

**AGREEMENT  
BY AND BETWEEN  
CITY OF HIBBING (POLICE DEPARTMENT)**

**And**

**Minnesota Public Employees Association**

**Effective January 1, 2026 through December 31, 2028**

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The City of Hibbing, hereinafter referred to as the “Employer,” and Minnesota Public Employees Association, representing Employees in those classifications covered by this Agreement, hereinafter referred to as the “Union,” agree to the following provisions covering wages, hours and working conditions during the period of this Agreement. This Agreement shall supersede and replace all previous Agreements between the parties hereto.

This Agreement is intended to secure proper employment terms and conditions of the Employer and to advance friendly relations between the Employer and the Union. Both the Employer and Union agree to carry it out fairly.

## **ARTICLE 1** **UNION RECOGNITION/REPRESENTATION/CHECK-OFF**

- A. RECOGNITION: The Employer agrees to and does hereby recognize Minnesota Public Employees Association, and those persons authorized to and acting on behalf of said Labor Union.
- B. REPRESENTATION: The Union shall be the sole representative of all classifications of Employees covered by this Agreement in collective bargaining with the Employer, and there shall be no discrimination against any Employee because of non - union affiliation.
- C. CHECK-OFF: The Employer agrees to deduct from the pay of all Employees covered by this Agreement, upon receipt of written authorization from an Employee, the dues of the Union and agrees to remit such deductions monthly to the Local Union. No deductions shall be made which applicable law prohibits. Check-off procedures and timing shall be worked out locally. If there is no Agreement, the matter shall be referred to the grievance procedure.
- D. HOLD HARMLESS: The Union agrees to defend, indemnify, and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken regarding Paragraph C of this Article.
- E. INDIVIDUAL AGREEMENT: The Employer agrees not to enter into any contract or agreement with its Employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement.
- F. BULLETIN BOARD: The City agrees to provide the unit with a bulletin board in a convenient place to post Union notices and information.

## **ARTICLE 2** **EMPLOYER AUTHORITY**

SECTION 1: The Employer retains the full and unrestricted right and is not required to meet and negotiate of inherent managerial policy, which include, except as limited by this Agreement, to operate and manage all manpower, facilities, and equipment, to establish functions and programs; to set and amend budgets; to determine the utilization of manpower and technology; to establish and modify the organizational structure; to determine the qualifications for positions and of applicants; to select, direct, and determine the number of personnel; and to establish work schedules. The provisions of this Article are, however, subject to the rights of the Employees as set forth in other Articles contained in this Agreement.

SECTION 2: All rights and authorities which the Employer has not specifically abridged, delegated, or modified by express provisions of this Agreement are retained by the Employer. The Employer's failure to exercise any right, prerogative, or function on hereby reserved to it or the Employer's exercise of any such right, prerogative, or function in a particular way shall not be considered a waiver of the Employer's right to exercise the same in some other way not in conflict with the express provisions of this Agreement.

## **ARTICLE 3** **DISCIPLINE**

SECTION 1: Employees shall be disciplined only for just cause. Discipline is subject to grievance procedure in Article 4 and shall begin at step 2 of Section 4.

SECTION 2: It is mutually understood and agreed that in establishing, implementing and administering disciplinary procedures, that the concept of progressive discipline shall prevail; although it is recognized that there are some offenses which may, in extreme instances, require more stringent discipline than normal progress. The types of discipline are as follows:

- A. Oral reprimand
- B. Written reprimand
- C. Suspension
- D. Demotion
- E. Discharge

Oral and written reprimands cannot be used as a basis for progressive discipline after two years following the date they were issued. But, an oral or written reprimand may be used as a basis for progressive discipline after two years following the date they were issued if an

employee is disciplined within two years after their issuance date.

## **ARTICLE 4** **GRIEVANCE PROCEDURE**

**SECTION 1:** Definition of a Grievance. A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

**SECTION 2:** Union Representatives. The Employer will recognize representatives designated by the Union as grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the Employer in writing providing the names of such Union representatives and of their successors when so designated.

**SECTION 3:** Processing a Grievance. It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and the Union representative shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the Employer during normal working hours, provided the Employee and the Union representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

**SECTION 4:** Procedure. Grievances, as defined by Section 1, shall be resolved in conformance with the following procedures:

Step 1: An Employee claiming a violation concerning the interpretation or application of this Agreement shall, within fifteen (15) calendar days after the alleged violation has occurred, present such grievance in writing to supervisor as designated by the Employer. The Employer-designated Step 1 representative will discuss the matter with the grievant and give an answer to the Step 1 grievance within ten (10) calendar days after discussion. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, the remedy requested, shall be signed by the Union, and shall be appealed to Step 2 within ten (10) calendar days after the Employer-designated representative's final Step 1 answer. Any grievance not appealed in writing

to Step 2 by the Union within ten (10) calendar days shall be considered waived.

Step 2: If appealed, the written grievance shall be presented in writing by the Union and discussed with the Employer-designated Step 2 representative. The Employer-designated Step 2 representative shall give the Union and employee the Employer's Step 2 answer in writing within ten (10) calendar days after discussion of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days after the Employer-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 3: If appealed the written grievance shall be presented by the Union in writing and discussed with the Employer-designated Step 3 representative. The Employer designated representative shall give the Union and Employee the Employer's Step 3 answer in writing within ten (10) calendar days after discussion. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer-designated representative's final Step 3 answer. Any grievance not appealed in writing to Step 4 by the Union within ten (10) calendar days shall be considered waived.

Step 4: The Union shall notify the Minnesota Bureau of Mediation Services within ten (10) calendar days of the notice of appeal to the Employer that the Union is submitting the matter to mediation. A grievance not resolved in Step 4 may be appealed to Step 5 within ten (10) calendar days following completion of mediation. Any grievance not appealed in writing to Step 5 by the Union within ten (10) calendar days shall be considered waived.

Step 5: A grievance unresolved in Step 4 and appealed to Step 5 may be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended.

For grievances not subject to Minnesota Statutes, section 626.892, the selection of an arbitrator shall be made in accordance with the rules and regulations as established by the Bureau of Mediation Services.

For grievances subject to Minnesota Statutes, Section 626.892, the selection of an arbitrator is governed exclusively by the law.

## SECTION 5: Arbitrator's Authority.

5.1 The Arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this Agreement. The Arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.

5.2 The Arbitrator shall be without power to make decisions on whether the Employer violated any law, rule, or regulation, except to determine whether a decision would be contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the Arbitrator's interpretation or application of the terms of this Agreement and to the facts of the grievance presented.

