eve hol-n-e. OT if 4 wkends-n-e. Court cancellation fee-n-e.	2018 - 2.75% 2019 - 2.5% 2020 - 2.25%	Duration-historic pattern. Wages-external. Mrk adj-should be limited to particular position. Xmas eve, OT & Court issues lacked compelling reasons.

18PN0648	Hennepin Healthcare Systems, Inc. AFSCME Council 5	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%). Mrkt 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 problematic. Firefighter stipend - both agreed to tie to 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 agreement; 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%); Incs 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% to 10.35%-e (u-retain step system +2.75% each yr.). Shift bids-u, Vacation bids-u, Court cancellation-u, Xmas eve holiday-u. Insurance reopener 2019-n-e.	2017-PBP 2018-PBP 2019-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	Ammended - 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. deferrred 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.
17PN0629	Carver County (Interest) Minnesota Public Employees Assoc.	Jacobs, Jeffrey	3/2/18	Deputies. 2yrs-e (u-3y); Uniform \$775-e (u-\$800); Salary range-start \$27.00, top \$36.52-e, (u-s \$27.37, t \$36.87; Wages 17-2%, 18-2% (u-2.5%, e-1.5%). Range movement 17-2%, 18-2%-u (e-1.5%). PFP plan-n-u (u paid slightly less as quid pro quo for not being in plan).	2017 - 2% 2018 - 2%	Duration-no internal, few external for 19. Uniform-internal pattern; Salary range-ER position increases start by 10.3% & top by 2% (attraction concerns), police. comparisons not relevant. Wages-pattern but effective Jan. 1 vs March 1. Range movement-% negotiated in last contract.
17PN0500	Itasca County (Interest) Teamsters Local 320	Jacobs, Jeffrey	2/23/18	Court probation officers (non-essential). Arbitrated to sort out courts unfettered right to remove prob. officers (MN.244.19) vs PELRA. Mgmt. Rights language-u; Grievance Procedure-u; Seniority-e (no language); Wages-u-State MAPE pay schedule, (e-use County pay scale).	Wages-union	BMS ruled County is the public employer. MN Supreme Crt in General Drivers #346 v Aitkin Co, 1982 (re Sheriffs MN 387.14) & Arrowhead Corrections v Graff, 1982 affirming holdings in "Drivers" for P.O.'s that PELRA supersedes MN 387.14 which has similar language to MN 244.19.

17PN0576	Brooklyn Park, City of (Interest) Teamsters, Local 320	Wallin, Gerald	1/29/18	Sergeants. Uniform allowance-\$830-u (e-\$800). Additional pay for Sgts-n-e (U-\$1.00).	2017 - 0%	U seeking \$1 to increase differential over officers. U claims diff is 9.6% when using FTO pay. ER shows diff.16.29% top to top.
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2017

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
17PN0325	Wright County (Interest) Teamsters Local 320	Jacobs, Jeffrey	12/4/17	Sheriff's supervisors. Wages-'17,18,19-2.5% 2.5% 2.5% (parties agreed). 10% Mrkt Adjust-no-e; Retro pay-u Uniform-'17,18,19-\$800-u (e-\$700). Off duty MOU-\$ amt.= 1.5% sgt rate-u.	2017 - 2.5% 2018 - 2.5% 2019 - 2.5%	Wages-internal pattern-agreement at arb. "Few if any, interest arbitration's in recent years have awarded market adjustments." Uniform-same as deputies. Off duty listed as \$ amount in MOU, not increased since 2014.
17PN0560	Hennepin County (Interest) Law Enforcement Labor Services, Inc.	Miller, Richard J.	8/25/17	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.	2016 - no 2017 - no 2018 - no	Wage pattern agreement. U seeking market adjustment of 5% over 3 yrs- No. No adjustments unless attraction/retention issues. Reversed on 4/2/18.
17PN0203	Hennepin Co. Medical Center (Interest) Hennepin County Paramedics & EMT's	Befort, Stephen	8/17/17	Wage reopener. 2017-2% first 5 steps, 1.75% for remaining steps-e (u-3% 1st 5 steps, 2.5% remaining steps).	2017-1.75%	Clear internal pattern & Hospital's finances are in a distressed state.
16PN0798	Crow Wing County (Interest Award) Law Enforcement Labor Services, Inc.	Paull, David	5/15/17	Corrections. 3y-u (e-1y);Wages:*steps 0%, 0%,0%-e(u-2.75% each yr), if already at top 3.24% (based on average differential between steps)-u (e-0%). Add 2 steps to schedule so those moving to top in future could catch those who moved to top in a prior year-n-e	2016 - 0%* 2017 - 0%* 2018 - 0%*	Duration-labor stability & 1st yr. passed. Wages: County has a performance pay system, a few groups still have steps & they received 0% on steps & 2% to 2.5% for those at top. Wages patterned after Miller's Feb 2015 award. New steps-n. Award only intended as a "patch".
16PN0614	Anoka County (Interest) AFSCME Council 5	Miller, Richard J.	4/14/17	Probation Officers-1st contract. 2 yrs (e-1yr, u-3yrs). Wages-parties agreed on merit incrs. Stewards paid to negotiate-n-e. OT over 40hrs vs 171hrs-u; OT accrual-n-e; 5% shift leader pay-y-u. Xmas eve hol-e; Transfers & shift assignments-u. PT benefits-e. Seniority-no award; Tort language-n-e; Placing policies in contract-n-e; Paid breaks-no-e; ESS differential of 5%-y-u; Payroll deduction for U PAC-n-e	2016 - 2% 2017 - 3%	Duration-1st yr. expired, no data for 3rd Pay to negotiate-not common, requires quid pro quo. OT over 40hrs has been the practice. OT accrual stopped by ER prior to organizing. Xmas eve, U trying to add benefits for PT. Transfer & Shift language to other contracts. PT benefits-no incrs. Seniority-important issue should be neg. Tort and Policies already covered in other places.
16PN1094	St. Louis Park, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	2/2/17	Officers. Agree on wages. U seeking new top step 4.56% above current top - n-e. Supplmnt pay:'16-2.5%, '17-2.75%-u (e-0%, U seeking % of pay vs increase to fixed \$)	2016 - 2.5% 2017 - 2.75%	New top step intended to match Sgts. Dec 2016 arb award - Sgts underpaid per. pay equity & in market. Officers paid in both.
16PN0525	Metropolitan Council (Interest Award) Metropolitan Council Management Ass.	Toenges, Rolland	1/18/17	Supervisory & Managerial. Add 2 steps-no-e; Wages: '16-2% on steps-e (u-3%), 2%performance(PGIN)-u (u-3%,e-1.5%), 1.5%pool (PZ)-both; '17-2%steps-u (u-3%, e-1.25%), 2%perfmce-u (u-3%,e-1%) 1.5%pool (PZ)-u (e-1%), Increase Annual Leave-n-e; Retiree passes-n-e; Insurance -e; Retiree insurance-same as active-both.	2016 - 2% 2017 - 2%	Compensation schedule only 3 years old. Any change should be negotiated. Wages-pattern; Leave-existing 32 days. is generous. Retiree passes-not ees therefore no authority to decide. Insurance based on pattern.

2016

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
16PN0662	Hennepin County (Interest Award) Hennepin County Sheriff's Deputies	Befort, Stephen	12/30/16	Deputies. Parties agreed to wages based on pattern:'16-1.5% to steps, 2.5% to top step; '17-1.5% steps, 2.5% top step;'18 2.5% across the board. Market adjstmnt-1% across the board each year-u (e-0%).	2016 - 3.5% 2017 - 3.5% 2018 - 3.5%	Turnover is 7.73% vs county wide norm of 4.25%. Pay is low vs 7 county area.
16PN0928	St. Louis Park, City of Law Enforcement Labor Services, Inc.	Dunn, Richard	12/22/16	Sergeants.Wages'16-2.75%-u(e-2.5%) 17-2.75%-e (u-3%); Mrkt. '16-2.5%-u (e-0%), '17-2.75%-u (e-\$.20/hr.). Uniform cleaning language-y-u.	2016 - 5.25% 2017 - 5.5%	Wages - internal pattern not compelling. Award accounts for Sgts predicted pay under pay equity & ranking in external market. Unifrms-limited to contamination.

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 n-u; Pay holidays v day off-n-u; Duration-3y u,(e-1yr.); Wages '16 &'17-3% (u-4%,e2.5%) 17-3.25% (u-4%, e-2.75%); Retro-y-u.	2016 - 3% 2017 - 3% 2018 - 3.25%	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 problem 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.	2016 - 2.5% 2017 - 2.5%	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.	2016 - 2.5% 2017 - 2.5%	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.	2016 - 2.0%	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.	2016 - 3%	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 top step-u (e-2.5%), 2016-2.5% + 1% to top step-u (e-2.5%), Move ESS from grade 7 to 8-n-e. Increase Def. comp match-n-e.	2015 - 3.5% 2016 - 3.5%	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 (u-3, e-1); 2016-1%Jan, .25%July-e (u-3%); 2017-3%-u (e-2%). Shift pay-\$.15incr to \$.75-e(u-\$1&change hours);Remove 288 hr cap on Vac till end of yr. vs quarterly-u; Insurance-50% of increase each year-e (u-total cost of increase. FTO pay-\$.150-u (e-.50, 1.00)	2016 - 1.25% 2017 - 3%	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-intrm, amt external. Vac bank will exceed pattern. Insurance pattern. FTO-market.
15PN0916	Ramsey County (Interest Award) Law Enforcement Labor Services, Inc.	Miller, Richard J.	6/08/16	Dispatch. Wages-agreed to pattern 2%, 2.5% & 2.6%. Mkt Adjustmnt. '15-0%-e (u-2.9%),'16-0%-e(u-2.9%), '17-2%+2.6% pattern-u (u seeking 2.9% ea yr.; e-0%). Call back & OT liquidation language - n-e.	2015 - 2% 2016 - 2.5% 2017 - 4.6%	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%, 17-2.6% - both. Market adjustment: 15-1.2\$, '16-1%, '17-1% - u (e-0%).	2015 - 3.2% 2016 - 3.5% 2017 - 3.6%	Wages based on pattern. Market adj. - external; pay equity predicted pay; and Commander Feb 2016 award for 3.2%.
15PN0566	Hutchinson, City of (Interest Award) MN Public Employees Association	Befort, Stephen	3/23/16	Police. Wages-u (u-3.3; e-2.2); Shift Differential-n-e; OT-count vac as hours worked-n-e; Language-eligible for wage increase despite discipline-u.	2015 - 2.25% 2016 - 2.25%	Wages external average. Shift Differential & OT lacked compelling reasons for change. Language-existing practice. 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 update-e; wages '15-0%,'16-2%-e (u-5%, 5%);performance pay-up to 4.25%-e (u-7%), increase after prob-u; prorating merit-n-u; add language on eligibility for merit-n-u; delete obsolete lang re PFP plan-y-e.	2015 - 0% 2016 - 2.0%	PTO donation-not fully developed, failed to show need. Severance-eliminates obsolete language, Wages & merit-pattern. Remaining awards based on internal patterns.
16PN0020	Ramsey County (Interest Award) Law Enforcement Labor Services, Inc.	Lundberg, James	2/20/16	Commanders.'15-2%-e(u-3%),'16-2.5%-e(u-4%),'17-2.6%-e(u-5.1%), increase POST lic.pay-n-e; Mkt adj. '15-3.2% + 2% pattern-u (e-0%)	2015 - 5.2% 2016 - 2.5% 2017 - 2.6%	Wages-internal pattern. Market adjstmnt 3.2% based on pay equity underpaymnt. Award compares cities to counties.
15-PN-0624	Nobles County (Interest Award) Teamsters Local 320	Toenges, Rolland	2/19/16	ER implemented a new pay plan & offered the awarded wages. U seeking additional \$1.50 hr. shift pay for jail- no.	2015 - 1% 2016 - 2.25% 2017 - 2.5%;	Internal pattern; no one else in Co. has shift pay; Miller (Jan. 2016) did not award shift pay to Sgts.
15-PN-0652	Clearwater County (Interest) Teamsters Local 320	Jacobs, Jeffrey	1/13/16	Communicaton officers. ER seeking to change 65/35 split for family insurance to the ER's 50/50 pattern.	No change	No quid pro quo nor compelling reason for change. 2 prior arbs supported the Union. Teamsters have their own insurance plan.
15-PN-0458	Nobles County (Interest Award) Teamsters Local 320	Miller, Richard J.	1/04/16	Jail Sgts. U seeking shift differential.	Not awarded.	No quid pro quo nor compelling need & no one else in county has benefit.

