



WILLMAR CITY COUNCIL MEETING
MONDAY, DECEMBER 29, 2025 @ 7:00 AM
City Hall
333 6th ST SW, WILLMAR MINNESOTA

AGENDA

1. Call Meeting to Order
2. Roll Call
3. Pledge of Allegiance
4. Regular Business
 - A. Resolution Approving 2026, 2027, and 2028 Base Pay Structures
 - B. Resolution Approving City Health Insurance Contributions in 2026, 2027, and 2028 For Nonunion City Employees
 - C. Resolution Approving Labor Agreement and Memorandums of Understanding between the City of Willmar and Law Enforcement Labor Services, Inc.
5. Adjourn



City Council Action Request

Council Meeting Date:	December 29, 2025	Agenda Item Number:	4.A.
Agenda Section:	Regular Business	Originating Department:	Administration
Resolution:	Yes	Prepared By:	Kyle Box, City Operations Director
Ordinance:	No	Presented By:	Leslie Valiant, City Administrator, Alissa Gambrel, Human Resources Director, Kyle Box, City Operations Director
Item:	Resolution Approving 2026, 2027, and 2028 Base Pay Structures		

RECOMMENDED ACTION:

Adopt the resolution approving the 2026, 2027, and 2028 Base Pay Structures

OVERVIEW:

BUDGETARY/FISCAL ISSUES:

ALTERNATIVES TO CONSIDER:

ATTACHMENTS:

1. Resolution Approving 2026-2028 Base Pay Structures
2. City of Willmar 2026-2028 BPS (v.2.)

CITY OF WILLMAR
RESOLUTION NO.

APPROVING 2026, 2027, AND 2028 BASE PAY STRUCTURES

WHEREAS, the City of Willmar City Council must approve base pay and other components of base pay for City of Willmar (City) employees for calendar years in which it has not taken formal action on such items; and

WHEREAS, the City approves such items through base pay structures.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Willmar that:

The City Council approves the following:

1. City of Willmar's Base Pay Structures, which are attached hereto and incorporated herein by reference in their entirety, for:
 - A. January 1, 2026 through December 31, 2026 (2026 BPS)
 - B. January 1, 2027 through December 31, 2027 (2027 BPS)
 - C. January 1, 2028 through December 31, 2028 (2028 BPS)
2. City of Willmar employees in the following positions will be subject to the 2026 BPS, 2027 BPS, and 2028 BPS:
 - A. All positions in an appropriate unit represented by an exclusive representative who have executed an agreement agreeing to be subject to the 2026 BPS, 2027 BPS, and 2028 BPS.
 - B. All regular positions not represented by an exclusive representative.

Voting in Favor:

Voting Against:

Resolution duly seconded and passed this 29th day of December, 2025.

City Clerk

Mayor

**City of Willmar
2026 Base Pay Structure**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
AB	\$21.45	\$22.09	\$22.75	\$23.43	\$24.14	\$24.86	\$25.61	\$26.31	\$26.97	\$27.64	\$28.33	\$28.90
BC	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35	\$28.17	\$28.94	\$29.67	\$30.41	\$31.17	\$31.79
CD	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.08	\$30.98	\$31.84	\$32.63	\$33.45	\$34.28	\$34.97
DE	\$28.54	\$29.40	\$30.28	\$31.19	\$32.13	\$33.09	\$34.08	\$35.02	\$35.90	\$36.79	\$37.71	\$38.47
EF	\$30.54	\$31.46	\$32.40	\$33.37	\$34.38	\$35.41	\$36.47	\$37.47	\$38.41	\$39.37	\$40.35	\$41.16
FG	\$32.68	\$33.66	\$34.67	\$35.71	\$36.78	\$37.88	\$39.02	\$40.09	\$41.10	\$42.12	\$43.18	\$44.04
GH	\$34.97	\$36.02	\$37.10	\$38.21	\$39.36	\$40.54	\$41.75	\$42.90	\$43.97	\$45.07	\$46.20	\$47.12
HI	\$37.07	\$38.18	\$39.32	\$40.50	\$41.72	\$42.97	\$44.26	\$45.48	\$46.61	\$47.78	\$48.97	\$49.95
IJ	\$40.77	\$42.00	\$43.26	\$44.55	\$45.89	\$47.27	\$48.68	\$50.02	\$51.27	\$52.56	\$53.87	\$54.95
JK	\$44.85	\$46.19	\$47.58	\$49.01	\$50.48	\$51.99	\$53.55	\$55.03	\$56.40	\$57.81	\$59.26	\$60.44
KL	\$47.09	\$48.50	\$49.96	\$51.46	\$53.00	\$54.59	\$56.23	\$57.78	\$59.22	\$60.70	\$62.22	\$63.46
LM	\$49.45	\$50.93	\$52.46	\$54.03	\$55.65	\$57.32	\$59.04	\$60.67	\$62.18	\$63.74	\$65.33	\$66.64
MN	\$51.92	\$53.48	\$55.08	\$56.73	\$58.43	\$60.19	\$61.99	\$63.70	\$65.29	\$66.92	\$68.60	\$69.97
NO	\$54.51	\$56.15	\$57.83	\$59.57	\$61.36	\$63.20	\$65.09	\$66.88	\$68.56	\$70.27	\$72.03	\$73.47
OP	\$57.24	\$58.96	\$60.73	\$62.55	\$64.42	\$66.36	\$68.35	\$70.23	\$71.98	\$73.78	\$75.63	\$77.14
PQ	\$60.10	\$61.91	\$63.76	\$65.68	\$67.65	\$69.68	\$71.77	\$73.74	\$75.58	\$77.47	\$79.41	\$81.00
QR	\$63.11	\$65.00	\$66.95	\$68.96	\$71.03	\$73.16	\$75.35	\$77.43	\$79.36	\$81.35	\$83.38	\$85.05
RS	\$66.26	\$68.25	\$70.30	\$72.41	\$74.58	\$76.82	\$79.12	\$81.30	\$83.33	\$85.41	\$87.55	\$89.30