5.3 The fees and expenses for the Arbitrator's services and proceedings shall be born equally by the Employer and the Union, provided that each party shall be responsible for compensating its own representatives and witnesses. Testimony or participation of other Employees will not be paid by the Employer except as provided in this Article or as otherwise required by law. If either party desires a verbatim record of the proceedings, it may cause such a record to be made providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

SECTION 6: Waiver. If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limits or any agreed extension thereof it shall be considered the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and Union.

SECTION 7: Choice of Remedy. If as a result of the Employer response in Step 4 the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an Employee who has completed the required probationary period, the grievance may be appealed either to Step 5 of Article 4 or a procedure such as: Civil Service, Veteran's Preference, or Fair Employment. If appealed to any procedure other than Step 5 of Article 4, the grievance is not subject to the arbitration procedure as provided in Step 5 of Article 4. The aggrieved Employee or Union shall indicate in writing which procedure is to be utilized.

The election set forth above shall not apply to claims subject to the jurisdiction of the United States Equal Employment Opportunity Commission.

## **ARTICLE 5** **WAGES AND CLASSIFICATIONS**

SECTION 1: In calendar years 2026, 2027, and 2028, respectively, employees will be paid base pay as established in employer's base pay structure in effect on the date this Agreement is executed. Attached hereto for reference in Appendix A are the following:

- 1) Job Class and Grade, as established by employer, subject to employer review and modification; and
- 2) 2026, 2027, and 2028 Base Pay Schedules.

SECTION 2: Officers assigned to conduct field training will receive two (2) hours of compensatory time at time and one- half for each ten (10) hour shift of training. Compensatory time can be accumulated up to ninety six (96) hours per Article 9, Section 3.

SECTION 3: Temporary vacancies due to vacation, illness, etc. shall be assigned at the discretion of management. When an Employee is expressly assigned to perform the duties and responsibilities of a higher paid classification, the Employee will be paid a differential of two dollars per hour. These differentials are wholly independent of and will not be included in determining any other pay owing to the employee under the Labor Agreement, such as paid leave time or pay above base pay.

SECTION 4: The Chief of Police may assign an officer to perform special assignments for such time as the Chief determines to be appropriate. An officer assigned as the following will be paid differential as follows:

- Narcotics Officer: \$2.00 per hour.
- School Resource Officer: \$2.00 per hour.

These differentials are wholly independent of and will not be included in determining any other pay owing to the employee under the Labor Agreement, such as paid leave time or pay above base pay.

## **ARTICLE 6** **SHIFT DIFFERENTIAL**

All officers working from 5:30 p.m. to 5:30 a.m. shall receive an additional .50 cents per hour, including shift extensions.

## **ARTICLE 7 PAY PERIOD**

All Employees covered by this Agreement shall be paid every other Friday, and in no event later than forty-eight (48) hours after the pay period. Each Employee shall be provided a statement of gross earnings and an itemized statement of all deductions made for any purpose.

## **ARTICLE 8 CALL OUTS, COURT TIME**

SECTION 1: Employees when called to work on Holidays, Sundays or any other unscheduled day shall be paid the applicable base pay rate for such day for the work performed, but in no case shall they receive less than four (4) hours of pay. This section does not apply to police department meetings attended by an employee that the Chief of Police or her or his designee provides notice of at least 24 hours before the meeting is scheduled to begin.

SECTION 2: COURT TIME. When an Employee is expected to appear in Court on his/her day off, he/she shall be compensated at one and (1½) times the base pay rate or compensatory time for Court appearances, at the Employee's request, with a minimum of four (4) hours of pay, but not to exceed eight (8) hours.

Where or when Court has been adjourned or rescheduled and no notification has been given and received by said Employee before 5 p.m. on the business day immediately preceding the business day the Employee was expected to appear, he/she shall be entitled to not less than four (4) hours of pay.

SECTION 3: Where the conditions in Section 1 and 2 above are by the selection and arrangement of the Employee, Sections 1 and 2 above shall not apply.

## **ARTICLE 9 WEEKLY HOURS AND OVERTIME RATES**

SECTION 1: As to those full-time positions, which are regularly scheduled as five (5) days a week positions, the Employer agrees to guarantee five (5) standard, consecutive days of work or pay in lieu thereof. Each standard day shall be eight (8) hours and each standard week shall be forty (40) hours or pay in lieu thereof. These Employees shall have two (2) consecutive days off, unless they are called for an extra four (4) hours of duty, and these extra days and hours shall be at the applicable Overtime rate.

As to those full-time positions which are regularly scheduled as four (4) days a week

position, the Employer agrees to guarantee four (4) standard, consecutive days of work or pay in lieu thereof. Each standard day shall be ten (10) hours and each standard week shall be forty (40) hours of pay in lieu thereof. These employees shall have three (3) consecutive days off, unless they are called for an extra four (4) hours of duty, and these extra days and hours shall be at the applicable overtime rates.

**SECTION 2:** All other full-time positions shall be guaranteed twenty (20) standard days of work in a twenty-eight (28) day schedule. In addition, each Employee is guaranteed seven (7) days off per schedule, plus one (1) floater day off.

**SECTION 3:** Overtime pay at the rate of one and one-half (1½) times the base pay rate shall be paid for all hours worked over eight (8) hours per day, Monday through Saturday over ten (10) hours per day when ten (10) hour shifts are in effect or 12 hours per day when 12 hour shifts are in effect. Any hours worked in excess of eight (8) hours (ten (10) hours when ten (10) hour shifts are in effect or 12 hours per day when 12 hour shifts are in effect) on Sunday shall be paid for at the double (2) time base pay rate.

Any Employee who is required to work overtime may accumulate up to, but not exceeding, ninety-six (96) hours of compensatory time (computed by adding in the additional one-half (½) time of compensatory time) per calendar year. An Employee will be paid overtime unless the Employee requests and the Employer approves accrual of compensatory time. At any time that an Employee has ninety-six (96) hours of accumulated compensatory time, any additional overtime will be paid to the Employee. Any compensatory time provision that is not in conformity with either State or Federal Law will be modified to conform with that law.

Compensatory time off will be taken at the convenience of the Department upon approval of the Employee's immediate supervisor, with final approval by the Department Head. The Department shall make a good faith effort to accommodate an Employee's request to use compensatory time however, use of compensatory time shall not result in other Employees being called out or in the Department working shorthanded.

Upon the request of an Officer received not later than November 1 each year, the Officer's accumulated compensatory time will be paid in a separate check in November.