2015

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
15-PN-0326	Freeborn County (Interest Award) Teamsters Local 320	Miller, Richard J.	12/27/15	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	2015 - 2.25% 2016 - 2.25%	Wages-both parties agreed to pattern. Other awards based on existing Sheriff's Dept. contract patterns. Wrking alone pay- no one else in county familiar with city's system-no one to give breaks. Transition denied because city bought out benefits. Part-time definition-e; definitions of OT, scheduled shift, and breaks-n-e.

15-PN-0251	Brooklyn Park, City of (Interest Award) AFSCME Minnesota Council 5	Befort, Stephen	6/12/15	1st contract P.T. FF. 2 yrs-u (e-1yr); Wages-u (e seeking steps based on hrs vs yrs.); U & ER Security-u; Out of class pay-u; Certifications-u; Seniority-e; Call Back-e; Hol.-e; Residency-e; Discipline and Work Schedules-split.	2016 - 2.5%	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 &Bereavement-awarded if ees work 20 hrs/wk. (ER current policy).
14-PN-0350	Carlton County (Interest Award) Law Enforcement Labor Services, Inc.	Miller, Richard J.	6/03/15	Sheriff's Supervisory - 1st contract. Wages:'13-1.75%-e(u-4%),'14-2.25%-e (u-4%), '15-4%-e&u agreed.	2013 - 1.75% 2014 - 2.25% 2015 - 4.0%	Wages internal pattern. U seeking to increase differential (5.28%) v deputies. ER conducting mrkt study-"wait for study".
14-PN-0916	Wabasha County (Interest Award) Teamsters Local 320	Latimer, George	4/13/15	Deputies. Wages: '14 - 4.84% (1.5%+ 3.34% mkt adj.)-u (e-1.5%), '15 - 2%-e (u-3%), '16 - 2.5%-e (u-3%). Shift Diff \$.55-u (e-offered if receipts for uniforms); Comp bank from 120 to 150 hrs?-n-e. Court Cancel fee-n-e; IOD from 3 to 6m-n-e. Increase travel food allowance-n-e; Receipts for uniform allowance-n-u.	2014 - 4.84% 2015 - 2% 2016 - 2.5%	Wages-'14 external market, '15&'16 - internal pattern. Shift Diff. - same as jail & dispatch. Retro despite ER claim they can't compile necessary records. Comp bank-internal & external. Court cancellation fee-no compelling reason/ IOD- external average. Food & Uniform no compelling reason for change.
15-PN-0011	Hennepin County (Interest Award) Hennepin Co. Sheriff's Suprv. Assn.	Crump, Harry	4/11/15	Wages-2014 & 2015-2.5%, 2.5%-e u-2.5% +1% to top each year); Holiday pay - n-e.	2014 - 2.5% 2015 - 2.5%	Wages-pattern. Deputies 2.5%+1% due to double digit turnover-valid reason for exceeding pattern. No suprv get Hol pay.
14-PN-1233	Anoka County Law Enforcement Labor Services, Inc.	Laumeyer, James	3/21/15	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	2014 - 0% 2015 - 0%	Radical action should be negotiated. Wages-internal pattern & mkt ranking. Merit-dire internal inequity & malfunction of merit pay re movement. Shift leader-current practice. Seniority/Lunch-efficient & effective operations favor ER position.
14-PN-1127	Crow Wing County (Interest Award) Law Enforcement Labor Services Inc.	Toenges, Roland	2/28/15	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.	2014 - 2.5% 2015 - 2.44% 2016 - 2.33%	Duration - already in middle of 2nd year. Wages-ER positon is major departure. Discusses performance vs steps & turnover gain. Wages=Internal cost average.
14-PN-1018	Crow Wing County (Interest Award) Law Enforcement Labor Services, Inc.	Miller, Richard J.	2/05/15	Corrections. 2 yrs.-e (u-3y); Wages-0% w steps each yr-e (u-3.5%+steps per yr). Those at top- no step but 3.5% each yr. Longevity-n-e (u seeking new benefit).	2014 - 0% 2015 - 0%	Duration-intrnl Wages based on pay for performnc cost-no external wage pattern. 3.5% for those at top due to no access to step. Longevity-no compelling reason.
14-HN-0839	Cook County Hospital (Interest Award) Minnesota Nurses Association	Frankman, Janice	1/24/15	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.	2014 - 3% 2015 - 2%	Wages-external pattern & ER's proposal required creation of new classifications. Insurance-internal pattern. Leave - no compelling reason. Longevity-should be dealt with at bargaining table.
14-PN-0683	Winona County (Interest Award) AFSCME Council 65	Lundberg, James	1/19/15	Attrnys. 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	2014 - 1.25% 2015- 1%, 1% 2016- 2%, 1%	Steps-no pattern re # of steps, low pay per pay equity & market. Wages-2 other groups received 1.25%; '15 &'16 agreed. All on Single Ins-no Fam subsidy needed. No compelling need for other issues.

2014 BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
14-PN-0892	Beltrami, County of (Interest Award) Teamsters Local 320	Jacobs, Jeffrey	12/18/14	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.	2014 - 1% 2015 - 2% 2016-1.5/1.5%	Wages-pattern based on implementing Springsted study. Court & clothing new benefits, failed to show need or quid pro quo. Longevity - internal, tied to investigators.

14-PN-1156	Anoka County (Interest Award) Law Enforcement Labor Services, Inc.	Miller, Richard J.	12/17/14	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.	2014 - 0% 2015 - 0%	Duration-internal. Wages-internal & external. Small groups viewed as followers v leaders. ER's need to efficiently manage give weight to financial constraint v inability to pay proof.
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 mvmnt-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	11/07/14	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.	11/05/14	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%	Sick language-no pattern. Wages-both internal & external (discussion-Statutory salary appeal vs Interest Arbitration). Lead pay-same as Deputies&dispatch. Shift pay-new benefit-majority of market. Part-time - management right (liability concern).
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	Communications/Corr. 2014 reopener Insurance \$838-u, (u-\$850, e-\$829). Ees in Teamster's Insurance plan.	Union's position	Contract 2013-2015. Pattern 50% increase & full single. U plan blends single/family. Kept 65/35-1yr. (ER saves vs own Insur cost).
14-PN-0643	Golden Valley, City of Law Enforcement Labor Services, Inc.	Toenges, Rolland	9/22/14	Sergeants. '14-2.5%-e (u-2.5%+4% adjustment) '15-2.5%-both. Court 6 hr. minimum-n-e, Call in to wrk Hol 2x-no-e	2014 - 2.5% 2015 - 2.5%	Wages-internal pattern. Sgts. Seeking 4% market adjustment officers received, but study didn't warrant one. Negotiate other items.
14-PN-0367	McLeod County Minnesota Public Employees Assn.	Johnson, John	9/21/14	Deputies. 3yrs-e (u-2yrs); retro pay to current ees only-e; COLA-0% each yr-e (u-2%/yr.); Range-2%+\$0.20/hr ea yr-e (u-3%/yr.); 3% for BA-n-e; Incr Invst pay-no-e; ERU, Trainer, &Longevity pay-n-e; Major Hol 2Xpay-n-e, Tuition reimbrs-n-e FLSA OT-n-u; Sick tied to FMLA-n-u.	2014- 2%+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.
14-PN-0820	Crystal, City of Law Enforcement Labor Services, Inc.	Johnson, John	9/19/14	Officers. Wages 2014-2%-e (u-3%); 2015-2.5% (e-2%, u-3%). 2014 Market Adjustment of 2%-n-e.	2014 - 2% 2015 - 2.5%	2014 internal with only 1 settlement. For 2015 external (note: city did budget 2.5% for 2015.)