**City of Willmar
2027 Base Pay Structure**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
AB	\$22.20	\$22.86	\$23.55	\$24.25	\$24.98	\$25.73	\$26.50	\$27.23	\$27.91	\$28.61	\$29.33	\$29.91
BC	\$24.42	\$25.15	\$25.90	\$26.68	\$27.48	\$28.30	\$29.15	\$29.96	\$30.70	\$31.47	\$32.26	\$32.90
CD	\$26.86	\$27.66	\$28.49	\$29.35	\$30.23	\$31.13	\$32.07	\$32.95	\$33.77	\$34.62	\$35.48	\$36.19
DE	\$29.54	\$30.43	\$31.34	\$32.28	\$33.25	\$34.25	\$35.28	\$36.25	\$37.15	\$38.08	\$39.03	\$39.81
EF	\$31.61	\$32.56	\$33.54	\$34.54	\$35.58	\$36.65	\$37.75	\$38.78	\$39.75	\$40.75	\$41.77	\$42.60
FG	\$33.82	\$34.84	\$35.88	\$36.96	\$38.07	\$39.21	\$40.39	\$41.50	\$42.54	\$43.60	\$44.69	\$45.58
GH	\$36.19	\$37.28	\$38.40	\$39.55	\$40.73	\$41.96	\$43.21	\$44.40	\$45.51	\$46.65	\$47.82	\$48.77
HI	\$38.36	\$39.51	\$40.70	\$41.92	\$43.18	\$44.47	\$45.81	\$47.07	\$48.24	\$49.45	\$50.69	\$51.70
IJ	\$42.20	\$43.47	\$44.77	\$46.11	\$47.50	\$48.92	\$50.39	\$51.77	\$53.07	\$54.39	\$55.75	\$56.87
JK	\$46.42	\$47.81	\$49.25	\$50.72	\$52.24	\$53.81	\$55.43	\$56.95	\$58.37	\$59.83	\$61.33	\$62.56
KL	\$48.74	\$50.20	\$51.71	\$53.26	\$54.86	\$56.50	\$58.20	\$59.80	\$61.29	\$62.83	\$64.40	\$65.68
LM	\$51.18	\$52.71	\$54.29	\$55.92	\$57.60	\$59.33	\$61.11	\$62.79	\$64.36	\$65.97	\$67.62	\$68.97
MN	\$53.74	\$55.35	\$57.01	\$58.72	\$60.48	\$62.29	\$64.16	\$65.93	\$67.58	\$69.27	\$71.00	\$72.42
NO	\$56.42	\$58.12	\$59.86	\$61.65	\$63.50	\$65.41	\$67.37	\$69.22	\$70.95	\$72.73	\$74.55	\$76.04
OP	\$59.24	\$61.02	\$62.85	\$64.74	\$66.68	\$68.68	\$70.74	\$72.69	\$74.50	\$76.37	\$78.27	\$79.84
PQ	\$62.21	\$64.07	\$65.99	\$67.97	\$70.01	\$72.11	\$74.28	\$76.32	\$78.23	\$80.18	\$82.19	\$83.83
QR	\$65.32	\$67.28	\$69.29	\$71.37	\$73.51	\$75.72	\$77.99	\$80.14	\$82.14	\$84.19	\$86.30	\$88.02
RS	\$68.58	\$70.64	\$72.76	\$74.94	\$77.19	\$79.51	\$81.89	\$84.14	\$86.25	\$88.40	\$90.61	\$92.42

**City of Willmar
2028 Base Pay Structure**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
AB	\$22.97	\$23.66	\$24.37	\$25.10	\$25.86	\$26.63	\$27.43	\$28.19	\$28.89	\$29.61	\$30.35	\$30.96
BC	\$25.27	\$26.03	\$26.81	\$27.61	\$28.44	\$29.30	\$30.17	\$31.00	\$31.78	\$32.57	\$33.39	\$34.06
CD	\$27.80	\$28.63	\$29.49	\$30.37	\$31.29	\$32.22	\$33.19	\$34.10	\$34.96	\$35.83	\$36.73	\$37.46
DE	\$30.58	\$31.49	\$32.44	\$33.41	\$34.41	\$35.45	\$36.51	\$37.51	\$38.45	\$39.41	\$40.40	\$41.21
EF	\$32.72	\$33.70	\$34.71	\$35.75	\$36.82	\$37.93	\$39.07	\$40.14	\$41.14	\$42.17	\$43.23	\$44.09
FG	\$35.01	\$36.06	\$37.14	\$38.25	\$39.40	\$40.58	\$41.80	\$42.95	\$44.02	\$45.12	\$46.25	\$47.18
GH	\$37.46	\$38.58	\$39.74	\$40.93	\$42.16	\$43.42	\$44.73	\$45.96	\$47.11	\$48.28	\$49.49	\$50.48
HI	\$39.71	\$40.90	\$42.12	\$43.39	\$44.69	\$46.03	\$47.41	\$48.71	\$49.93	\$51.18	\$52.46	\$53.51
IJ	\$43.68	\$44.99	\$46.34	\$47.73	\$49.16	\$50.63	\$52.15	\$53.59	\$54.93	\$56.30	\$57.71	\$58.86
JK	\$48.04	\$49.48	\$50.97	\$52.50	\$54.07	\$55.70	\$57.37	\$58.94	\$60.42	\$61.93	\$63.48	\$64.75
KL	\$50.45	\$51.96	\$53.52	\$55.12	\$56.78	\$58.48	\$60.23	\$61.89	\$63.44	\$65.02	\$66.65	\$67.98
LM	\$52.97	\$54.56	\$56.19	\$57.88	\$59.62	\$61.40	\$63.25	\$64.99	\$66.61	\$68.28	\$69.98	\$71.38
MN	\$55.62	\$57.29	\$59.00	\$60.77	\$62.60	\$64.47	\$66.41	\$68.24	\$69.94	\$71.69	\$73.48	\$74.95
NO	\$58.40	\$60.15	\$61.95	\$63.81	\$65.73	\$67.70	\$69.73	\$71.65	\$73.44	\$75.27	\$77.16	\$78.70
OP	\$61.32	\$63.16	\$65.05	\$67.00	\$69.01	\$71.08	\$73.22	\$75.23	\$77.11	\$79.04	\$81.01	\$82.63
PQ	\$64.38	\$66.31	\$68.30	\$70.35	\$72.46	\$74.64	\$76.88	\$78.99	\$80.97	\$82.99	\$85.06	\$86.77
QR	\$67.60	\$69.63	\$71.72	\$73.87	\$76.09	\$78.37	\$80.72	\$82.94	\$85.01	\$87.14	\$89.32	\$91.10
RS	\$70.98	\$73.11	\$75.31	\$77.56	\$79.89	\$82.29	\$84.76	\$87.09	\$89.26	\$91.50	\$93.78	\$95.66