**SECTION 4:** Overtime shall be offered in order of seniority within a classification. Only the least senior Employees available shall be ordered to work overtime.

**SECTION 5:** All hours worked before and after the regular scheduled day shall be paid for at the applicable overtime rate.

**SECTION 6:** For the purpose of calculation of hourly base pay rate and overtime rates, one hundred and seventy-three point three (173.3) hours per month shall be considered standard.

## SECTION 7: TWELVE (12) HOUR SHIFTS

For Officers assigned to rotation shifts of 12 hours:

1. When working Holidays, the Employee shall be paid for ten (10) hours at the rate of time and one half (1½) plus the regular days pay, and that when not working, the Employee shall be paid for seven (7) hours at the base pay rate.
2. Each Employee shall accumulate eight (8) hours of extra time per twenty-eight (28) day cycle. This time is to be used as eight (8) twelve (12) hour days, and this time is to be used during the year in which it is earned at times to be approved by the shift supervisor. Seniority, as provided in this contract, shall prevail in selecting time off.

Each twenty-eight (28) day cycle will match the payroll periods in each year. At the end of each (payroll) year a maximum of twelve (12) hours of RDO can be carried forward into the following year.

3. All overtime provisions and work guarantees shall remain in effect except that overtime for employees working rotation shifts shall be paid after twelve (12) rather than eight (8) hours, for a regularly scheduled day, and after forty-eight (48) rather than forty (40) hours for a regular week.
4. For the purpose of Article 3 (Dismissal, Demotion, and Transfer) a work day shall be considered a twelve (12) hour day.
5. Sick leave shall be converted to hours at the current contract base pay rate, and used accordingly.
6. Employees shall work four (4) consecutive days on duty, and four (4) consecutive days off.
7. Vacation time will be converted to hours, and taken in twelve (12) hour Days whenever possible, subject to current arbitration award.
8. It is agreed that shift changes may be made upon reasonable notice to meet manpower requirements.

SECTION 8: There shall be no split shifts.

## **ARTICLE 10** **SEASONAL AND PART-TIME EMPLOYEES**

SECTION 1: Seasonal and part-time Employees shall not be entitled to sick leave, vacation, hospitalization, or severance pay.

## **ARTICLE 11** **HOLIDAYS**

Regular Employees shall be paid eight (8) hours pay at straight time base pay rate for the following thirteen (13) holidays, or days celebrated as such, when not worked:

New Year's Day	Fourth of July	Good Friday	Martin Luther King Day
Veteran's Day	President's Day	Labor Day	Thanksgiving Day
Christmas Day	Columbus Day	Memorial Day	Two Personal Days
Christmas Eve	Juneteenth		

- A. When working on the above holidays, the Employee shall be paid time and one-half (1½) rate, plus the holiday pay.
- B. Employees shall be paid double time (2) for all hours worked over eight (8) hours on a Holiday.
- C. For employees regularly working day shift, with Saturday and Sunday off, the holiday shall be considered the previous Friday if the holiday falls on Saturday, and shall be considered the following Monday should the holiday fall on Sunday; but should the employee be required to work the original holiday, the employee shall be paid time and one-half (1½), plus holiday pay. The language herein shall apply only to this Article.

## **ARTICLE 12** **VACATIONS**

SECTION 1: For the purpose of this paragraph and contract, a vacation week is described as a standard week provided for in this Agreement. Vacation pay is defined as a base pay rate of pay at which an Employee shall receive a vacation with pay as follows:

- A. Employees who have one (1) year seniority shall receive two (2) weeks, (14 working days) vacation during the succeeding year.
- B. Employees who have seven (7) years seniority shall receive three (3) weeks (21 working days) vacation during the succeeding year.

- C. Employees who have ten (10) years seniority shall receive four (4) weeks (28 working days) vacation during the succeeding year.
- D. Employees who have twenty (20) years seniority shall receive five (5) weeks (35 working days) vacation during the succeeding year.

The above items A-D are applicable for employees hired prior to January 1, 2013.

Employees hired after January 1, 2013 will have the following vacation accruals:

- F. One year, 112 hours
- Five years – 120 hours
- Ten years – 160 hours
- Fifteen years – 200 hours
- Twenty years – 240 hours

**SECTION 2:** Seniority as provided for in this Agreement shall prevail in selecting vacation periods. Arrangements for dates and times of vacation shall be made between the Employer and Employee. Vacations may be allowed and scheduled with up to two (2) Employees off for any reason at the same time as long as it is determined by the Employer that there is sufficient coverage of all scheduled shifts. Vacation requests submitted between January 1 and February 28 for the calendar year will be given priority for consideration based on seniority. Any vacation request for the calendar year submitted after February 28 will be considered on a first-come basis except that vacation requests cannot bump any day that has already been granted off as a regular day off or comp time.

- A. Employees shall be allowed to accumulate at any one time up to and no more than two (2) years of vacation. A day of vacation for accumulation purposes shall consist of eight (8) hours. Employees must take all vacations earned and no Employee shall be entitled to vacation pay in lieu of vacation, except where agreed to by the Employer.
- B. A employee who has quit or been laid shall receive his/her prorated vacation provided he/she has worked his/her first full year with the Employer.
- C. Should the requested vacation time interfere with the operation, the Employer and Employee will arrange vacation nearest to the desired time expressed by the Employee, that will not interfere with the operation.
- D. Should a holiday fall in a vacation period, the Employee shall be entitled to an additional day off with pay.

## **ARTICLE 13 SICK LEAVE**

**SECTION 1:** Sick leave shall be earned at the rate of 6.46 hours per pay period, with a maximum accumulation of one thousand four hundred forty (1,440) hours. The sick leave taken shall be charged according to the number of hours the Employee is scheduled to work on the day of sick leave.

**SECTION 2:** All employees covered under this Agreement shall be entitled to an annual sick leave bonus of eighty (80) hours. Employees who do not use sick leave during the year shall be entitled to the full bonus. Each hour of sick leave used during the year will reduce the sick leave bonus by two (2) hours. For employees hired on or after January 1, 2007, the sick leave bonus shall be paid into a Post-Retirement Health Care Savings Plan account unless the employee is determined to be exempt by the Plan Administrator. For employees hired prior to January 1, 2007, the first forty (40) hours of an employee's sick leave bonus shall be paid into a Post-Retirement Health Care Savings Plan account unless the employee is determined to be exempt by the Plan Administrator, and any additional bonus over forty (40) hours will be paid to the employee in cash.