14-PN-0534	Hibbing, City of Minnesota Association of Professional Employees Employees	Miller, Richard J.	9/15/14	'14-\$.80/hr-u (e-1.5%); '15-2%+\$.30-u (e-1.5%); '16-2.25%+\$.30-u (e-1.75%). Longevity bonus for all in 2014 of 1%-u. Insurance & VEBA-positions the same. Increase Severance& Layoff notice-no-e; Police & Fire Chief Uniforms-n-e.	2014 - \$.80/hr 15-2%+\$.30/h 16-2.25%+.30	Historical relationship w AFSCME maintained. MAPE=9.63% vs AFSCME 10.57%. Severance - one part of request differed from AFSCME + expense. Layoff currently is same as AFSCME. Uniforms - no requirement to wear them.
14-PN-0711	Benton County Law Enforcement Labor Services, Inc.	Gordon, Paul	8/21/14	Deputies. 2yrs-u (e-3y); '14-1%-e (u-3%); '15-1%Jan+.25%July-e (u-3%); Incr. Shift Diff-n-e; Change OT-n-u; Change Holiday for p.L.& premium-n-u; Incr Vac bank-n-e; 'ACA insurance reopen-n-u.	2014 - 1% 2015 - 1.25%	Duration-ER offered no incentive for extra yr. Wages-internal pattern & pay equity compliance. All other items failed due to no compelling reason nor any quid pro quo.
14-PN-0356	Pioneerland Library System AFSCME Minnesota Council 65	Jacobs, Jeffrey	7/16/14	Wages: U seeking 2%+steps each yr. E-1%,no steps-offered 2% if no steps-e Add Floating Holiday-n-e.	2014 - 2% 2015 - 2%	Wages-ER made offer at hearing. Exceeds pattern of non-union. Floating Holiday - no compelling reason nor quid pro quo.
14-PN-0551	Benton County Teamsters Local 320	Jacobs, Jeffrey	7/07/14	Dep/Sgts/Lts, 2014-16. Agreed to wage & insurance pattern at hearing(% unk.) Mkt adj.-n-e; OT, Hol., Uniform changes-n-u; Affordable Care Act compliance-y-u.		Market adjustment-insufficient evidence. O.T., Holiday, Uniform changes-lack compelling need or quid pro quo for changes. ACA language guarantees no reduction in benefits.
14-PN-0040	St. Paul, City of St. Paul Police Federation	Fogelberg, J.C.	7/05/14	'13 April-1%, Oct.-0.5%-e (u-3% split); '14 April-2%-e (u-3.6% split); '15 Apr.-2.75%-e(e-2% Apr.) (u-4.1% Jun/Dec)	2013 - 1.5% 2014 - 2.0% 2015 - 2.75%	'13,'14-pattern.'15 exceeds pattern by +.75%. Over 20 yrs. only 2 P.D. contracts reflected internal pattern. Used Mpls. comparison.
14-PN-0563	Canby, City of Law Enforcement Labor Services, Inc.	Imes, Sharon	6/26/14	Wages 2014-2%-u (e-1.5%), '15-2%-u (e-1.5%). Limit comp accrual to 120hrs. -n-u; VEBA-n-e (u: s-1,000, f-2,000)	2014 - 2% 2015 - 2%	Wages-internal pattern. Comp accrual-no limit in contract. VEBA negotiated out of 2010 contract. Any changes require quid pro quo.
13-PN-0299	Sibley County Minnesota Public Employees Assn	Befort, Stephen	3/11/14	Deputies/Jail/Dispatch/Investigators. Wages-e (u-same general incr plus 3% merit each yr.). Comp time & accrual-no change-e; OT change for invstgrs-n-e.	2012 - \$.40 2013 - 2% 2014 - 3%	Wages-internal pattern. Comp time - no compelling need for change (already a leader in comparison group). OT - no compelling reason for change.
13-PN-0286	Freeborn County Minnesota Public Employees Assn.	Lundberg, James	2/24/14	Deputies. Wages-e (u '13-2%, '14-2.5%); Uniforms-no chng-e (u-+\$50); Shift pay-no change-e (u-+\$.25 hr.).	2013 - 1.75% 2014 - 2.0%	Wages-internal patrn. Unfrm allowance-same as sgt's & others in region. Shift pay - same amount as sgt's and all others in county.
13-PN-0840	Wilkin County Minnesota Public Employees Assn.	Neigh, Charlotte	2/13/14	Jailer/Dispatcher. Change comp grp-n-e.; Wages-2%-e (u-3%+\$1); Incr OT accrual 40hr to 80hr-n-e; Uniform provide to cash system-n-e; Shift pay +.25 to \$1-y-u; FTO pay-n-e.	2014 - 2%	Wages-internal & external. Shift pay increase based on comp group average.No compelling reasons provided for any of other proposals
13-PN-0781	Wilkin County Minnesota Public Employees Assn.	Latimer, George	1/29/14	Deputies.'13-3%-e (u-3%+\$2), '14-2% 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.
13-PN-0783	Isanti County Law Enforcement Labor Services, Inc.	Miller, Richard J.	1/23/14	Deputies: Duration-3y-e (u-2y); '13-1.5% Apr&1.5%Jul-e (u-1%Jan,1%Jul); '14-2%Jan-e (u-1%Jan,1%Jul); '15-1%-e (u-2%); Insurance - e. (effective Mar 2014 vs July 2013-u). Cell phone-no change-u.	2013 - 3% 2014 - 2% 2015 - 1%	Duration-internal pattern. Wages & insurance intrnl pattern. U tried to back load wages so insurance wouldn't change. Cell phone policy -no quid pro quo offered to reduce benefit.
13-PN-0782	Lino Lakes, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	1/13/14	Sergeants. 2014-2%-e (u-2.5%). Insurance-u (full single vs. 90%; H.S.A. \$1,000/2,500 vs.\$750/\$1,500.)	2014 - 2%	Wages internal pattern. Insurance, ER has burden to show change is necessary & reasonable to reduce benefit.

2013 BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
13-PN-0350	Faribault County Minnesota Public Employees Assn	Kircher, Andrea	12/11/13	Jail & Dispatch. Wages: *12-1.25%-e (u-3%+3% adj); *13-0% (u-1.5%+1.5%). Insur-mandatory single participation-e.	2012 - 1.25% 2013 - 0%	Lowest fund balance in state. Little turnover & no problem hiring. April arbitration for for deputies awarded same internal pattern.
13-PN-0672	Lyon County Law Enforcement Labor Services, Inc.	Miller, Richard J.	12/09/13	Jail Sgts. Add vacation step at 7 yrs of 17d-y-u. (Current 15d until 15yrs.)	Union position	Internal pattern, but egregiously below market. Maximum vacation accrual not increased.
13-PN-0704	ISD 309, Lake of the Woods AFSCME Minnesota Council 65	Miller, Richard J.	11/27/13	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.	2013 - 2% 2014 - 2%	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 & Severance amounts from ees previous individual contracts with district.
13-PN-0704	Forest Lake, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	11/20/13	Officers. Change Discipline lang-n-u; Chng Med Leave-no-u; Unifrms*13-900 14-925-u (e-875,900), *15-no incr-e; Insurance-*13 no incr-e,*14,*15-reopener-u, exclude new ees from 100% plan-n-u; HCSP-15m,20m, 25m-u (e-\$10m); Ed incentive-n-e; Wages-0, 1.5, 2.5-e (u-2,2,2).	2013 - 0% 2014 - 1.5% 2015 - 2.5%	Discipline/Med leave/New ees bar from 100%/ Ed incentive-failure to show problem or offer quid pro quo. Uniforms/HCSP-history of incrs justified awarding more than Sgts negotiated. Insur*13-pattern, *14&*15 deviate from pattern but only a minority of unions settled & unk insurance environment. Wages-pattern.
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% 2014 - 2% 2015 - 2.5%	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. Reprimd 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 contrib-e	2013 - 2.5% 2014 - 2% 2015 - 2%	Duration internal pattern and eliminates whipsaw bargaining. Wages, VEBA and insurance-internal pattern. U argued low pay v the market if longevity is considered. It was not certified or requested - Arbitrator ruled it is a subset of wages & awarded it.
13-PN-0068	Owatonna, City of Teamsters Local 320	Befort, Stephen	9/11/13	Officers. 2yrs-e (u-3y); *12-1%; *13-Jan 1%, July 0.5% (e-0%, u-3% both yrs). Grievance mediation step-n-u; Allow for 12h shift-n-u; Call back/court 2 to 4h-n-e; FLSA OT-n-u; Comp time-n; Seniority vac-no-u; Holiday-same as Sgts; Insur-e Uniform-n-e;Shift pay-n-e;Wrk comp-n-u	2012 - 1% 2013 - 1.5%	Internal pattern. Lack of compelling reasons for proposed changes. Allowing for 12h shift puts 10h at risk. Comp time-both seeking change-no change. Holiday-sgts awarded even though neither side proposed it.
13-PN-0496	Pine County Teamsters Local 320	Miller, Richard J	8/01/13	Deputies. Wages-reached agreement. Uniform:*12-\$725-u (+\$25), *13-\$750-u.	2012 - 1.5% 2013 - 1.5%	Uniform-external comparisons & new uniforms. Shift diff-same benefit, but dates changed.