City Council Action Request

Council Meeting Date:	December 29, 2025	Agenda Item Number:	4.B.
Agenda Section:	Regular Business	Originating Department:	Administration
Resolution:	Yes	Prepared By:	Kyle Box, City Operations Director
Ordinance:	No	Presented By:	Leslie Valiant, City Administrator, Alissa Gambrel, Human Resources Director, Kyle Box, City Operations Director
Item:	Resolution Approving City Health Insurance Contributions in 2026, 2027, and 2028 For Nonunion City Employees		

RECOMMENDED ACTION:

Adopt the Resolution approving the City Health Insurance Contributions in 2026, 2027, and 2028 for Nonunion Employees

OVERVIEW:

BUDGETARY/FISCAL ISSUES:

ALTERNATIVES TO CONSIDER:

ATTACHMENTS:

1. Resolution re Nonunion Health Insurance

CITY OF WILLMAR
RESOLUTION NO.

APPROVING CITY HEALTH INSURANCE CONTRIBUTIONS IN 2026, 2027, AND 2028
FOR NONUNION CITY EMPLOYEES

WHEREAS, the City of Willmar City Council must approve the City of Willmar's (City) contributions to health insurance for nonunion City employees for calendar years in which it has not taken formal action on such items.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Willmar that:

1. In calendar years 2026, 2027, and 2028, the Employer will pay up to the following amounts monthly towards insurance premiums for calendar years 2026, 2027 and 2028, respectively, for Employees for either the single or family coverage chosen by the Employee within the health insurance plan offered by the Employer: (i) for single coverage, \$676.95 in 2026, \$710.79 in 2027, and \$746.43 in 2028; and (ii) for family coverage, \$1,849.14 in 2026, \$1,941.60 in 2027, and \$2,038.68 in 2028.
2. In calendar years 2026, 2027, and 2028, the Employer will deposit into the Employee's HSA the amount of \$250.00 each month for those enrolled in the single plan, and \$500.00 each month for those enrolled in the family plan, chosen by the Employee within the HSA plan offered by the Employer. If the annual deductible for the HSA plan is greater than the annual contribution limit on health savings accounts, the difference will be paid to the Employee or their healthcare provider. If an Employee in the HSA plan experiences a hardship during the year, the Employee may appeal in writing to the City Administrator for the Employer's full annual contribution to be deposited into the Employee's health savings account.
3. In calendar year 2026, the Employer will pay up to the following amounts monthly towards insurance premiums for calendar year 2026 for Employees for either the employee+children or employee+spouse coverage chosen by the Employee within the health insurance plan offered by the Employer: (i) for employee+children coverage, \$1,255.26; and (ii) for employee+spouse coverage, \$1,387.23.
4. In calendar year 2026, the Employer will deposit into the Employee's HSA the amount of \$500.00 each month for those enrolled in either the employee+children or employee+spouse coverage, chosen by the Employee within the HSA plan offered by the Employer.

Voting in Favor:

Voting Against:

Resolution duly seconded and passed this 29th day of December, 2025.

City Clerk

Mayor



City Council Action Request

Council Meeting Date:	December 29, 2025	Agenda Item Number:	4.C.
Agenda Section:	Regular Business	Originating Department:	Administration
Resolution:	Yes	Prepared By:	Kyle Box, City Operations Director
Ordinance:	No	Presented By:	Leslie Valiant, City Administrator, Alissa Gambrel, Human Resources Director, Kyle Box, City Operations Director
Item:	Resolution Approving Labor Agreement and Memorandums of Understanding between the City of Willmar and Law Enforcement Labor Services, Inc.		

RECOMMENDED ACTION:

Adopt the Resolution approving the Labor Agreement and Memorandums of Understanding between the City of Willmar and Law Enforcement Labor Services, Inc.

OVERVIEW:

BUDGETARY/FISCAL ISSUES:

ALTERNATIVES TO CONSIDER:

ATTACHMENTS:

1. Resolution Approving LELS Labor Agreement and MOUs
2. Willmar-LELS 26-28 Labor Agreement
3. Willmar-LELS MOU re City 2026 HI Contributions for New Coverages
4. Willmar-LELS MOU re Court Cancellation Pay

CITY OF WILLMAR
RESOLUTION NO.

APPROVING LABOR AGREEMENT AND MEMORANDUMS OF UNDERSTANDING BETWEEN THE CITY OF WILLMAR AND LAW ENFORCEMENT LABOR SERVICES, INC.

WHEREAS, Law Enforcement Labor Services, Inc. is the exclusive representative for certain City of Willmar employees;

WHEREAS, the current labor agreement between the City of Willmar and Law Enforcement Labor Services, Inc. expired on December 31, 2025;

WHEREAS, the City of Willmar and Law Enforcement Labor Services, Inc. met and negotiated over the terms of the new labor agreement and memorandums of understanding regarding court cancellation pay and City health insurance contributions for 2026, respectively, between the parties;

WHEREAS, the parties reached a tentative agreement of the terms of the new labor agreement and memorandums of understanding; and

WHEREAS, the Public Employment Relations Act requires that the City of Willmar execute a labor agreement and memorandums of understanding and implement them in the form of a resolution.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Willmar as follows:

1. The Labor Agreement between City of Willmar and Law Enforcement Labor Services, Inc. for January 1, 2026 through December 31, 2028, which is attached hereto and incorporated herein by reference in its entirety, is approved.
2. The Memorandums of Understandings between City of Willmar and Law Enforcement Labor Services, Inc., which are attached hereto and incorporated herein by reference in their entirety, are approved
3. The City Clerk and Mayor must execute the agreement and memorandums of understanding
4. The City of Willmar must implement the agreement and memorandums of understanding.