**SECTION 3:** There shall be no waiting period.

**SECTION 4:** The Employer reserves the right to ask for a doctor's statement concerning the nature of the illness or to have a doctor or other person call to find out the nature of the illness, when deemed necessary by the Employer.

An Employee may be required to present evidence satisfactory to the Employer of inability to work due to illness or accident.

**SECTION 5:** Sick leave and vacation shall be computed as time worked for future benefits.

## **ARTICLE 14 INSURANCE**

**SECTION 1.** Insurance Programs. All employees shall be covered under a health and welfare program, the funds for which shall be derived from a tax levy made by the City of Hibbing, Minnesota. Coverage under this program shall be as follows:

- a. Group Life Insurance. All active and retired Employees up to age seventy-one (71) shall be covered by \$10,000.00 life insurance policy; the full premium to be paid by the Employer. Active Employees and Employees qualifying for retirement, upon attaining age seventy-one (71), shall be covered by a \$2,000.00

paid-up life insurance policy; the premium to be paid for the Employer.

From January 1, 2026 through December 31, 2028, the City shall be required to pay eighty percent (80%) of the monthly hospital/medical insurance premium for the single or family plan offered by the City and their insurance carriers. Employees shall pay the remainder of the above-mentioned monthly premiums.

In addition, the City shall contribute annually to the VEBA account (or like account if the City adopts a legally equivalent plan) the following amounts:

Percentage of Deductible Contributed to Account by City

<u>Year</u>	<u>Single Coverage</u>	<u>Family Coverage</u>
2026	80%	80%
2027	80%	80%
2028	80%	80%

The VEBA account contributions will be made by the City in January in full of each year.

Post-Retirement Health Care:

Effective in February of each year, active employees hired after January 1, 2007 will receive contributions from the City of \$125 each year will be contributed to their post-retirement health care account.

SECTION 2. Dental Insurance. The City shall make available a group dental insurance plan and pay 85% of the monthly premium for the single or family coverage plans.

SECTION 3. Insurance Committee. The City and the Union will establish a balanced committee which will meet regularly to review alternate insurance plans during the term of this Agreement. The committee will make recommendations to the employees on an alternate insurance plan which will provide equitable coverage while addressing cost containment.

## **ARTICLE 15**

### **SEVERANCE**

SECTION 1: All active Employees hired prior to January 1, 1982, shall, upon retirement, if the Employee is eligible to draw retirement benefits from the Public Employees Retirement Association, be paid severance pay in an amount equal to one-half (1/2) of the current value of unused sick leave at the time of retirement.

**SECTION 2:** Employees hired after January 1, 1982, shall, upon retirement and meeting the eligibility requirements aforementioned, after completing fifteen (15) years of service for the City, be paid severance pay in an amount equal to twenty-five percent (25%) of the current value of his/her accrued sick leave at the time of retirement.

**SECTION 2A:** Instead of the payments shown in Section 2, employees hired on or after January 1, 2007 shall, upon retirement, if the employee is eligible to draw retirement benefits from PERA, be paid a severance payment which shall be paid into the employee's post Retirement Health Care account, in an amount as follows: after completing fifteen (15) years of service for the City, an amount equal to twenty-five percent (25%) of the current value of his/her accrued sick leave at the time of retirement; after completing 20 years of service with the City of Hibbing an amount equal to 40% of the current value of his/her accumulated sick leave at the time of retirement or after completing 25 years of service with the City an amount equal to 50% of the current value of his/her accumulated sick leave at the time of retirement.

**SECTION 3:** One half (1/2) of an Employee's unused sick leave accumulation will be paid to his/her named beneficiary in the event of the death of an Employee who was employed prior to January 1, 1982. Upon the death of an Employee hired after January 1, 1992 one-fourth (1/4) of that Employee's unused sick leave accumulation will be paid to his/her named beneficiary.

**SECTION 4:** Notice of Termination. Employees must give the City two (2) weeks notice of termination, except in the event of emergency. Any employee who resigns or retires without giving the required two (2) week's notice to the City shall forfeit all sick leave severance they would otherwise be entitled to under this Agreement.

## **ARTICLE 16**

### **RETIREE HOSPITALIZATION**

**SECTION 1:** All active Employees who retire after January 1, 1982, and meet the eligibility requirements aforementioned, shall receive the same benefit coverage's mentioned. But as of April 1, 1991, any amount of Hospital Medical Insurance premium increase exceeding Four Hundred Fifty Dollars (\$450.00) for the family coverage and two Hundred Fifty Dollars (\$250.00) for single coverage shall be paid Fifty percent (50%) by the Employee and Fifty percent (50%) by the Employer. Once the Four Hundred Fifty Dollars (\$450.00) or the Two Hundred Fifty Dollars (\$250.00) premium cap has been surpassed and later a reduction in premiums is implemented, said amount or reduction below the Four Hundred and Fifty Dollar (\$450.00) or Two Hundred Fifty Dollar (\$250.00) cap shall be share on a fifty/fifty (50/50) basis. The previous sentence shall not apply to premium reductions brought about by Medicare or other similar contributions.

SECTION 2: Any increase over and above the Dental Insurance cap shall be shared Fifty percent (50%) by the Employee and Fifty percent (50%) by the Employer. Once the Thirty Dollar (\$30.00) cap has been surpassed, any reduction below said amount shall be shared on the same basis.

SECTION 3:

- 1) For all active employees who retire on or after January 1, 2007, who were hired After January 1, 1989 and who at the time of retirement have fifteen (15) years of service with the City and who at the time of retirement are qualified to receive benefits provided by the Public Employees Retirement Act, the City shall pay the following:
  - (a) eighty percent (80%) of the monthly hospital/medical insurance premium for single coverage until the retired employee becomes eligible for Medicare, with the retiree paying the remainder of the monthly premium, for the hospital/medical insurance plan offered by the City to active employees. Upon the retired employee becoming eligible for Medicare, the retiree shall be enrolled in the Medicare Supplement plan with premium participation split based upon the same premium split paid when the employee retired from City service; and
  - (b) the same contribution to the retiree's VEBA account (or like account if the City adopts a legally equivalent plan) as the City makes to the VEBA account of active employees (i.e. contribution may change from year to year to reflect any change in contribution to the accounts of active employees, but for employees who retire on or before December 31, 2009, the contribution in any given year shall not be less than 50% of the deductible amount) with single coverage, for so long as the retiree continues to participate in the City hospital/medical plan, except that upon the retired employee becoming eligible for Medicare the City contribution shall cease.
- (2) For all active employees who retire on or after January 1, 2007, who were hired prior to January 1, 1989 and who have at least fifteen (15) years of service with the City and who at the time of retirement are qualified to receive benefits provided by the Public Employees Retirement Act, the City shall pay the Following:
  - (a) eighty percent (80%) of the monthly hospital/medical insurance premium for the coverage selected by the employee (single or family) until the retired employee becomes eligible for Medicare, with the retiree paying the remainder of the monthly premium, for the hospital/medical insurance plan offered by the City

to active employees. Upon the retired employee becoming eligible for Medicare, the retiree shall be enrolled in the Medicare Supplement plan with premium participation split based upon the same premium split paid when the employee retired from City service;