				Shift diff- update dates-y-u (e-not certified). \$200 bi-weekly Travel Stipend n-e;		(ER questioned if properly certified?). Travel stipend sought as compensaton for losing take home cars - no justification provided.
12-PN-0878	Winona County AFSMCE Minnesota Council 65 Assistant County Attorneys	Paul, David	7/09/13	Wages:'11-0%-e,'12-Jan1%, July1%-e, 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:internl settlemnts & economy. Insur: intrnl pattern doesn't fit group profile (all on single at 100% so no need to subsidize families). Language items-no compelling reason for change. Final positions may not be withdrawn or amended except by written mutual concent
12-PN-0813	Washington County Minnesota Public Employees Association	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 unifrm reimbrsmnt grievable-u. Allow Hol. pyramiding-n-e.	2012 - 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 Law Enforcement Labor Services, Inc.	Powers, Nancy	6/19/13	Sgts: Duration-3yrs-e (u-2y); Wages- 12-0%-e (u-3%), '13-14-parties agree; Insur-50% inc v \$-u; Vac cash out-n-e; Add FI Hol-n-e; Comp time-n-e; Court time-3 hr-u; Seniority bidding-n-e.	2012 - 0% 2013 - 2% 2014 - 2%	May Arb- officers 0%, 3%, 3%. Sgts agreed to city pattern '13-2%, '14-2% but wanted to equal officers 6% total with 2% in '12 - no. Court time 3hrs equals officers. U insurance position closest to current language.
12-PN-1205	Traverse County Law Enforcement Labor Services, Inc.	Scoville, James	6/06/13	Deputies wages: '12-1%-e (u-6.2%)	2012 - 1%	Internal pattern. Insurance used by ER for external compensation comparison.
13-PN-0284	Dakota County Law Enforcement Labor Services, Inc.	Befort, Stephen	6/04/13	Deputies. Wages-e (u'12-2% +5% at control point, '13-2%). Merit Matrix: 12-0%; '13 base % + lump sum %-e.	2012 - 0% 2013 - 1%	Internal pattern. 73% fund balance not a factor. 2 patterns based on level of Insur. coverage. Discussion of Arbitration considerations.
12 PN 1309	ISD 485, Royalton Royalton Federation of Teachers	Latimer, George	5/29/13	Wages-u, (e '12-0%, '13-0%). Mediated. agreement of 0%, 2% rejected by ER.	2012 - 1% 2013 - 1%	Retaining relative standing in comparison group outweighed ability to pay.
12-PN-0968	Wright County Wright County Deputies Association	Befort, Stephen	5/24/13	Wages-e (u-3%,3%,3%); Steps on anniv vs Jan 1-no-e; Longevity pay-n-e; On call \$30 to \$50-y-u; Court Time 3 hours-no-e; Uniform \$650,\$675,\$700-e (u-\$70-\$750,\$800); Incr Vac-no-e; change Vac/Sick use-n-u; Def of child- y-e; Incr Severance-n-e; Funeral Leave- u; Change FI Hol-no-u.	2012 - 0% 2013 - 0% 2014 - 1%	Wages internal - did not change comparison group. Longevity-e, On Call-u, Uniform-e, Vac-e, Def of Child-e Severance-e, all based on internal pattern. Remaining issues failed for lack of compelling reason to change.
13-PN-0089	Dakota County Law Enforcement Labor Services, Inc.	Johnson, John	5/17/13	Sergeants. Wages-e (u'12-2%+5% at control point, '13-2%). Merit Matrix: 12-0%; '13 base% +lump sum%-e.	2012 - 0% 2013 - 1%	Internal pattern. There are 2 patterns based on level of Insurance coverage. County has 73.64% fund balance.
13-PN-0018	Stillwater, City of Law Enforcement Labor Services, Inc.	Anderson, Richard	4/07/13	Wages: '12-0%-e (u-3%), '13 & '14-u (e- 2%, 2%). Insurance '13-e; '14 reopener.. 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%-u; Top lump sum \$.30,\$.40.	2012 - 0% 2013 - 0%	Sgt wages-internal pattern. Range movement equal to deputies (ER offered \$.30 & \$.40).
12-PN-1086	Faribault County Law Enforcement Labor Services, Inc.	Toenges, Rolland	4/03/13	Wages:'12-1.25%, '13-0%-e (u-2.5% '12, 2.5% '13). Health Insurance-e.	2012 - 1.25% 2013 - 0%	Internal pattern, overall economy & fund balance of only 23%.
12-PN-0906	Hennepin County Hennepin County Professional Social Work Supervisory Employees Org	Latimer, George	2/11/13	'12-no step,\$500 lump sum-e(u-steps + 5%);'13-step+1.5%-e (u-steps+5%); on call increase. Pay for license-no-e.	2012 - \$500 2013 - 1.5%	Wages-expanded duties didn't require large wage increase- internal pattern. On call & License based on history & pattern.

12-PN-0906	Brooklyn Center, City of Law enforcement Labor Services, Inc.	Gallagher, Thomas	2/09/13	Wages ('12&'13 u-2%+.05%;e-1%,1%) Longevity-add \$20 to 16yr step-u; Det. pay \$35/m-u; On call-no change-e; Insurance-contribution reduced-e	2012 - 2% 2013 - 2%	Wages-2% internal pattern. Longevity external comparison. Detective increase - external. Insurance - internal & rate dropped by 17% to 20%.
12-PN-0380	Carver County Teamsters Local 320 Detention/Dispatchers	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%	Wages-internal. Steps-negotiated away in 2009. Dispatch market adjustment did not include their longevity in the comparison. Severance-internal. Uniform & shift differential-internal.
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.

2012

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
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%(ageed); 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 intrnl/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 Attmrys; '11-0%-e, '12-1%July-e (u-4.5%, 4.5%); New 4% step in '12-u; Change # of on call days & pay-no-e,	2011 - 0% 2012 - 1%	Wages - internal pattern. New top step - raises top pay closer to external average. On call- any change should to be negotiated.
12-PN-1175	Lino Lakes, City of Law Enforcement Labor Services, Inc.	Dunn, Richard	11/27/12	2012-1% 7/1-u (e-1% 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- agreed; Market adjustment-no; Shift language specifying hours-no-e.	2012 - 1.5% 2013 - 1.5%	Leave - no quid pro quo. Not reasonable to second guess job classifications. Shift hours are management rights.
11-PN-1163	Ely, City of Law Enforcement Labor Services, Inc.	Orman, Anthony	11/19/12	Duration-3y-e (u-2y); Wages 2011-e (u-1%); '12-2% July-u (e-1%Mar); '13- both agreed; Pro rate vac earning-n-u Insurance-e; HRA-e; Residency- agreed	2011 - 0% 2012 - 2% 2013 - 2%	Duration-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 Insurance-e (u-keep '11 \$'s which were 16% higher-note insur cost decreased by 16%); 2013 Ins-u (Arb increased ER amounts to same % as 2012.	2012 - 1% 2013 - 1%	Officers. Wages - internal & economy. Insurance- 2012 internal pattern. 2013 amounts increased from ER offer to mirror 2012 ratio to cost.

12-PN-0681	Lac Qui Parle County AFSCME Minnesota Council 65	Neigh, Charlotte	11/16/12	Duration-3y-e (u-2y);Wages-e (u-1.5%) Market adj-no-e (u-\$2,500); On-Call: u increase \$300 to \$350-no; e-change to \$2.50 per hour-no; P.T. On-Call incrs- no-e; Easter premium-y-u; Life insurance increase - y-u.	2012 - 1% 2013 - 1% 2014 - 1%	Deputies & Jail/Dispatch: Duration & Wages internal pattern. On-Call - insufficient evidence for either change. Easter - Good Friday already a holiday and only a few work on Sunday. Life insurance from \$10k to \$20K internal pattern.
12-PN-0697	Hennepin County Minnesota Public Employees Assn	Schiavoni, Mary Jo	11/07/12	Wages: 0%, \$500 lump sum-e (u-3%); Steps-no-e, (u-reinstate '11 step+2012).	2012 - \$500	Detention Deputies. Internal pattern.
12-PN-0477	Anoka, City of Law Enforcement Labor Services, Inc.	Kapsch, Frank	11/05/12	Wages: '11-0%-e (u-3%); '12-1% Jan, 1%Jul-e (u-3%); Shift pay-no-e (u-'11- \$15, 2012- \$25 per pay period)	2011 - 0% 2012 - 2%	Officers: Wages-internal pattern. Unwilling to add shift pay even though Sgts receive it. Discussion regarding interest arbitration.
12-PN-0951	St. Louis County Law Enforcement Labor Services, Inc.	Miller, Richard 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 +\$.05/h in 2013-u. Workers comp disability duration change-u.	2012 - 1% 2013 - 1.5%	Reduce benefits?-no compelling reason nor quid pro quo; Wages internal pattern. Step compression & on-call- no compelling reason. Uniforms-rising costs. Shift differential increase same as corrections. Workers comp same as county policy.
12-PN-0334	Blue Earth County AFSCME Minnesota Council 65	Miller, Richard J.	9/24/12	Co. Attorneys. 2012-1% Jan, 1% July 2013-1.5% Jan, 1% July-e (u-30%)	2012 - 2% 2013 - 2.5%	Internal, external & CPI considered. Discussion on 2 tiers for Co Attorneys salaries, PELRA & M.S. \$388.18, (6).
12-PN-0694	Baxter, City of Law Enforcement Labor Services, Inc.	Gallagher, Thomas	9/14/12	Wages-0%, 0%-e (u-1%/1%, '12-2%) Increase severance-no-e (u-from 50% to 60% of sick leave).	2011 - 0% 2012 - 0%	Wages-based on economy, no internal settlements. Sick buyback should be negotiated-there is an internal pattern.
12-PN-0609	Mound, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	9/05/12	Shift differential-no-e; 2011-1%July-e (u-3%), 2012-1%-e (u-3%); Me too-y-u; Insurance-no change-u (e-\$ cap single)	2011 - 1% 2012 - 1%	Shift pay not common in comparison group. Wages and insurance internal - see June 2012 Sergeant's arbitration.
12-PN-0995	Anoka County Law Enforcement Labor Services, Inc.	Remington, John	8/24/12	Detention Dep. 2yrs-u (e-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 Law Enforcement Labor Services, Inc.	Lundberg, James	8/17/12	Wages: 2012-2%-e, 2013-1%-e (u-3%, 3%); Uniforms: 2012-\$740 (u-12-\$710, '13-\$720); Uniform carryover change-no.	2012 - 2% 2013 - 1%	Officers' wages-internal pattern. Uniforms- sgts amount (more than union requested). No to city's change in uniform carry over because sgt's language not changed.
12-PN-0441	Willmar, City of Willmar, City of (Amended Award) Willmar, City of (Court Order Vacating) Law Enforcement Labor Services, Inc.	Latimer, George	8/13/12	Wages: '11-officers 1%, sgts 2%; '12-offrcs 1%, sgts2%-u (u seeking 2%for officers & 3% for sgts each yr; e-'11-0%both, '12-1%both). Insurance- fixed \$ vs % amt-no-u. Amended award-insurance correction.	2011 - 1% 2012 - 1%	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 12-PN-0368	Waseca County Deputies and Jailers/Dispatchers Teamsters Local 320	Ver Ploeg, Christine	7/31/12	3 yrs-e; Compensation-20 stps-e; Hire above start-e; expiration-e; Insurance-e; Uniform returned when employment ceases-e No changes to: FTO, Shift diff., Retiree Insurance; Work week; Maximum sick accrual; Transfer sick to Vac Acctnt-u.	2012 - 1.1% 2013 - 2014 - 1.7%	Compensation plan changed from 6 steps to 20 steps. 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.
14-PN-0399	Minnesota, State of (Interest Award) Minnesota Nurses Association	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.