Voting in Favor:

Voting Against:

Resolution duly seconded and passed this 29th day of December, 2025

City Clerk

Mayor

**CONTRACT BETWEEN
THE CITY OF WILLMAR
AND
LAW ENFORCEMENT LABOR SERVICES, INC.**

1/1/2026-12/31/2028

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**CONTRACT BETWEEN
THE CITY OF WILLMAR AND
LAW ENFORCEMENT LABOR SERVICES, INC.**

ARTICLE 1: PREAMBLE AND STATEMENT OF PURPOSE

THIS AGREEMENT, made and entered into by and between the City of Willmar, hereinafter referred to as the EMPLOYER, and Law Enforcement Labor Services, Inc. hereinafter referred to as the UNION.

The intent and purpose of this Agreement is to:

- 1.1 Provide an orderly procedure for the resolution and disputes concerning this Agreement's interpretation and/or application;
- 1.2 Set forth herein the full and complete understanding of the parties concerning rates of pay, hours and other conditions of employment for the duration of the Agreement.

ARTICLE 2: DEFINITIONS

- 2.1 EMPLOYEE means a member of the exclusively recognized bargaining unit.
- 2.2 PROBATIONARY EMPLOYEE Employee who has not completed the probationary period.
- 2.3 REGULAR EMPLOYEE Employee who has completed the probationary period.
- 2.4 REGULAR BASE PAY Employee's monthly rate of pay exclusive of any longevity or overtime pay or any other supplemental pay.
- 2.5 EMPLOYER The City of Willmar or its designated representative.
- 2.6 SHIFT A continuous eight (8), ten (10) or twelve (12) hour work period worked by an individual employee on a consistent basis at the direction of the Employer.
- 2.7 EMERGENCY A situation or condition so defined by the Employer.
- 2.8 DEPARTMENT HEAD The Chief of Police or his designated representative.
- 2.9 IMMEDIATE FAMILY For the purposes of determining funeral leave and sick leave, immediate family shall mean spouse, children, father or father-in-law, grandfather, mother or mother-in-law, grandmother, sister or sister-in-law, brother or brother-in-law, stepchildren or stepparents, grandchild and sons/daughters-in-law or a member of the employee's own immediate household.

ARTICLE 3: RECOGNITION

- 3.1 The Employer recognizes the Union as the sole and exclusive bargaining agent for all employees of the City of Willmar Police Department whose employment exceeds the lesser of fourteen (14) hours per week or thirty-five (35%) percent of the normal work week, and sixty-seven (67) work days per year, excluding the Chief of Police, Police Captain, Parking Enforcement personnel, clerical employees, confidential employees, and all other City employees.
- 3.2 Should there be any dispute as to a new position established during the life of this Agreement and its inclusion in the bargaining unit, the matter will be referred to the State Bureau of Mediation Services.

ARTICLE 4: UNION SECURITY

- 4.1 In recognition of the Union as the exclusive representative of the employees, the Employer shall deduct from employee paychecks the regular monthly dues. The amounts to be so deducted shall be certified to the Employer by the Union and the aggregate deduction of all employees shall be remitted together with an itemized statement of the Treasurer of the Union or his designee.
- 4.2 One employee shall be elected as steward, who shall have the right to process grievances or to participate in negotiations as necessary during normal working hours, if granted by the steward's supervisor. The Union shall inform the Employer in writing of the name of the steward.
- 4.3 The Union agrees to 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 or not, taken by the Employer under the provisions of Subsection 4.1.

ARTICLE 5: EMPLOYER SECURITY

- 5.1 Neither the Union, its officers or agents, nor any of the Employees covered by this Agreement, will engage in, encourage, sanction, support or suggest any strikes, slowdowns, resignations, absenteeism, the willful absence of one's position, the stoppage of work or the abstinence in whole or part of the full, faithful and proper performance of the duties of employment. In the event that any Employee violates this Article, the Union shall immediately notify such Employee in writing to cease and desist from such action and shall instruct him to immediately return to his

normal duties. Any and all Employees who violate this Article may be discharged or otherwise disciplined as provided by Civil Service regulations.

ARTICLE 6: EMPLOYER AUTHORITY

- 6.1 The Union recognizes the prerogative of the Employer to operate and manage the affairs of the Police Department in all respects in accordance with existing and future laws and regulations of appropriate authorities, including personnel policies, and department work rules. The prerogatives and authority which the Employer has not officially abridged, delegated or modified by this Agreement are retained by the Employer, such as, but not limited to: direct Employees, hire, promote, transfer, assign, retain Employees in positions and suspend, demote, or discharge or take disciplinary action for just cause against Employees, relieve Employees from duties because of lack of work or other legitimate reasons, maintain the efficiency of the government operations; determine the methods, means, job classifications and personnel by which such operations are to be conducted; take whatever actions may be necessary to carry out the missions of the Employer in situations of emergency; determine reasonable schedules of work and establish the methods and processes by which work is performed as provided by Civil Service regulations.
- 6.2 The Employer's non-exercise of any function hereby reserved to it, or its exercising any such function in a particular way shall not be deemed a waiver of its right to exercise such function or preclude the Employer the express provisions of this Agreement.
- 6.3 The enumeration of the rights and duties of the Employer in this Agreement shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and functions not expressly delegated in this Agreement are reserved to the Employer.
- 6.4 Employer recognizes that all provisions of this Agreement are subject to the laws of the State of Minnesota, United States of America and City of Willmar.

ARTICLE 7: GRIEVANCE PROCEDURE

7.1 DEFINITION OF 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.

7.2 UNION REPRESENTATIVES

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

7.3 PROCESSING OF 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 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.