(b) the same contribution to the retiree's VEBA account (or like account if the City adopts a legally equivalent plan) as the City makes to the VEBA account of active employees (i.e. contribution may change from year to year during retirement to reflect any change in contribution to the accounts of active employees, but for employees who retire on or before December 31, 2009, the contribution in any given year shall not be less than 50% of the deductible amount) with the coverage chosen by the retiree (single or family), for so long as the retiree continues to participate in the City hospital/medical plan, except that upon the retired employee becoming eligible for Medicare the City contribution shall cease.

The City shall also pay 85% of the monthly single premium for a policy of group dental insurance provided by the City (and 85% of the monthly premium for family dental coverage for employees hired prior to January 1, 1989) with the retiree paying the remaining 15% of the monthly premium.

The benefits of the hospital/medical and dental plan shall be the same for the retiree as they are for the active employees, or equivalent to the active employee's policies.

VEBA account contributions will be made by the City at the beginning of each year.

SECTION 4: Any employee hired on or after January 1, 2007 shall not be eligible for either an Employer contribution to the premium for hospital/medical or dental insurance, or an Employer contribution to an employee account, i.e. VEBA account or other like account for an equivalent plan, following retirement from City service.

## **ARTICLE 17 SENIORITY**

SECTION 1: The seniority of each Employee covered by the terms of this Agreement in with the Employee's starting date of employment, provided, however, that no time prior to a discharge or quit shall be included. The Employee's seniority shall not be diminished by temporary lay-off due to lack of work, shortage of funds or any other contingency beyond the control of either party to this Agreement.

SECTION 2: The policy of seniority shall prevail to regular Employees, with full employment annually, and seasonal Employees, with less than full employment annually.

SECTION 3: The seniority list shall be posted and kept up to date by the Employer. A copy of the up- to-date list shall be made available to the Secretary of Local No. 104. The seniority list shall contain the name and starting date of each Employee. Seasonal Employees shall be carried on the bottom of the list in proper sequence and the list shall so state that they are seasonal.

SECTION 4: Promotions from seasonal employment to regular employment shall be made according to Article 20.

SECTION 5: No seasonal Employee shall exceed in seniority a regular Employee who fills a full-time position.

SECTION 6: Where qualifications and ability are equal, then seniority shall prevail.

SECTION 7: Seniority shall prevail in the selection of shifts or shift work within a classification.

SECTION 8: When the Employer determines that it is necessary to reduce the number of staff in a classification in the department, lay off shall take place by first laying off Employees within the classification in the reverse order of seniority. (Example: An Employee hired in January, 1982, would be laid off before an Employee hired in February, 1978.) Employees may bump less senior Employees in a lower classification. (Example: A Captain may bump a less senior Sergeant or Traffic Officer or Patrol Officer.) Employees shall retain the right to be recalled in their order of seniority to fill a subsequent job opening in the classification they were laid off from or a lower classification for two (2) years after they were laid off from or a lower classification for two (2) years after the initial layoff. It shall be the Employee's responsibility to notify the Employer of their current address.

Notification of recall shall be done by registered mail. Employees shall have fourteen (14) days to respond to an offer of recall. Upon request, the Police Chief may agree to extend the time for the recalled Employee to report for duty, not to exceed two (2) additional weeks, where the recalled Employee can demonstrate to the Police Chief's satisfaction the necessity for an extension. An Employee who does not respond to an offer of recall within the time allowed by this Section shall lose all seniority rights.

## **ARTICLE 18** **PROMOTIONS, VACANCIES, TEMPORARY PROMOTIONS**

SECTION 1: All job vacancies or new positions shall be posted on the bulletin board ten (10) days prior to filling the vacancy or new position so that each interested Employee may have an opportunity to apply. The notice shall state the prerequisites for the position

to be filled. The prerequisites shall be consistent with the requirements of the job. Employees shall apply for the vacancy or new position in writing, and only those applicants who meet the prerequisites will be considered.

SECTION 2: An employee so transferred shall be on a trial period in the new position for a period of (90) calendar days during which time he/she may elect to be returned to his/her previous position without loss of seniority in that position.

SECTION 3: The Employer may make immediate temporary assignments to fill any vacancy or new position while the job posting procedures are being carried out.

SECTION 4: It shall be the policy of the Employer to promote to the supervisory position, insofar as possible, from the ranks of the employees. Such positions shall be posted as stated herein. However, all applications shall be submitted in writing and each applicant shall be interviewed to determine their qualifications, if deemed necessary by the Employer. Seniority will be considered, but may not necessarily be the deciding factor in filling supervisory positions.

SECTION 5: All grievances in connection with the filling of a job vacancy or new position shall be referred to the proper step of the grievance procedure of this Agreement.

SECTION 6: The provisions of this Article are, however, subject to the rights of the Employees as set forth in other Articles contained in this Agreement.

SECTION 7: Vacancies. All vacancies shall be filled within sixty (60) days after they occur, provided employees are available.

## **ARTICLE 19** **PROBATIONARY PERIOD**

SECTION 1: All newly hired Employees shall serve a probationary period of one (1) year of continuous service. During the probationary period, the employee shall not attain any seniority rights and shall be subject to dismissal for any reason, without recourse to the grievance procedure.

SECTION 2: Upon completion of the one (1) year probationary period, the Employee shall be granted seniority rights from the date the Employee was originally hired.

**ARTICLE 20**  
**SAFETY EQUIPMENT, HEALTH AND SANITATION, MILEAGE,**  
**UNIFORMS AND EXPENSES**

SECTION 1: No Employee shall be required to drive a vehicle that does not comply with all State and City safety regulations.

All vehicles shall be equipped with adequate heaters, defrosters and matting.

SECTION 2: Clean, sanitary rest rooms shall be maintained at all times by the Employer.

SECTION 3: All Employees because of their duties when asked to remain away from their home portals, shall receive food and lodging during their absence in addition to the base pay rate.