11-PN-0781	Mille Lacs County Law Enforcement Labor Services, Inc.	McCoy, Arthur Ray	7/06/12	2011-0%-e (u-1%); 2012-1%-u(e-0%); Steps-yes-u; Raise comp accrual-no-e OT after 8 hrs-no-e; Uniforms- 11 +\$50, 12 +\$50-u; Retain 100% single insur-u; Change ER from Sheriff to Co board-no-u.	2011 - 0% 2012 - 1%	Deputies Wages-pattern. Steps-long term practice & increased value of experience. OT- lack of evidence. Uniforms-jailers got \$90 (no to changing pay date). Insurance-long practice & others still receive 100%.
12-PN-0205	Mound, City of Law Enforcement Labor Services, Inc.	Paull, David	6/15/12	Wages:2011-1% July; 2012-1%-u (e-2011-0%, 2012-.5%); Call back-2hr min-u; Uniforms-no incr-e; Insurance-\$ cap on single-no-u; Vac carry over-1.5 x earned, 480 hrs if +10 yrs-e.	2011 - 1% July 2012 - 1%	Wages-external (no intrnl agreemnts). Call back & Vac carry over - internal. Uniforms-above external average. Insurance change to single \$ cap not necessary since 16% drop in premiums (may be necessary in future).
11-PN-0520	Apple Valley, City of Law Enforcement Labor Services, Inc.	Ver Ploeg, Christine	6/14/12	Sgts. 1/1/11-1%, 12/31/11-.25%; 1/1/12-1.25%, 7/1/12-1.25%; (u-11-3%, 2012-3%/3%). Insurance-e;\$80 HRA-u; Uniforms-\$875, \$900-u; Holidays change language-no-u; July 4, eliminate double pay-no-u.	2011 - 1.25% 2012 - 2.5%	Wages-internal pattern. Insurance-significant change based on pattern; \$80/mo. HRA is a quid pro quo for insurance change. (benefit expired in other contracts); Uniform allowance increase - same as patrol. Holiday issues - same as patrol.
12-HN-0429	Cook County North Shore Hospital Cook County Hospital & Care Ctr Assn	Daly, Joseph	4/18/12	2012-2%-u (e-0%), 2013-1% (u-2%, e-.5%); PTO-40 hour reduction-e	2012 - 2% 2013 - 1%	Both wages & PTO, match nurse's contract.
11-PN-0927	Clearwater County Teamsters Local 320	Powers, Nancy	3/13/12	Insurance: eliminate \$500 ded plan-no; change % to fixed \$ for family ins-no; change Union security & ee rights-no. Union seeking Uniform \$ rollover-no; & change to shift premium hrs-no.	2011 - 0% 2012 - 0%	0% & steps both years-e (u-3%&3% +steps). Award based on internal pattern & economy. Issues denied lacked quid pro quo or compelling need for change.

2011 BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
10-PN-1606	Little Falls, City of Law Enforcement Labor Services, Inc.	Latimer, George	12/21/11	Wages:'09-0%-e (u-3%);'10-0%-e(u-0% with steps or 1.5%);'11-0%-e(u-0% w steps or 2%). Funeral-5 sick days-u.	2009 - 0% 2010 - 0% 2011 - 0%	Wages-economy & only 16% fund balance. Steps denied despite 49ers getting steps (min. cost only 2ees). Funeral-intrnl pattern.
11-PN-0581	Hibbing, City of Hibbing Police Federation	Ogata, Harley	11/23/11	Wages: '10-0%-e (u-8%); '11-2% (e-0.5%, u-5%); '12-2% (e-1%, u-5%). Insurance 85% to 80% in 2011-no-u	2010 - 0% 2011 - 2% 2012 - 2%	Wages - above pattern of 0%, 1% & 1%; job study & fund balance. Insurance - internal at 85%. No change to duration language-e.
11-PN-1177	Hennepin County Medical Center Minnesota Nurses Association	Miller, Richard J.	11/11/11	One issue - Layoff language -u	Union position	Problems with existing language. Award same as language in other hospital contracts.
10-PN-1621	St. Louis County (Interest Case) AFSCME, Minnesota Council 5	Remington, John	11/11/11	Attrnys; Stop ee insurance contribution to County's self insurance plan-no-er; 2 floating holidays-yes-u.	Split	A wage increase was quid pro quo for insurn. also internal pattern; 2 Floating Holidays replaces 2 discretionary days.
11-PN-0466	Dakota County (Interest Case) Teamsters Local 320	Jacobs, Jeffrey	11/07/11	Corrections Wages:2011-0%-e (u-3%) Merit pay-0%-e (u-3%).	2011 - 0%	Internal pattern and the state of the economy.
11-PN-0465	Isanti County (Interest Case) Law Enforcement Labor Services, Inc.	Orman, Anthony	11/02/11	Deputies; 2 years-e (u-1yr.); 11-0%-e (u-1%), 2012-1.5%-u (e-1%); Steps 2011-y,12-n-e; 24 hr furlough-n-u.	2011 - 0% 2012 - 1.5%	Duration-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% 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% 2011 - 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.	2010 - 0% 2011 - 1%	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% 2011 - 1% 2012 - 2%	No explanation for award.
11-PN-0635	Brainerd, City of Teamsters Local 346	Reynolds, James	8/02/11	Cpts 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% 2011 - 1%	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% 2011 - 0%	Both agreed to 0%, Total cost of 2% per yr year (insurance) - internal pattern.
10-PN-0934	Brooklyn Park, City of Teamsters Local 320	Wallin, Gerald	6/09/11	Wages: 10-0%-e (u-1.5%), 11-0%-e (u-1.5%); Steps-2011-no-e; Mkt adj. language (0-2% based on average) to remain, but not applied.	2010 - 0% 2011 - 0%	Internal pattern. Ability to pay has taken on greater weight; market comparisons less important due to city's fiscal differences.
10-PN-1622	Saint Louis County AFSCME Minnesota Council 5	Remington, John	5/20/11	Dispatch/Corrections unit. OT will not use sick or comp hrs as time worked-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.
11-PN-0209	Washington County Law Enforcement Labor Services, Inc.	Lundberg, James	5/15/11	Wages: Dep.10-0%, 11-0%-e (u-3%, 1.5%), Sgts 3%, 1.5%-u (e-0%,0%); Step compression-no-e; Steps 2011-yes-u; Shift diff incr-no-e; Comp accrual incr-no-e; Clothing-\$625to\$700-u; Cell phone language-no-e; Eliminate sick preservation & purchasing card-no-u.	2010 - 0% 2011 - 0%	Deputies 0%,0% based on pattern. Sgts based on pay equity (changed differential between Dep & Sgts which union did not request); Incr to clothing due to market & buy American. Reluctance to change contract was basis for other awards (including steps for 2011).
11-PN-0059	Hennepin Healthcare System, Inc. Minnesota Nurses Association	Kircher, Andrea	4/25/11	Wages: 2010-0%-e (u-3%, 5% for clinic nurses who went to 2nd tier in 2008).	2010 - 0%	Internal & external patterns of 0%.
10-PN-0748	Roseville, City of Law Enforcement Labor Services, Inc.	Martin, William	4/25/11	2 yrs-e (u-1 yr.), Wages:1%,1%-u (e-0%,0%); Longevity:1%,1%-u (e-0,0); Ed credit:1%,1%-u (e-0%,0%).	2010 - 1% 2011 - 1%	Duration-already in yr 2. Wages-1% & 1% modest requests - below CPI (Sgt's 2010-2.95%-3rd yr). Longevity & Ed Cr historically mirror wage increases.
10-PN-0925	Lyon County Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	4/22/11	Wages: 0%, 0%-e (u-3%, 3%); Merit pay:09-yes-u;10-yes-e; Vac:240 hr cap -no-u; Hol. Pay: Columbus+floater-u (e-2 floaters); Retiree Ins hired 5/1/97-no-e.	2009 - 0% 2010 - 0%	1st contract of Jail/Disp. Wages-internal & economy. Merit & Hol. pay-deputies pattern. Vac-should be negotiated. Retiree benefit - provided through policy not contract.
09-PN-1040	Duluth, City of Firefighters Local 101	Fogelberg, J.C.	4/6/11	Union asked city to increase HCSP contribution for new ees from 1.25% to 2%. Other unions receive 1%.	City's Position	Internal pattern; city's distressed finances; fire already is .25% above other union's.
10-PN-1600	Hopkins, City of Hopkins Police Officers Association	Lundberg, James	3/31/11	2010-1% (u-Jan1%,July2%) (e-0%); 2011-2%-e (u-2%); Single Insur 2010 \$667-u (e-\$612), 2011-\$724-u (e-\$669); Uniform-\$800-u (e\$850).	2010 - 1% 2011 - 2%	Wages-intrnl pattern argued-49ers 3% in 3rd yr (08-10) trumped 0% given in current round. Single insr-100% of high cost vs 100% of low cost (past trend & no quid pro quo). U asked for lower uniform \$ to pay insurance.

FMCS	SMDC Health System Operating Engineers Local 70	O'Toole, Carol	2/25/11	Interest Arbitration- keep language-u; part-time ee language-no change-u; lump sum of \$595 (exclude 5 eligible for steps or longevity?)-no-u.	Union positions	Changes to contract should take place at negotiating table. If 5 ees were denied the lump sum they would be treated differently than others.
10-PN-1602	Cottage Grove, City of Cottage Grove Police Officers Federation	Anderson, Richard	2/05/11	Wages: 12/31/10*-2%-e (u-\$1/hr to top pay); 2011-1% 1/1 & 1% 7/1-u (e-1% & mrkt adjustment 7/1); Drop Short term disability eligibility frm 20 to 5 days-no-e.	2010 - 2%* 2011-1%,1%	2010 internal patern. 2011 COLA, Union failed to meet burden of showing need to change Short Term Disability eligibility.
10-PN-1074	ISD 625, St. Paul St. Paul Principals Association	VerPloeg,Christine	2/01/11	Retiree insr. sunset for new ee hired after 1/1/96, in exchange they got a 403b. Seeking 403b for those who kept insurance.	Denied	Final Offer. Neither internal nor external comparisons support incr. budget realities and should adhere to 1995 negotiated agreement.
10-PN-0853	Forest Lake, City of Law Enforcement Labor Services, Inc.	Miller, Richard 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 3/1/11 with no backpay.
10-PN-1022	Hennepin County Hennepin County Sheriffs Supervisors Association	Miller, Richard J.	1/10/11	OT: for Cpts & Lts, remove FLSA restrictions for Sgts-u; Hol premium-no-c; Comp time for Watch Cmdrs-no-c; Uniform incr-no-c (u-\$1,000). 2 yr wage freeze & no steps in 2011 negotiated.	OT for Cpts & 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 depties. Negotiation pay maintains the past practice.