7.4 PROCEDURE.

Grievances, as defined by Section 7.1, shall be resolved in conformance with the following procedure:

Step 1 No grievance shall be entertained or processed unless it is submitted within ten (10) working days after the first occurrence of the event giving rise to the grievance, or within ten (10) working days after the Employee through the use of reasonable diligence should have obtained knowledge of the first occurrence of the event giving rise to the grievance. The written grievance signed by both the Employee and Union representative and/or steward shall set forth the nature of the grievance, the facts on which it is based, the alleged violation and the relief requested. The department head shall discuss the grievance within five (5) working days with the Employee and Union representative and/or steward at a time mutually agreeable to the parties. If the grievance is settled as a result of such a meeting, the settlement shall be reduced to writing and signed by the department head, the Employee and the Union representative and/or steward. If no settlement is reached,

the department head shall give the Employer's written answer to the Employee and Union representative and/or steward within five (5) working days following their meeting and shall also forward a copy to the Labor Relations Committee.

Step 2 If the grievance is not settled in Step 1 and the Employee desires to appeal, it shall be referred by the Employee in writing to the City Administrator within ten (10) working days after the designated department head's answer in Step 1 is due. A meeting or discussion between the City Administrator and the Employee and Union representative and/or steward shall be held within ten (10) working days at a time mutually agreeable to the parties. If the grievance is settled as a result of such meeting, the settlement shall be reduced in writing and signed by the City Administrator, the Employee and Union representative and/or steward. If no settlement is reached, the City Administrator shall give the Employer's written answer to the Employee within five (5) working days following the meeting.

Step 3 If the grievance is not settled in Step 2 and the Employee desires to appeal, it shall be referred by the Employee in writing to the Labor Relations Committee within ten (10) working days after the City Administrator's answer in Step 2 is due. A meeting or discussion between the Labor Relations Committee and the Employee and Union representative and/or steward shall be held within ten (10) working days at a time mutually agreeable to the parties. If the grievance is settled as a result of such meeting, the settlement shall be reduced in writing and signed by the Chairman of the Labor Relations Committee, the Employee and Union representative and/or steward. If no settlement is reached, the Labor Relations Committee shall give the Employer's written answer to the Employee within five (5) working days following the meeting.

Step 4 If the grievance is not settled in Step 3 and the Union desires to appeal, it shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971. The Employer and Union shall endeavor to select a mutually-acceptable arbitrator to hear and decide the grievance. If the Employer and the Union are unable to agree on an arbitrator, the Union shall request from Bureau of Mediation Services, the State of Minnesota, a list of seven (7) names within ten (10) working days following receipt of the Employer's answer in Step 3. The parties shall alternately strike names from a list of seven (7) arbitrators until

only one (1) name remains. The remaining arbitrator shall hear and decide the grievance. If the parties are unable to agree on who shall strike the first name, the question shall be decided by a flip of the coin. For grievances subject to Minnesota Statutes, section 626.892, the selection of an arbitrator is governed exclusively by that law and the foregoing provisions related to the selection of an arbitrators do not apply. Each party shall be responsible for equally compensating the arbitrator for his fee and necessary expenses.

- 7.5 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 specific time limit or any agreed upon extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specific time limits, the Employee 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, except the time limit for filing the grievance, may be extended by mutual written agreement of the Employer and Employee in each step, which extension shall not be unduly withheld by either party. The term "working days" shall mean the days Monday through Friday, excluding holidays.
- 7.6 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. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules and regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing with thirty (30) calendar days following the 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 Union and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be

responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such 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.

7.7 CHOICE OF REMEDY

If, as a result of the written Employer's response in Step 2, the grievance remains unresolved, and if the grievance involved the suspension, demotion or discharge of an Employee who has completed the required probationary period, the grievance may be appealed either to Step 3 of Article 7 or a procedure such as Civil Service, Veteran's Preference or Fair Employment. If appealed to any procedure other than Step 3 of Article 7, the Union and aggrieved Employee shall indicate in writing which procedure is to be utilized and shall sign a statement to the effect that the choice of any other hearing precludes the Union and the aggrieved Employee from making a subsequent appeal through Step 3 of Article 7. The election set forth above shall not apply to claims subject to the jurisdiction of the United States Equal Employment Opportunity Commission.

ARTICLE 8: WORK SCHEDULE

- 8.1 The sole authority in establishing work schedules is the Employer. A normal work week shall be an average of forty (40) hours. Unless working conditions dictate otherwise, and to the extent practical, all uniform patrol officers and patrol sergeants will be assigned to a consistent or regular schedule of five (5) eight (8) hour shifts, or four (4) ten (10) hour shifts or four (4) twelve (12) hour shifts.
- 8.2 Employees shall suffer no loss of pay or time because of a shift change.

ARTICLE 9: SICK LEAVE

- 9.1 Sick leave shall be accrued by Employees at a rate of eight (8) hours per calendar month, up to a maximum of one thousand one hundred twenty (1,120) hours. The former Employee amount of "sick leave bank" will be transferred to the regular sick leave account, not to exceed 1,120 total hours as stated earlier.
- 9.2 Sick leave shall not be considered as a right and may not be used at the Employee's discretion. Sick leave may be used for reasons established in Employer policy.
- 9.3 To be eligible for payment of sick leave, the Employee will notify the Department two (2) hours prior to the starting time of his/her scheduled shift. The notice may

be waived if the Employee could not reasonably be expected to comply because of unusual circumstances.

9.4 The Employer has the right to verify the reported sickness of an Employee and may require a doctor's certificate for absences due to sickness after three days, or in those cases where there appears to be an abuse of sick leave. In all instances, the burden of proof for the use of sick leave rests with the Employee.

9.5 Sick Leave Benefits Upon Separation. Employees with seven (7) or more years of continuous service, leaving the Employer in good standing and providing advance notice, will receive a percentage of their sick leave balance. Employees must provide at least a two weeks' notice prior to their last day of work to receive a distribution of their accumulated sick time.

Employees with seven (7) or more years of continuous service with the Employer will receive, upon termination of employment with the Employer, an amount equivalent to their accumulated total sick leave; computed at last regular base pay rate at time of separation, in accordance with the following schedule: seven (7) years, seventy (70%) percent; eight (8) years, eighty (80%) percent; nine (9) years, ninety (90%) percent; ten (10) years, one hundred (100%) percent.

In the event an Employee with at least seven (7) years continuous service dies while so employed, their heirs as designated under the PERA plan shall be entitled to an amount equal to the percent of accrued sick leave benefits that said Employee would have earned under the termination clause (payable at the time of Employee's death).