SECTION 4: Employees shall not be expected to furnish cars. When an Employee is expected to use his/her own car in the line of duty, he/she shall be paid mileage at the mileage rate as established by the City Council.

SECTION 5: Uniforms. Each Employee shall receive a monthly allowance of \$83.33 per month. However, during the first year of an Officer's employment, the Officer will receive a one-time \$1000 uniform allowance. The second year they will be added to the \$83.33 per month uniform allowance.

The City agrees to provide to the Employees, when eligible, at no expense up front or otherwise, a ballistic vest.

**ARTICLE 21**  
**WORKERS'**  
**COMPENSATION**

SECTION 1: In the event that an Employee is disabled by an accident or injury, and the disability is such that there is a waiting period before compensation can begin under the Workmen's Compensation Act of the State of Minnesota, the Employer agrees to continue the regular salary of such Employee during such waiting period. In the event that the waiting period is eventually paid by the Employer's insurer, the Employee shall pay to the Employer the amount of compensation received from the insurer for said period, or the Employer may deduct the same from the Employee's next wage check, if the Employee is employed.

SECTION 2: An Employee who claims compensation for absence due to injury shall be

allowed compensation due him/her in keeping with the terms of the Worker's Compensation policy and this absence shall not affect sick leave accumulation or benefits.

**SECTION 3:** An Employee injured while on duty is protected by the Worker's Compensation policy. The Employee shall have the choice of one of the following methods of payment while on compensation:

1. An Employee off, shall receive their Worker's Compensation benefits only, or:
2. The Employee shall receive said Worker's Compensation check and, upon request, shall also be issued a supplemental check for the difference between the Worker's Compensation benefit and the employee's regular monthly net pay. This supplemental payment shall be charged against the Employee's accumulated sick leave and shall be paid only to the extent of eligible sick leave.

## **ARTICLE 22 LIGHT DUTY**

**SECTION 1:** Employer will provide employees with any light duty in accordance with policy and law.

## **ARTICLE 23 BONDS AND PREMIUMS**

Should the Employer require any Employee to give bond, cash bond shall not be compulsory, and the Employer shall pay any premium.

The primary obligation to procure the bond shall be on the Employer. If the Employer cannot arrange for a bond within ninety (90) days, it must so notify the Employee in writing. Failure to so notify shall relieve the Employee of the bonding requirement.

If proper notice is given, the Employee shall be allowed thirty (30) days from the date of such notice to make bonding requirements, standard premiums only on said bond to be paid by the Employer. A standard premium shall be that premium paid by the Employer for bonds applicable to all other of its Employees in similar classifications. Any excess premium to be paid by Employee.

## **ARTICLE 24** **PHYSICAL EXAMINATION**

**SECTION 1:** To the extent allowed by Minnesota Statutes and Federal Law, the Employer may require an Employee to submit to a physical and psychological examination with just cause. Such examination shall be done at the Employer's expense and shall not exceed one (1) in any one (1) year. Employees will be required to take the examination during their working hours if possible, and shall receive compensation for all hours spent during such examination period. A dispute whether just cause exists is subject to the grievance process and binding arbitration.

The Employer reserves the right to select its own medical examiner or physician. If the Union believes an injustice has been done to an Employee, the Union may have the Employee re-examined at the Union's expense. Any disputes over the results of two (2) physical or psychological examinations may be submitted to an arbitrator through the grievance process.

**SECTION 2:** Should the Employer find it necessary to require Employees to carry or record full personal identification, such requirement shall be complied with by the Employees. The cost of such personal identification shall be borne by the Employer.

## **ARTICLE 25** **GRANTING TIME OFF**

**SECTION 1:** Absence. The Employer agrees to grant the necessary and reasonable time off, without discrimination or loss of seniority rights and without pay, to any Employee designated by the Union to attend a labor convention or serve in any capacity on other official Union business, provided forty-eight (48) hours written notice is given to the Chief of Police by the Union specifying length of time off. The Union agrees that in making its request for time off for Union activities, due consideration shall be given to the number of Employees affected in order that there shall be no disruption of the Employer's operations due to lack of available Employees.

## **ARTICLE 26** **LOSS OR DAMAGE**

Employees shall not be charged for loss or damage unless clear proof of negligence is shown. This Article is not to be construed as applying to charging Employees for equipment. Any item of personal property damaged or destroyed while in the performance of duty will be replaced or repaired by the City, (including, but not limited to, clothing, watches, eyeglasses, etc.) The City may then recoup damages through the Courts.

## **ARTICLE 27 TRAINING**

SECTION 1: The Employer will pay for twenty (20) hours of training per year. The Employer has the right to direct at least sixteen (16) hours of such training per year. The Employer is to pay for twenty (20) hours per year at straight time with the year-end paycheck. All hours in excess of sixteen (16) hours that are directed by the Employer will be paid at the appropriate base pay rate. For example, if an Employee is directed to take a training on his/her off-duty time, after he/she has completed sixteen (16) hours of training directed by the Employer, he/she shall be paid at time and one-half (1½). Any hours directed by the Employer in excess of twenty (20) hours per year will be paid at the appropriate base pay rate with the paycheck for the period in which training is attended. By February 28 of each year, the Chief will designate the training the Employees are required to attend for the year and this requirement will include all POST requirements. All Employees are required to complete at least forty-eight (48) hours of training within a three (3) year period to maintain licensure. Should an Employee not attend at least forty-eight (48) hours of training within their three (3) year period, pay for the amount of hours not attended will be deducted from the last paycheck for that three (3) year period. An employee who retires, dies or leaves the Department for any reason prior to the end of the year would be entitled for payment of the hours of training actually attended. It shall be the responsibility of the Employee to keep track of training attended.

## **ARTICLE 28 EMERGENCY LEAVE**

SECTION 1: In the event of a death of the spouse or child of a regular, full-time Employee, who has been employed at least ninety (90) days, such Employee may be granted a leave of absence with pay for a period of up to three (3) days.

## **ARTICLE 29 SEPARABILITY AND SAVINGS CLAUSE**

If any article or section of this Agreement or any riders thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any rider thereto, or the application of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

In the event that any article or section is held invalid or enforcement of or compliance

with which has been restrained, as above set forth, the parties shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement, pertaining to the same subject matter for such article or section during the period of invalidity or restraint.