2010

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
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 Teasmters 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% 2011 - 3%	Wages - based on city's financial shape. Insurance-internal pattern. Shift diff-denied as new benefit.

10-PN-0932	Hennepin County Hennepin County Supervisors Assn	Fogelberg, J.C	11/11/10	Correction supervisors accreted into Suprv Assn. seeking to retain Holiday & Officer in Charge pay.	Co.'s Position	Existing benefits not in Master Agreement viewed as new benefits.
10-PN-0623	Hennepin County Teamsters Local 320	Neigh, Charlotte	10/19/10	Comp time: ee option to select pay or time off-no-C. Seniority bidding for days off-no-C. Penalty for less than 10 day notice of schedule change-no-C.	Co.'s Position	Union has burden to demonstrate need for change. Some of the issues rejected in prior arbitrations. Wage & step freeze negotiated for 2011.
10-PN-0959	Shakopee, City of Law Enforcement Labor Services, Inc.	Lundberg, James	10/8/10	Duration: 1yr-u; Wages: 1% (u-3%, c-0%); Uniform-\$800 (u-\$815, c-\$775) Longevity: no change-u; Performance pay: no change-u.	2010 - 1%	Duration-only 1 internal & lack of data; Wages: 67% fund balance; Longevity & Performance Pay: city burden to prove need for change.
10-PN-1107	Plymouth, City of Law Enforcement Labor Services, Inc.	Latimer, George	10/2/10	Wages only issue. U seeking 3%. AFSCME received 2%. E offered 0%.	2010 - 0%	Economy; no internal pattern, Union vs AFSCME-raises of 37% to 30% in 8 yrs. & 5% v 2% in 2009. Market rank should include longevity.
10-PN-0957	Mounds View, City of Law Enforcement Labor Services Inc.	Miller, Richard J.	9/29/10	Duration: 1 yr-u; Insurance: \$867.33-u (c-\$842.20); Wages: 0%-c (u-2%).	2010 - 0%	1 yr due to lack of data for 2011; Wages based on economy; Insurance increase to off set 0% wages.
10-PN-1306	Isanti, City of Law Enforcement Labor Services Inc.	Miller, Richard J.	9/28/10	Duration: 1 yr-u; Wages-0%-c (u-3%); Insurance: high deductible plan?-no-u; Sick cap increase?-no-c.	2010 - 0%	1 yr - lack of 2011 data; Wages - economy & settlement avgs.; Insurance-can't change until 2011 - so negotiate.
10-PN-0776	Hennepin County Hennepin County Deputy Sheriff's Assn	Jacobs, Jeffrey	9/07/10	Wages: 0%, 0%-c (u-3%,3%); Steps: 10 yes, 11 no-c; Shift incr-no-c; Unifrm incr-no-c; FTO, Latent Print, Firearm incr-no-c; Seniority-no-c; Pay for 28 d schdl-no-c; Penalty for schdl chng & def of emergency-no-c;Lght duty-no-c.	2010 - 0% 2011 - 0%	Internal pattern; or failure to provide compelling reason for change; or inherent management right (denying request to create light duty position).
10-PN-0861	Coon Rapids, City of Law Enforcement Labor Services, Inc.	Bard, Stephen	8/09/10	Insr: no change-c; Vac: add 1 day/yr 21y to 25y -u; Inc Prem Pay: no-c; Unifrms:+\$35-u; Wages:1% (u-3%,c-0%)	2010 - 1%	Benefits-internal (public works-vacations) Uniforms-increased cost of "Buy American" requirement. Wages-external (maintains rank).
09-PN-833	Metropolitan Council Teamsters Local 320	Fogelberg, J.C	6/28/10	2009 0%-e (u-3%); 2010-0% (u-2%); Steps=yes-u; Longevity-no change-u (e- freeze steps & long., sunset long.)	2009 - 0% 2010 - 0%	Ability to pay more important than external market.
09-PN-0550	Brainerd, City of Law Enforcement Labor Services, Inc.	Boldt, Charles	5/02/10	2 yrs-e; 2009 u-3%, e-0%; 2010 u-no position, e-reopener.	2009 - 3% 2010-reopener	2 yrs & 2010 reopener - city pattern; 2009 based on market avg. (internal pattern-0%).
09-PN-0840	Centennial Lakes Police Department LELS - Sergeants	Daly, Joseph	3/31/10	2009 u-117% of patrol (4.5%), e-3.5%. 2010 u-117% of patrol (1%), e-0%. 2009 ins-900 (u-900, e-800); 2010 ins. 900 (u-1,000, e-800); performance pay-u.	2009 - 3.5% 2010 - 0%	Hard economic times. Insurance and performance pay based on internal comps.
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 of 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; 2010 u- 4% +steps; e-0% +steps; 1.5 premium for xmas eve-u	2009 - 3% 2010 - 0%	+steps both yrs-city has 54% fund balance. Economy & lack of mrkt settlements. Internal pattern.

2009						
BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
09-PN-0698	Minnetonka, City of Clarification of Award Law Enforcement Labor Services, Inc.	Gallagher, Thomas	9/2/09	09-2.75%-u (e-1%), '10-1%-e (u-2.85%) Severance language-e.	2009 - 2.75% 2010 - 1.0%	Internal pattern.
09-PN-0540	Crookston, City of Law Enforcement Labor Services, Inc.	McGilligan, Dennis	8/18/09	Only issue, wages for 2009. Union asked for 4%, City offered 0%.	2009 - 2.75%	Internal pattern. City wanted to deviate frm pattern due to economy.
09-PN-0267	Morrison County Law Enforcement Labor Services, Inc.	Holmes, Barbara	6/2/09	Union seeking 4%, County 1% FTO-no; 1yr- co. position; Co. insur.	2009 - 1%	Ability to pay and internal pattern.
08-PN-0677	Faribault County Teamsters Local 320	Befort, Stephen	4/3/09	2008-2009-u (e-2%,2% argued against established pattern). Add 2 steps-n-e; Reduce comp-n-u	2008 - 2.9% 2009 - 3%	2008-2.9%, 2009-3%.. Co. did not try to reduce others due to budget.
08-PN-1141	Metropolitan Council Law Enforcement Labor Services, Inc.	Bognanno, Mario	2/27/09	2008-2%-e (u-4%); 09-2.5%-e (u-4%), Insurance - e.	2008 - 2% 2009 - 2.5%	Internal patterns. Ignored external settlements neg in better times.
08-PN-0472	Blue Earth County Teamsters Local 320	VerPloeg, Christine	2/22/09	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.	2008-2%,2% 2009-2%,2% 2010-2%,2%	Wages - internal pattern. Lead pay- recession; Shift diff and HCSP-no internal nor external support.
08-PN-0828	Fridley, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	1/3/09	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	2008 - 3% 2009 - 3%	Sgts - wages & standby same as officers. Insurance internal. Other issues lacked compelling evidence.
2008						
BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
08-PN-0751	Murray County Law Enforcement Labor Services, Inc.	Gallagher, Thomas	12/31/08	U 4%+steps; E 3% w/o steps-A 2.5% with steps; co's insurance pattern.	2008 - 2.5%	Arbitrator combined wages & insr. in market comparison.
08-PN-0750	Buffalo, City of Law Enforcement Labor Services, Inc.	Yaeger, Thomas	12/15/08	Health Insurance reopener: Family 2008 - \$780-u, (City \$740.49)	Union position	Non-Union internal pattern rejected Based on external % average.
08-PN-0453	Owatonna, City of Teamsters Local 320	Bryant, Bernadine	12/14/08	Sgts group; wage reopener 2008-3.25-u (e - 2.75%).	2008 - 3.25%	External, no internal pattern.
08-PN-0926	Dakota Communications Center Law Enforcement Labor Services, Inc.	Miller, Richard J.	11/26/08	1st contract, 2 yrs-u; '08-3%-u, 09-3%-u. Shift diff-n-e; Uniforms-e;	2008 - 3% 2009 - 3%	Main issue of a salary step matrix or merit pay left unanswered.
09-PN-0048	Metropolitan Council Metropolitan Council Management Assn.	Gallagher, Thomas	11/20/08	Duration 2.5 yrs-e (u-3); '08-2.7%(u-4%, e-2.25%),'09-2.7%(u-4%,e-2.25%),HRA plan-y-e,Distinctions plan-n-u; insur amt- e, change leave conversion dates-n-u.	2008 - 2.7% 2009 - 2.7%	Added .2% saved by not awarding ER's merit request.
08-PN-0266	Stillwater, City of Law Enforcement Labor Services, Inc.	Neigh, Charlotte	10/31/08	'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	2007 - 3% 2008 - 3% 2009-3%, July,25%	Wages internal, court time external. Holiday premium and Invest pay-ext.
08-PA-0145	Paynesville, City of AFSCME Council 65	Jacobs, Jeffrey	10/21/08	First contract, 2007-5.3%(u-15%,e-1%), '08,'09-e (u-4%,4%). Language on: mngmt rghts-e, Position elimination-u; workweek-e; OT-u; reduced retiree ins-e..	2007 - 5.3% 2008 - 2.25% 2009 - 2.5%	2007-external. Pay equity concerns. 08-09 - internal. Other issues - internal.
08-PN-1039	Apple Valley, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	10/20/08	2009-3.25% (u-5%, e-2.5%) Uniforms +\$25 for both 08 & 09.	2009 - 3.25%	Wages same as 2009 sergeant's arbitration award. Uniforms-internal.