Benefits specified in this section shall be limited to nine hundred (900) hours.

9.6 Any pay an employee is entitled to under 9.5 of this Agreement will be deposited into their HCSP account. Employees will contribute 2% of their gross pay each payroll to their HCSP account.

9.7 An absence due to injury incurred in the course of the Employee's employment shall not be charged against the Employee's sick leave until workers' compensation is exhausted, or for a maximum of one (1) year, whichever is less. During this period, the Employer shall pay to such Employee the difference between the Employee's regular base pay and the benefits received under the Workers' Compensation Act.

ARTICLE 10: FUNERAL LEAVE

10.1 Employees may be allowed up to three (3) days, at the discretion of the Chief of Police, for funeral leave for a death in the immediate family. This leave shall not be deducted from the Employee's sick leave account.

ARTICLE 11: VACATION LEAVE

11.1 Employees shall accrue vacation leave compensated according to the following schedule:

A. From the beginning of continuous employment, each Employee shall accrue and be granted vacation at the following rates:

Years of Service	Hours
1-4	120
5-9	144
10-14	160
15+	200

11.2 Employees may use vacation leave in amounts of less than 8 hours subject to the approval of the immediate supervisor.

11.3 In the event an Employee's services are terminated in good standing, the Employee shall be paid for accumulated vacation hours as of the termination date provided that the Employee has given two (2) weeks' notice of termination.

11.4 Departmental Head Approval. All vacation leave schedules must be approved by the department head or designee. In approving such schedules, the department head shall consider the needs of the municipal service and the seniority and wishes of the Employee.

11.5 Employees who have accumulated at least 120 vacation hours may cash out 40 hours of vacation one time per calendar year when they have used at least 40 hours of vacation time in the 12 months preceding the date that they make the request for such cash out. The Employer will cash out vacation time in this section with the first regular payroll that is at least 3 calendar days after receipt of the Employee's request.

ARTICLE 12: HOLIDAY LEAVE

- 12.1 Employees shall receive eighty-eight (88) hours of holiday leave per year. Such holiday leave shall accrue as the holidays occur.
- 12.2 Eight (8) hours of holiday leave shall be granted for each of the following ten holidays: New Year's Day; Martin Luther King, Jr. Day (3rd Monday in January); Presidents' Day (3rd Monday in February); Memorial Day (last Monday in May); Juneteenth (June 19); Independence Day (July 4); Labor Day (first Monday in September); Veterans' Day (November 11); Thanksgiving Day (4th Thursday in November); Day after Thanksgiving, and Christmas Day (December 25).
- 12.3 Employees shall be charged for the use of holiday leave in the amount of not less than eight (8) hours.
- 12.4 In the event any Employee voluntarily terminates employment with the Employer or is discharged, he/she shall be paid for their accumulated holiday leave hours as of termination.
- 12.5 An Employee who works on New Year's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Martin Luther King, Jr. Day, Memorial Day, Labor Day, Presidents' Day, Veterans' Day, Juneteenth or Independence Day shall receive time and one-half (1 1/2) the Employee's regular rate of pay for all hours worked, plus holiday pay. Employees scheduled to work on other designated holidays shall receive their regular rate of pay for all hours worked. Employees shall not be eligible for overtime compensation if they take compensatory time or vacation time for a holiday regularly scheduled as a day of work. If an Employee uses a vacation day on a holiday, the Employee will have the option of being credited with holiday leave of eight (8) hours or will be paid eight (8) hours holiday pay at the Employee's straight time rate of pay. If an Employee uses comp time on a holiday, it shall be considered that the Employee is using the holiday leave accrued on that holiday. Employees shall use the holiday leave accrued on that day if necessary to fill out the regular schedule for the Employee.

ARTICLE 13: OVERTIME PAY

- 13.1 Employees who are directed to work in excess of their regularly scheduled eight (8), ten (10), or twelve (12) hour shift shall receive overtime or compensatory time

paid at the rate of one and one-half (1 1/2) their base rate of pay for those extra hours worked.

If the eight (8), ten (10), or twelve (12) hour shift schedule will result in Employees working in excess of one hundred seventy-one (171) hours per twenty-eight (28) day work period, Employees shall receive overtime compensation at one and one-half (1 1/2) times their regular rate of pay for all hours worked in excess of one hundred seventy-one (171) hours in the twenty-eight (28) day work period. At the discretion of the Employer, an Employee may be directed not to report to work if the hours of work will result in more than a normal average forty (40) hour work week.

- 13.2 In lieu of overtime compensation provided in 13.1, Employees may receive compensatory time off, at one and one-half (1 1/2) hours, at the discretion of the Employer. Employees may accumulate a maximum of 80 hours of compensatory time off.
- 13.3 Permanent assigned officers working in the Investigation Section may work in excess of their regular 8-hour shift at their regular rate of pay providing the assignment calls for it. This will be on a voluntary basis. Anytime an investigator is ordered by a superior officer to work beyond his regular 8-hour shift, he/she will be compensated at the rate of time and one-half. Time accumulated may be taken as compensatory time off or the regular hourly rate. The approving authority for the investigator at time and one-half is the Chief of Police, Police Captain, sergeant or senior officer in charge.
- 13.4 For purposes of computing overtime under this Act, the regular straight time hourly rate shall include any longevity pay to which an Employee is entitled.
- 13.5 Intoxilizer operators shall be paid a minimum of two (2) hours pay at their regular straight time hourly rate for each intoxilizer test administered off duty.
- 13.6 Off duty Employees will be compensated, on Employer payroll, for a minimum of one hour at the rate of time and one-half (1 1/2) the Employee's regular straight time hourly rate for performing law enforcement duties for special events, such as moving houses, dances and sporting events, approved by the Chief or City Council when law enforcement assistance is required by law. Employees will receive a

minimum of one hour at the rate of time and one-half (1 1/2) the Employee's regular rate for work performed pursuant to this action.