## **ARTICLE 30** **EXPIRATION DATE**

**SECTION 1:** This Agreement shall be effective from the 1<sup>st</sup> day of January, 2026, and shall continue in full force and effect up to and including the 31<sup>st</sup> day of December, 2028, and shall automatically renew itself thereafter, until and unless either party, at least sixty (60) days before the 1<sup>st</sup> day of July, notifies the other party in writing that it desired to terminate or modify the Agreement. If the notice given is one expressing an election to terminate the Agreement, it shall then expire on the 31st day of December, 2028. If the notice is one of modification, the parties shall then begin negotiations on the proposed modification, as soon as possible after such notice has been given. During the period of negotiations on the modifications, the terms and conditions of the Agreement on which there was no request for modifications shall remain in full force and effect.

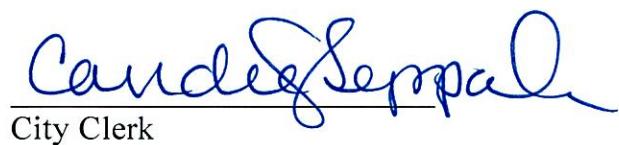
**SECTION 2:** The Minnesota Public Employees Association and the City of Hibbing agree to reopen the contract and meet and confer on the Blue Cross Blue Shield health insurance plan design. This will allow the parties to explore alternate plan designs in an effort to control health insurance costs. The reopeners does not include any discussion on the percentage of premium contributions paid for by either party.

**SECTION 3:** In the event of an inadvertent failure by either party to give the notice set forth in Section 1 of this Article, such party may give such notice at any time prior to June 1 of any year of this Agreement. If a notice is given in accordance with the provisions of this Section, the expiration date of this Agreement shall be the sixty-first (61st) day following such notice.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the latest date affixed to the signatures hereto.

CITY OF HIBBING

  
Bob H. Luek  
Mayor

  
Candace Seppala  
City Clerk

Dated: 11/10/25

MINNESOTA PUBLIC  
EMPLOYEES ASSOCIATION

  
Joseph O'Donnell  
Union Representative

  
Al Auk  
Union President

Dated: 11/10/25

## APPENDIX A

Job Class	Grade
Patrol	12
Narcotics Officer	12
Sergeant	13
Patrol II	13
Narcotics Officer II	13
Sergeant II	14
Investigator	14
Captain	15
Investigator II	15
Captain II	16

## 2026 Base Pay Schedule

Grade	A	B	C	D	E	F	G
1	\$37,363.38	\$38,920.19	\$40,477.00	\$42,033.80	\$43,590.61	\$45,147.42	\$46,704.24
2	\$39,698.60	\$41,352.71	\$43,006.82	\$44,660.92	\$46,315.03	\$47,969.14	\$49,623.25
3	\$42,179.76	\$43,937.24	\$45,694.74	\$47,452.23	\$49,209.72	\$50,967.21	\$52,724.70
4	\$44,815.99	\$46,683.32	\$48,550.66	\$50,417.99	\$52,285.32	\$54,152.65	\$56,020.00
5	\$47,616.99	\$49,601.03	\$51,585.08	\$53,569.12	\$55,553.16	\$57,537.20	\$59,521.24
6	\$50,593.06	\$52,701.10	\$54,809.14	\$56,917.19	\$59,025.23	\$61,133.28	\$63,241.32
7	\$53,755.12	\$55,994.92	\$58,234.72	\$60,474.51	\$62,714.31	\$64,954.10	\$67,193.90
8	\$57,114.81	\$59,494.60	\$61,874.38	\$64,254.16	\$66,633.95	\$69,013.73	\$71,393.52
9	\$60,684.49	\$63,213.01	\$65,741.53	\$68,270.05	\$70,798.57	\$73,327.09	\$75,855.62
10	\$64,477.28	\$67,163.82	\$69,850.38	\$72,536.93	\$75,223.49	\$77,910.04	\$80,596.59
11	\$68,507.10	\$71,361.57	\$74,216.03	\$77,070.49	\$79,924.96	\$82,779.41	\$85,633.88
12	\$72,788.80	\$75,821.67	\$78,854.53	\$81,887.40	\$84,920.26	\$87,953.13	\$90,986.00
13	\$77,338.10	\$80,560.52	\$83,782.94	\$87,005.36	\$90,227.78	\$93,450.20	\$96,672.62
14	\$82,171.73	\$85,595.55	\$89,019.37	\$92,443.20	\$95,867.01	\$99,290.84	\$102,714.66
15	\$87,307.46	\$90,945.28	\$94,583.08	\$98,220.90	\$101,858.70	\$105,496.52	\$109,134.32
16	\$92,764.17	\$96,629.35	\$100,494.52	\$104,359.70	\$108,224.88	\$112,090.05	\$115,955.23
17	\$98,561.93	\$102,668.69	\$106,775.44	\$110,882.18	\$114,988.93	\$119,095.67	\$123,202.42
18	\$104,722.06	\$109,085.48	\$113,448.90	\$117,812.31	\$122,175.74	\$126,539.16	\$130,902.57
19	\$111,267.19	\$115,903.32	\$120,539.45	\$125,175.59	\$129,811.72	\$134,447.85	\$139,083.98
20	\$118,221.39	\$123,147.28	\$128,073.17	\$132,999.06	\$137,924.96	\$142,850.84	\$147,776.73
21	\$125,610.22	\$130,843.98	\$136,077.74	\$141,311.51	\$146,545.27	\$151,779.02	\$157,012.78
22	\$133,460.86	\$139,021.73	\$144,582.60	\$150,143.47	\$155,704.34	\$161,265.21	\$166,826.08
23	\$141,802.17	\$147,710.59	\$153,619.01	\$159,527.44	\$165,435.86	\$171,344.28	\$177,252.71