08-PN-0303	Apple Valley, City of Law Enforcement Labor Services, Inc.	Kircher, Andrea	10/6/08	Wages: 2007-3%-e (u-4%), 2008-3%-e (u-4%), 2009-3.25% (u-4%, e-2.5%), change Master Sgt program-n-e, uniforms '07,08-n-e, '09-\$25-u. Emrgncy leave-n-u.	2007 - 3% 2008 - 3% 2009 - 3.25%	'07-08 internal. 2009 external. M Sgt- no compelling reason. Uniform maintains internal ratio. Leave-no compelling reason.
08-PN-0816	Brainerd, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	10/6/08	Duration-1yr-e (u-2yrs); 2008-3.0%-e (u-3%+1% adj). Longevity incrs-u.	2008 - 3%	Wages internal pattern. Longevity equals department heads.
08-PN-0127	Stillwater, City of Law Enforcement Labor Services, Inc.	Bryant, Bernardine	9/30/08	2007-4%(u-5%, e-3%), '08-3%-e (u-5%), '09-3%Jan., .25%July- e (u-5%).	2007 - 4% 2008 - 3% 2009-3% +.25%	Market 2007, pattern 2008 & 2009.
08-PN-0349	Becker County Teamsters' Local 320	Daly, Joseph	9/17/08	Wages-u (u-5%, 5%; e-1.5%, 1.5%) 24 hr funeral leave, longevity, shift diff increase-pattern-u; zipper clause-no-u.	2008 - 3% 2009 - 3%	Wages-pattern 2008-2009..
08-PN-0547	Scott County Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	9/2/08	County changed salary matrix neg in 2007. '08-1%-e (u-3%), '09-1%-e (u-3%)	2008 - 1% 2009 - 1%	Wages & other issues based on internal pattern.
08-PN-1091	Mound, City of Law Enforcement Labor Services, Inc.	O'Toole, Carol Berg	8/21/08	U-4%+\$75, 4%+\$25; E-2.5%, 2.5% Insur: \$25, \$25-E.	2008 - 3% 2009 - 3%	External avg. and city suggested it was reasonable.
08-PN-0912	Richfield, City of Law Enforcement Labor Services, Inc.	Toenges, Rolland	8/8/08	City's pattern 3% Jan; .5% July. Award 3% Jan, .6% Aug.	2008 - 3.6%	Internal & external averaged. .6% in Aug - same cost as .5% in July
08-PN-0114	Minnesota, State of Minnesota Nurses Association	Miller, Richard J.	7/29/08	Union seeking 10%, 10%; shift diff. from \$.65 to \$.70-e; mandatory OT-u; attach MOAs to contract-u; on-call-u. vacation accrual new hires-u.	2007 - 3.25% 2008 - 3.25%	Budget constraints & internal pattern.
08-PN-0862	Traverse County Traverse City Highway Employee Council	Toenges, Rolland	7/23/08	Non-essential, agreed to final offer arbitration. Dispute re mkt adj. Co. 3 yr w mrkt adj 2008; Union 1 yr-4%.	2008-mkt adj 2009 - 3.15% 2010 - 3.25%	County position. Union was less expensive for 2008, but County was consistent w internal pattern.
07-HIN-1058	Monticello-Big Lake Comm Hospital Dist Minnesota Nurses Association	Miller, Richard J. Tripartite Panel	6/18/08	Wages-u; Differentials-u; Diff retro-er; Weekend defined-er; STO/STC-er; 1 hr pay to meet new members-u; 457 plan-er; Provisional hires-er	2007 - 4% 2008 - 4% 2009 - 3%	Wages & differentials - external market. Status quo on most language items.
08-PN-0187	St. James, City of Law Enforcement Labor Services, Inc.	Latimer, George	6/16/08	Wages: City \$ 66 across the board both year = to 3%, u 08-7%, 09-4%. Comp incr: no-e; Insurance change % to fixed \$: no-u; Sick leave change: no - union position.	2008 - 5% 2009 - 4%	External market, CPI & \$ 66/hour = 4% for other city employees.
07-PN-1013	Anoka County Law Enforcement Labor Services, Inc.	Fogelberg, J.C	5/28/08	2 yrs.-u; Wages 2%, 2%-e;Perf pay 2%,2%-e; PP eff Jan-u; spec pay-no;	2007 - 2% 2008 - 2%	Investigative Unit, award matches other internal LELS units.
07-PN-0791	Red Wing, City of Teamsters, Local 320	Laitmer, George	5/20/08	New pay scale; Sgts placed in step above current pay, (u - seeking same placement as Fire Captains).	City's position	Capt's base higher since 1999 due to OT exempt status. Reversing would abrogate negotiations.
07-PN-1174	Freeborn County Law Enforcement Labor Services, Inc.	Kapsch, Frank	3/29/08	Wage reopener for 2007 - 2.5%-e (u-3.5%).	2007-2.5%	Internal pattern and consistent with cost of living.
08-PN-0262	ISD 241, Albert Lea Albert Lea Education Association	Toenges, Rolland	3/13/08	ER - 2%,2%; U - 2.3%, 2.4%.	2008 - 2% 2009 - 2%	Total package. District's position based on internal pattern.
07-PN-0285	Bemidji, City of Law Enforcement Labor Services, Inc.	Toenges, Rolland	2/28/08	Duration: 3yrs (u-2y, e-3y); W.3%/yr. (u-5.5%, e-3%); Insur: internal patrnr. (u position, e offered less due to u moving to PIEP).	2007 - 3% 2008 - 3% 2009 - 3%	Duration, wages and insur based on internal pattern. Shift diff incr \$.5 in 08 & 09. 1 yr bar to discipl. invest removed.
06-PN-0946	St. Louis County Law Enforcement Labor Services, Inc.	Remington, John	1/30/08	Union 5%, 5%; County 2%, 2% On call-no; Sick leave def of child-yes	2006 - 2.5% 2007 - 2.5%	Wages exceed 2% pattern - based on CPI & externals.

07PN0910	Anoka County Law Enforcement Labor Services, Inc.	Kapsch, Frank	1/27/08	Wages: 2%, 2% - e (u-5%, 5%); change Retiree Ins-no-u.	2007 - 2% 2008 - 2%	Wages internal pattern. Retiree Insurance awarded in arbitration.
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2007

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
07-PN-1161	Wayzata, City of Law Enforcement Labor Services, Inc.	Gallagher, Thomas	12/31/07	County 3%, 3%; Union 4%, 4%. Reduce IOD-no; FTO-no; Tuition -no.	2007 - 3.3% 2008 - 3.4%	Wages - external average. IOD & FTO should be bargained. Tuition-no compelling reason.
07-PN-0602	Wilkin County Teamsters, Local 320	Powers, Nancy	12/29/07	County 3%, 3%; Union 5%, 5%. Union, comp time carry over - no.	2007 - 3% 2008 - 3%	Wages-internal pattern. Comp carry over-no. Deputies schedules differ from other co. ees.
07-PN-0721	Faribault, City of Firefighters, Local 665	Jacobs, Jeffrey	12/26/07	Wages-e (u-3.25%, 3%); Insurance-e.	2007 - 3.25% 2008 - 3.25%	Final offer, employers position. U proposed lower wages 08 for more insur than pattern.
07-PN-0414	Beltrami County Teamsters, Local 320	Jacobs, Jeffrey	12/10/07	Attorney's 1st contract. Wages and schdl-c (c offered 2.5% per yr-despite pattern of 2.5,3 &3); Longevity-u; Comp time-no-c; Mngmnt Rgts-c; Waiver clause-u; Drug Testing-no-u;	2006 - 2.5% 2007 - 3% 2008 - 3%	Wages,Longevity, Waiver clause, Drug Testing - internal patterns. State Bar fee & professional fee-no-c; Retro flex benefits-yes-u.
07-PN-0661	Anoka County Law Enforcement Labor Services, Inc.	Anderson, Richard	11/24/07	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.	2007 - 3%	Duration-no internal pattern 08-09; wages/merit-internal (corrections); Language changes-party proposing must show need.
07-PN-0824	New Hope, City of Law Enforcement Labor Services, Inc.	Neigh, Charlotte	11/11/07	07-08-e (u-3 yrs); Comp time for Capt- no-3; Admin Sergeant 6.5%-u (e-0%).	Union position	Council rejected negotiated settlement - main issue administrative sergeant.
07-PN-0824	New Hope, City of (Clarification) Law Enforcement Labor Services, Inc.	Neigh, Charlotte	11/11/07	Administrative Sgt pay effective 1/1/2007	Union position	City sought clarification.
07-PN-0383	Duluth, City of Duluth Police Union	Bard, Stephen	10/8/07	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.	2007 - 2% 2008 - 3% 2009 - 3%	Wages-external plus CPI. Insurance internal pattern. Health club same as firefighters.
07-PN-0695	New Hope, City of Law Enforcement Labor Services, Inc.	Kircher, Andrea	9/4/07	Uniforms-provide system to allowance- no-e; Incr sick leave into PRHCSP 16 to 24 hrs-no-e; PTO plan for new ees-n-u; Specialty pay increase-u.	Split	No change to Officer's uniform despite Sgt's receiving allowance. Sick to HCSP same as Sgts;PTO not ordered in 2 prior arbitrations; Specialty pay based on extenals.
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 accural-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 accural 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 intrnl or extrnl support; Vacation-intrnl; Longevity- Off have lngvty but no ed allow; Vac-intrnl; Court call-back-same as officers; Master's & Retiree insr-no compelling need.
07-PN-0505	St. Paul, City of St. Paul Police Federation	Lundberg, James	8/8/07	Wages: 2007-2.5%, Officers step B- 10yrs additional .5% July 1-u (emplr 2.5%; u-step b-10y 3.25%)	2007 - 2.5%	Internal pattern 2.5%. Additional .5% for steps B-10y to maintain market position.

06-PN-0526	Blue Earth, City of Law Enforcement Labor Services, Inc.	Kapsch, Frank	8/3/07	Police; wages-u (u-5%,5%; e-0%,0%) wage structure-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.		Uniform-internal; Salary-reclassification is a management right; Severance-new benefit same as courthouse.
06-PN-0882	Wright County Teamster 320, Ess. Supervisory Unit	Ver Ploeg, Christine	6/4/07	3 yrs-e (u-2y); 2%, 2.75%, 2.75%-e (U-4.24%, 4%, 3%); 1 1/2 Hol pay-n-e Uniform-u; Leg funding wage freeze-no	2006 - 2% 2007 - 2.75% 2008 - 2.75%	Lieutenant group. Duration/Wages-internal. Holiday pay- exempt ees & prior arbitration; Uniform-internal.
06 PN 0904	Winona, City of Firefighters, Local 575	Daly, Joseph	5/21/07	Firefighters; total package final offer. Wages identical. Union seeking incr. premiums for medics & specialists.	2006 - 2%/1% 2007 - 3%	City's position awarded. Insufficient evidence to support any increase to existing premiums.