ARTICLE 14: CALL BACK

- 14.1 An Employee called back to work at a time other than his/her normal scheduled shift for reasons other than in-service training shall receive a minimum of two (2) hours at time and one-half the Employee's regular base pay rate. Reporting early for a shift or an extension of a shift shall not qualify for call back pay.
- 14.2 An Employee called back to work on a holiday specified in 12.5 of this Agreement at a time other than his/her normal scheduled shift for reasons other than in-service training shall receive double the Employee's regular base pay rate for all hours worked, plus holiday pay. Reporting early for a shift or an extension of a shift shall not qualify for call back pay. For all time worked covered by this section, pay specified in 12.5 and 14.1 of this Agreement will not apply to such time.

ARTICLE 15: COURT PAY

- 15.1 Employees that are required to testify in court during off-duty hours shall receive a minimum of two (2) hours pay at time and one-half (1 1/2). Reporting early for a shift or an extension for a shift of court duty does not qualify for this minimum two-hour guarantee.

ARTICLE 16: TRAINING PAY

- 16.1 Training is defined as any directed attendance at any session, POST approved or not, which enhances the Employee's knowledge or is designed to positively impact the Employee's job performance. Compensation for training, including travel to and from, shall be paid pursuant to FLSA regulations. Unless otherwise noted in this Memorandum of Contract, staff or departmental meetings are not training.
- 16.2 The Employer may from time to time schedule supervisors/sergeants meetings which shall be considered staff meetings for those Employees not scheduled to work. Required attendance at Supervisor/ Sergeant meetings will be paid at time and one-half (1 1/2).

ARTICLE 17: CANINE PROGRAM

- 17.1 The Employer, in its sole discretion, may create, maintain or discontinue a canine program in the City of Willmar. If a canine program is created and maintained, an

officer with the Willmar Police Department may be assigned by the Chief to serve as the handler for the dog.

- 17.2 The handler will receive thirty (30) minutes normally at the end of each schedule shift for the dog's routine care, maintenance and training at the officer's home.
- 17.3 The handler will receive thirty (30) minutes of pay in accordance with Section 8.2 of the collective bargaining agreement for dog maintenance, care and training for each of the officer's days off.
- 17.4 Call-out time for the handler with the dog will be compensated at the call-in rate as defined in Article 14 of the labor agreement.
- 17.5 Organized formal training sessions with the handler and the dog shall occur, whenever possible, during the handler's regularly scheduled shifts. If formal training cannot occur during the handler's regularly scheduled shift, the handler will be compensated pursuant to the provisions of Article 17 of the collective bargaining agreement.
- 17.6 The handler will not receive or be entitled to any other or further compensation related to the canine program than is stated in this Memorandum of Agreement.
- 17.7 When the dog is out of the care of the canine officer, the above items do not apply.

ARTICLE 18: INSURANCE

- 18.1 In calendar years 2026, 2027, and 2028, the Employer will pay up to the following amounts monthly towards insurance premiums for calendar years 2026, 2027 and 2028, respectively, for Employees for either the single or family coverage chosen by the Employee within the health insurance plan offered by the Employer: (i) for single coverage, \$676.95 in 2026, \$710.79 in 2027, and \$746.43 in 2028; and (ii) for family coverage, \$1,849.14 in 2026, \$1,941.60 in 2027, and \$2,038.68 in 2028. In addition, in calendar years 2026, 2027, and 2028, the Employer will deposit into the Employee's HSA the amount of \$250.00 each month for those enrolled in the single plan, and \$500.00 each month for those enrolled in the family plan, chosen by the Employee within the HSA plan offered by the Employer. If the annual deductible for the HSA plan is greater than the annual contribution limit on health savings accounts, the difference will be paid to the Employee or their healthcare provider. If an Employee in the HSA plan experiences a hardship during the year,

the Employee may appeal in writing to the City Administrator for the Employer's full annual contribution to be deposited into the Employee's health savings account.

- 18.2 The Employer shall continue to provide the Employee with full false arrest insurance.
- 18.3 The Employer agrees to continue group health insurance for retired Civil Service Employees to age sixty-five (65), as authorized by Minnesota statutes, provided the retired Employee is not eligible for group health and accident insurance as a result of other employment. The retired Employee will pay all premiums for this coverage.
- 18.4 The Employer shall provide \$50,000 term life insurance and long-term disability insurance for each Employee under this Agreement. The employer will continue both insurance plans during an approved Family Medical Leave and continue to pay the premium cost for the duration of the approved Leave.
- 18.5 The Employer will provide a dental insurance plan.

ARTICLE 19: CLOTHING ALLOWANCE

- 19.1 The Employer shall provide an initial uniform for each newly hired Employee and, thereafter, beginning twelve (12) months after initial issuance shall provide by no later than April 15 an annual clothing allowance up to the following for all licensed officers: \$900 in 2026, \$925 in 2027, and \$950 in 2028. If necessary, the department head has the authority to order the Employee to replace his uniform or parts thereof.

ARTICLE 20: P.O.S.T. LICENSE

- 20.1 Employer agrees to pay for the Peace Officer's Standards and Training license and renewals for all officers.

ARTICLE 21: SENIORITY VACATION RIGHTS AND ASSIGNMENTS

- 21.1 For purposes of this Agreement, seniority shall mean the length of continuous service an Employee has worked with a position classification.
- 21.2 Vacation selection rights shall be determined with work groups by seniority provided requests for vacation leave are submitted by May 1.
- 21.3 The Employer agrees to furnish the Union with an up-to-date list every twelve (12) months showing the position classification, appointment date and length of continuous service for Employees represented by the Union.

- 21.4 In the absence of a sergeant, the senior officer on duty will be in charge of the shift or until relieved by a sergeant.

ARTICLE 22: SAFETY

- 22.1 Both the Employer and the Union agree to maintain sanitary and safe working conditions and equipment.

ARTICLE 23: EMPLOYEES BULLETIN BOARD

- 23.1 The Employer agrees to allow the Union to use the Employer specified bulletin boards for the purpose of posting Union meetings, Union elections, Union election returns and Union recreational or social affairs. The Union agrees to limit the posting of such notices to its bulletin board space. It is specifically understood that in no event shall such notices be politically partisan, derogatory or critical of the services, techniques or methods of the Employer.