## 2027 Base Pay Schedule

Grade	A	B	C	D	E	F	G
1	\$38,857.92	\$40,477.00	\$42,096.08	\$43,715.16	\$45,334.24	\$46,953.32	\$48,572.41
2	\$41,286.54	\$43,006.82	\$44,727.09	\$46,447.35	\$48,167.63	\$49,887.90	\$51,608.18
3	\$43,866.95	\$45,694.73	\$47,522.53	\$49,350.31	\$51,178.11	\$53,005.90	\$54,833.69
4	\$46,608.63	\$48,550.66	\$50,492.69	\$52,434.71	\$54,376.74	\$56,318.76	\$58,260.80
5	\$49,521.67	\$51,585.07	\$53,648.48	\$55,711.89	\$57,775.29	\$59,838.69	\$61,902.09
6	\$52,616.78	\$54,809.14	\$57,001.51	\$59,193.88	\$61,386.24	\$63,578.61	\$65,770.97
7	\$55,905.33	\$58,234.72	\$60,564.11	\$62,893.49	\$65,222.88	\$67,552.27	\$69,881.66
8	\$59,399.41	\$61,874.39	\$64,349.36	\$66,824.33	\$69,299.31	\$71,774.28	\$74,249.27
9	\$63,111.87	\$65,741.53	\$68,371.19	\$71,000.85	\$73,630.51	\$76,260.18	\$78,889.84
10	\$67,056.37	\$69,850.38	\$72,644.40	\$75,438.41	\$78,232.43	\$81,026.44	\$83,820.45
11	\$71,247.38	\$74,216.03	\$77,184.67	\$80,153.31	\$83,121.96	\$86,090.59	\$89,059.24
12	\$75,700.35	\$78,854.53	\$82,008.71	\$85,162.89	\$88,317.07	\$91,471.26	\$94,625.44
13	\$80,431.63	\$83,782.94	\$87,134.26	\$90,485.57	\$93,836.89	\$97,188.21	\$100,539.52
14	\$85,458.60	\$89,019.37	\$92,580.15	\$96,140.93	\$99,701.69	\$103,262.47	\$106,823.25
15	\$90,799.76	\$94,583.09	\$98,366.40	\$102,149.73	\$105,933.05	\$109,716.38	\$113,499.70
16	\$96,474.74	\$100,494.53	\$104,514.30	\$108,534.09	\$112,553.87	\$116,573.65	\$120,593.44
17	\$102,504.41	\$106,775.43	\$111,046.46	\$115,317.47	\$119,588.49	\$123,859.50	\$128,130.52
18	\$108,910.94	\$113,448.89	\$117,986.86	\$122,524.81	\$127,062.77	\$131,600.73	\$136,138.68
19	\$115,717.87	\$120,539.45	\$125,361.03	\$130,182.61	\$135,004.19	\$139,825.77	\$144,647.34
20	\$122,950.24	\$128,073.18	\$133,196.10	\$138,319.02	\$143,441.95	\$148,564.88	\$153,687.80
21	\$130,634.63	\$136,077.74	\$141,520.85	\$146,963.97	\$152,407.08	\$157,850.19	\$163,293.29
22	\$138,799.29	\$144,582.60	\$150,365.90	\$156,149.21	\$161,932.51	\$167,715.82	\$173,499.12
23	\$147,474.26	\$153,619.01	\$159,763.77	\$165,908.54	\$172,053.29	\$178,198.06	\$184,342.82

## 2028 Base Pay Schedule

Grade	A	B	C	D	E	F	G
1	\$40,023.66	\$41,691.31	\$43,358.96	\$45,026.61	\$46,694.26	\$48,361.92	\$50,029.58
2	\$42,525.14	\$44,297.02	\$46,068.90	\$47,840.77	\$49,612.66	\$51,384.54	\$53,156.42
3	\$45,182.96	\$47,065.58	\$48,948.21	\$50,830.82	\$52,713.45	\$54,596.07	\$56,478.70
4	\$48,006.89	\$50,007.17	\$52,007.47	\$54,007.75	\$56,008.04	\$58,008.32	\$60,008.62
5	\$51,007.32	\$53,132.63	\$55,257.94	\$57,383.24	\$59,508.54	\$61,633.85	\$63,759.15
6	\$54,195.28	\$56,453.41	\$58,711.56	\$60,969.70	\$63,227.83	\$65,485.97	\$67,744.10
7	\$57,582.49	\$59,981.76	\$62,381.03	\$64,780.30	\$67,179.57	\$69,578.84	\$71,978.11
8	\$61,181.39	\$63,730.62	\$66,279.84	\$68,829.06	\$71,378.29	\$73,927.51	\$76,476.74
9	\$65,005.22	\$67,713.78	\$70,422.33	\$73,130.88	\$75,839.43	\$78,547.98	\$81,256.54
10	\$69,068.06	\$71,945.89	\$74,823.73	\$77,701.56	\$80,579.40	\$83,457.23	\$86,335.07
11	\$73,384.80	\$76,442.51	\$79,500.21	\$82,557.91	\$85,615.61	\$88,673.31	\$91,731.01
12	\$77,971.36	\$81,220.17	\$84,468.97	\$87,717.78	\$90,966.59	\$94,215.40	\$97,464.20
13	\$82,844.58	\$86,296.43	\$89,748.29	\$93,200.14	\$96,652.00	\$100,103.85	\$103,555.71
14	\$88,022.36	\$91,689.95	\$95,357.55	\$99,025.15	\$102,692.74	\$106,360.35	\$110,027.95
15	\$93,523.75	\$97,420.58	\$101,317.40	\$105,214.22	\$109,111.04	\$113,007.87	\$116,904.69
16	\$99,368.98	\$103,509.36	\$107,649.73	\$111,790.12	\$115,930.49	\$120,070.86	\$124,211.24
17	\$105,579.54	\$109,978.70	\$114,377.85	\$118,776.99	\$123,176.14	\$127,575.28	\$131,974.44
18	\$112,178.27	\$116,852.36	\$121,526.46	\$126,200.55	\$130,874.65	\$135,548.75	\$140,222.84
19	\$119,189.41	\$124,155.64	\$129,121.86	\$134,088.09	\$139,054.31	\$144,020.54	\$148,986.76
20	\$126,638.75	\$131,915.37	\$137,191.98	\$142,468.59	\$147,745.21	\$153,021.82	\$158,298.43
21	\$134,553.67	\$140,160.07	\$145,766.47	\$151,372.89	\$156,979.29	\$162,585.69	\$168,192.09
22	\$142,963.27	\$148,920.08	\$154,876.88	\$160,833.68	\$166,790.49	\$172,747.29	\$178,704.09
23	\$151,898.48	\$158,227.58	\$164,556.69	\$170,885.79	\$177,214.89	\$183,544.00	\$189,873.11

## **APPENDIX B**

### **LATERAL HIRES**

The following applies to employees that begin employment as an employee in the bargaining unit who were previously employed as a peace officer by another law enforcement agency (“Lateral Hires”):

1. The employee may be placed on any step in the base pay structure at the discretion of the City Administrator. If the employee starts in a position at a step higher than Step A, the employee will receive a step increase based on the length of service in the position equivalent to the difference between the subsequent step length of service and current step length of service.
2. Upon completion of the Field Training Program, Lateral Hires will be credited (96) hours of vacation to their leave bank. Lateral hires will follow the vacation accrual rate from their first date of employment as an employee in the bargaining unit.
3. Lateral Hires will accrue seniority from their first date of employment as an employee in the bargaining unit.