2006 BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
06-HN-0986	Rice Memorial Hospital Minnesota Nurses Association	Bognanno, Mario	12/30/06	3yrs-e; Wages (u-3%, 6%; e-0%, 3.5%, 3.5%); Insur-new ees fixed \$-e. On call, EST, PTO, Easter & Mngmnt rights - no change.	2006 - 0% 2007 - 2008 - 5%	Duration-history of 3yrs; wages-external; Insurance-internal. remaining issues Issues best resolved in negotiations.
06-PN-0462	LaCrescent, City of Law Enforcement Labor Services, Inc.	Latimer, George	12/6/06	1 year-u; 3%-e (u-8%); out of class pay-no-e; court cancellation-u;	2007 - 3%	1 yr-lack of date 2nd yr; 3% internal; out of class-not enough evidence.
06-PN-0614	Goodhue County Law Enforcement Labor Services, Inc.	Miller, Richard J.	11/27/06	1 yr-u (c-3 yrs), 2006-2.5%-c (u-5%); Increase Hol. Vac. & Sick-no-c; inc. Hol premium & out of class pay-no-c.	2006 - 2.5%	Wages - internal pattern; benefit increases- Union failed its burden of proof. Duration-history, lack of data, and new BA.
06-PN-0871	Orono, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	11/21/06	06-3%-e (u-5%); 07-4% (u-5%, e-3%); Insur-e; Comp incr 40 to 60 hrs-no-e; Premium pay-no-e; Severance incr-u.	2006 - 3% 2007 - 4%	06-internal, 07-market; Insurance-internal; Severance-external.
06-PN-1089	Hopkins, City of Hopkins Police Association	Fogelberg, J.C.	11/14/06	Insurance 06 & 07-e (u seeking %) Opt out of Insurance increase-n-e	City's positions	Internal patterns.
14-PN-1086	Anoka County Law Enforcement Labor Services, Inc.	Lundberg, James	11/9/06	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.

06-PN-0823	Fergus Falls, City of Law Enforcement Labor Services, Inc.	Daly, Joseph	11/1/06	Sgts. Work yr-FLSA language-e; OT-Union seeking pay v comp only-no-e; Severance incr-no-e; Insurance change \$ to %-no-e; Wages-2.5%,2.5%-e (u-3.5%,3.5%); Uniforms \$600-e(U-\$700)	2006 - 2.5% 2007 - 2.5%	No compelling reason for proposed new language. Xmas eve-external. Insurance, severance, wages-internal.
06-PN-0903	Nicollet County Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	11/1/06	Shift differential-no-e; Shift suprv pay-no-e; Training officer-no-e; Comp time-60hrs-e (u-100hrs); Uniform voucher-e.	Co. positions	Jailers. Differential, Shift suprv. & Training-new items no market support. Comp & Uniform - same as deputies.
06-PN-0743	Wright, County of Law Enforcement Labor Services, Inc.	Gallagher, Thomas	10/20/06	3 yrs-e (u-2yrs); Wages-e (u-4%, 3.5% & 3.5%); Insurance-e; Comp carryover accrual-no-e; Uniforms+\$25 ea yr-u; Court minimum incr-no-e; Invst on call incr-no-e; Sick accrual incr-no-e; Shift diff-no-e; Chng Mileage lang-no-u Out of title must wk 5 days-no-u.	2006 - 2% 2007 - 2.75% 2008 - 2.75%	Duration wages & insurance - internal pattern. Performance pay systems distort wage comparisons. Other requests denied when not supported by evidence.
06-PN-0457	Hubbard County (Interest Award- Sheriff's Deputies) Teamsters, Local 320	Toenges, Rolland	10/8/06	3 yrs-e (u-2y); Wages: 3%, 3%, 3%-e (u-\$1+4%, 4%, 4%); Insurance-new plan-e; Comp accrual 80 to 120-no-e; OT (1st claim to part time hrs)-no-e; Severance: lower hrs required-u; Uniform incr-yes-u; Personal leave day-no-e; longevity increase-no-e.	2006 - 3% 2007 - 3% 2008 - 3%	History of 3 yrs.; wages, insurance, longevity internal comparisons. Lack of compelling need for change on other issues. Can change to aggregate value of ins be arbitrated? - yes.
06-PN-0456	Hubbard County (Interest Award- Jail/Dispatchers) Teamsters, Local 320	Toenges, Rolland	10/8/06	Jailers, similar to deputies requests. Wages: 3%, 3%, 3%-e (u-\$.80+4%; \$.50+4%, 4%). Increase longevity-no. Eliminated triple gold insurance plan. Comp accrual increase-no-e; 1st choice to all OT-no-e; Severance:lower min hrs-yes-u Uniform increase-yes-u; Persnl leave day-no-e..	2006 - 3% 2007 - 3% 2008 - 3%	Wages internal pattern - comparable to market when insurance & longevity considered. Longevity is a uniform benefit. Union made aggregate value of insurance reduction argument-no bar to arbitrator changing value. Soc services severance min lowered.
06-PN-0650	Winona, City of (Interest Award-Includes Clarification) Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	10/6/06	Wages-u (e 06-2%/1%, 07-3%); Insur. employer's position (u has PEIP);	2006 - 3.25% 2007 - 3.25%	Wages-external & history of police receiving more than other ees.
06-PN-0798	Cottage Grove, City of Law Enforcement Labor Services, Inc.	Daly, Joseph	9/30/06	Sgts wages-c (u-06-4%, 07-3.5%)	2006 - 2.5% 2007 - 3.5%	Wages-internal, same as police.
06-PN-0874	Dodge County Law Enforcement Labor Services, Inc.	Miller, Richard J.	9/29/06	2 yrs-u (e-3y); 2006-3%, 2007-2.8%-u (e-2.5% each yr); wage step change-e Uniforms-\$650, \$700-u; receipt based-e. Incr call back-no-e; Shift diff \$.30-u Longevity-no-e; FTO pay-no-e; Sunset retiree insur-no-u.	2006 - 3% 2007 - 2.8%	Duration-history of 2 yrs; lack of data for 3rd year. Wages=average of Region 10. Shift differential is a new benefit which is common in Region 10.
06-PN-0486	Hastings, City of Law Enforcement Labor Services, Inc.	Miller, Richard J.	9/15/06	Firefighter's final offer total package. Union seeking 19.6% for 2 yrs. based on pay equity with police.	2006 - 3% 2007 - 3.5%	City's position. History and internal pattern.
05-PN-1185	Arrowhead Regional Corrections Board AFSCME Minnesota Council 5	Holmes, Barbara	9/8/06	OT: calculate based on compensated hrs-no-e; Training: pay OT for training-no-e; Shift differential increase-no-e.	Employer's positions	Union failed to prove a compelling need for the changes requested.
06-PN-0742	Marshall, City of Law Enforcement Labor Services, Inc.	Remington, John	9/8/06	Officers-1yr-u; Wages-4%-u (e-3%); FTO pay-no-e; Shift pay increase-n-e; Uniform allowance-no change-e.	2006 - 4%	Duration - expecting compensation study in 2007. 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% Mar1 & 1.5% July1-e, (U-3.5%, 3.5%, 3.5%); Change yrs of service for steps -n-u; Deferred comp-y-u; Lic premium-n-e	2006 - 2% 2007 - 2% 2008 - 3%	Wages & Deferred comp - internal. Years of service change and License 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; Uniform: +\$20, +\$15-u; Wages-u (e-3%, 3%).	2006 - 3.35% 2007 - 3.3%	Pattern of multiple year contracts. 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 Hol.-y-u; Uniform incr-no-e; 2006-4%-e (u-4%+\$200); 2007-2% Jan, 3%July-e (u-4%+\$200); Insur-same as officers	2006 - 4% 2007 - 2%, 3%	Vacation, Wages, Insurance,Uniforms based on internal pattern-same as officers. Holiday premium - external mkt.
06-PN-0605	Ramsey County Teasmtrrs, Local 320	Miller, Richard	8/9/06	Sergeant's wages-counties position. Union 3.5% each yr plus adjustment to steps = to 10% above corrections	2006 - 2% 2007 - 2% 2008-1.5/1.5%	Internal pattern. Pay equity points suggest corrections should be frozen. Sgts compare to extrnl mkt.
06-PN-0476	Redwood County Law Enforcement Labor Services, Inc.	Remington, John	8/3/06	3 yrs-e (u-2yrs); Wages-e (u-4%, 4%, 4%); Rotating shift pay-n-e; Uniforms-from \$525 to \$600-u (e-\$550).	2005 - 1.5% 2006 - 2% 2007 - 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; Officer in charge +\$.08-u; Single + 1 2006 Insurance-e; 2007 ins reopener-u.	Employer's Positions.	Arbitrator rejected increasing premium by % due to history of parties. Insurance - internal pattern.
06-PN-0511	Lac qui Parle County AFSCME Council 65	Miller, Richard J.	6/24/06	Deputies/Jailers. Duration-3 yrs-e; 2006-3%-u (e-2.5%), 07-08 not in dispute, wage structure-no-e; Insur-u; on call \$250 to \$282/m-u; Holiday premium - no-e.	2006 - 3% 2007 - 2% 2008 - 2%	Duration, Wages, Insurance-internal pattern. On call-external average. Holiday - no internal nor external 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; School Resource+\$100-u; Det, FTO, Call back, Sick leave increase-n-e; Uniform+\$40-u; MLK Hol-y-u; SELF-u	2006 - 3% 2007 - 3%	Wages & MLK Hol-internal patterns. Det, FTO, Call back, Sick leave & SELF - insufficient data to support any changes.
05-PN-0772	Austin, City of AFSCME Minnesota Council 5	Jacobs, Jeffrey	3/28/06	Comp time-u (see S Jay Dec'06 arb) Er Authority language-y-e; Waiver language-n-u; Sick payout-e; Insur-e; Longevity-no-e; On call pay-no-e; Clothing-e; Wages: '05-0%, '06-2.4% April, 1.6% July; '07-2.4%January, 1.6% Jul; Fire Chief incr of \$3,500-u	2005 - 0% 2006 - 4% 2007 - 4%	Er argued comp time policy not subject to negotiation, but Er listed it as issue. Language dependant on Sara Jay arb. Er Authority-statutory lang;Waiver-new-no compelling reason; Fire chief external market; all other issues - internal pattern.
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%); '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 Minneapolis Professional Employees Assn.	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	Remington, John	1/20/06	Wages: July '04-4%, July '05-3%, July '06-3%-u (e-2% Jan '05, 3% July '06, 3% Jan '07). Longevity-no-e. Vacation for 12 hr nurses-u. Eliminate Retiree insurance-no-u Increase life insurance-yes-u. Health Insur. 50/50-e. Change insurance waiting period-no-u.	2004 - 4% 2005 - 3% 2006 - 3%	Wages-external comparisons. Longevity-no due to financial situation. Vacation-benefit enjoyed by 8 hour nurses. Retiree change should be negotiated. Life insurance-external comparisons. Health insurance-hospital's finances. Waiting period-failed to show need.