ARTICLE 24: COMPENSATION SCHEDULE

- 24.1 In calendar years 2026, 2027, and 2028, respectively, employees will be paid base pay as established in employer's base pay schedule for the respective calendar year, which is attached hereto as Exhibit A.
- 24.2 In the absence of an available sergeant, for a minimum of one hour or more per shift, any uniformed patrol officer assigned by Employer to serve as senior officer on a shift, shall receive a \$2.00 (two dollars) per hour differential. In the absence of an available detective sergeant for a minimum of an entire shift, any detective assigned by Employer to perform duties and responsibilities of detective sergeant on the shift, shall receive a \$2.00 (two dollar) per hour differential. For the purpose of this section, "available" means physically present or accessible through communication.
- 24.3 Any patrol officer or sergeant, regardless of class, assigned and serving for a minimum of thirty (30) consecutive days as Detective, School Resource Office, Computer Forensics Examiner, on Drug Task Force, and on Street Crimes Unit, shall receive a monthly lump sum payment of \$250 (two hundred fifty dollars) per month. Any officer so assigned that has successfully completed the 30 consecutive day minimum will be retroactively paid the specialty differential to the first day of the assignment.

24.4 An officer assigned as a Field Training Officer (FTO) shall be compensated one hour of pay at the officer's base pay for each full shift worked as an FTO. (If an officer assigned as an FTO works one-half or less of a full shift as an FTO, the officer will be paid one-half hour of pay. If an officer works more than one-half of a full FTO shift, the officer will be paid the full one hour of FTO pay.)

ARTICLE 25: PHYSICAL EXAMINATIONS

25.1 The Employer will pay annually for chest X-ray, EKG, blood and urine analysis and immunization shots as recommended by the examining physician to an amount not to exceed one hundred twenty-five (\$125) dollars per year provided that a copy of any and all reports for such a physical exam become the property of the Employer.

ARTICLE 26: OUTSIDE EMPLOYMENT

26.1 All outside employment which may present a conflict of interest shall be prohibited.

ARTICLE 27: PRODUCTIVITY

27.1 The Union recognizes that delivery of essential municipal services in the most efficient and effective manner is of paramount importance and interest to the Employer and the Union. Maximized productivity is recognized as an obligation of the Union, and the Union shall increase and thereby maximize productivity during the life of this Agreement in accordance with Employer and Departmental policies.

ARTICLE 28: DISCIPLINE

28.1 The Employer will discipline Employees who have completed the required probationary period only for just cause.

A written reprimand, suspension or dismissal shall be in writing and a copy will be provided to the Employee and to the Union. The Employee may elect in writing not to have notice of such disciplinary action provided to the Union.

If in the course of an investigation it is determined that disciplinary action will be taken against an Employee, the Employee will be given an opportunity to have a Union steward or representative present before the Employer proceeds further to question the Employee regarding the matter.

ARTICLE 29: SENIORITY AND LAYOFF

29.1 Normally, classification seniority will be the determining criterion for layoffs. It shall be the responsibility of an Employee on layoff status to maintain a current listing of the Employee's address and phone number with the Employer. Employees shall maintain rights of recall for a period of one year from date of layoff.

ARTICLE 30: SAVINGS CLAUSE

30.1 This Agreement is subject to the laws of the United States, the State of Minnesota and the City of Willmar. In the event any provision of this Agreement shall be held to be contrary to law by federal and state agencies or a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions of this Agreement shall continue in full force and effect. The voided provisions may be renegotiated at the written request of either party.

ARTICLE 31: WAIVER

31.1 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The Employer and the Union each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms of this Agreement, even though such terms or conditions may not have been within the knowledge or contemplation of either/or both parties at the time this contract was negotiated or executed.

31.2 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are hereby superseded.

ARTICLE 32: DURATION

32.1 This Agreement shall be effective as of January 1, 2026, and shall remain in full force and effect to and including December 31, 2028.

IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed on the latest date affixed to the signatures below.

FOR THE CITY OF WILLMAR

LAW ENFORCEMENT LABOR SERVICES, INC.

Date: _____

Dan Wilson

Date: 12/18/2025

EXHIBIT "A"

2026

		Steps											
Job Classification	Grade	1	2	3	4	5	6	7	8	9	10	11	12
Police Officers	GH	\$34.96	\$36.02	\$37.10	\$38.21	\$39.35	\$40.54	\$41.76	\$42.90	\$43.97	\$45.07	\$46.20	\$47.12
Sergeants	IJ	\$40.77	\$42.00	\$43.25	\$44.55	\$45.88	\$47.27	\$48.68	\$50.02	\$51.27	\$52.55	\$53.87	\$54.94

2027

		Steps											
Job Classification	Grade	1	2	3	4	5	6	7	8	9	10	11	12
Police Officers	GH	\$36.19	\$37.28	\$38.40	\$39.55	\$40.73	\$41.96	\$43.22	\$44.40	\$45.51	\$46.65	\$47.81	\$48.77
Sergeants	IJ	\$42.19	\$43.47	\$44.77	\$46.11	\$47.49	\$48.92	\$50.39	\$51.77	\$53.07	\$54.39	\$55.76	\$56.87

2028

		Steps											
Job Classification	Grade	1	2	3	4	5	6	7	8	9	10	11	12
Police Officers	GH	\$37.46	\$38.58	\$39.74	\$40.93	\$42.16	\$43.43	\$44.73	\$45.96	\$47.10	\$48.28	\$49.49	\$50.48
Sergeants	IJ	\$43.67	\$44.99	\$46.33	\$47.73	\$49.15	\$50.63	\$52.15	\$53.59	\$54.92	\$56.29	\$57.71	\$58.86

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between the City of Willmar (“City” or “Employer”) and Law Enforcement Labor Services, Inc. (“Union”).

WHEREAS, the Union is the exclusive representative for certain employees of the Employer in the appropriate unit (“Bargaining Unit Employees”); and

WHEREAS, the Employer and Union desire to establish City’s monthly health insurance contributions for employee+children and employee+spouse for health insurance coverage in 2026.

NOW, THEREFORE, in consideration of the mutual covenants and agreements to be performed, as hereinafter set forth, Employer and Union agree as follows:

Article 1. City Health Insurance Contributions for 2026

The Employer will pay up to the following amounts monthly towards insurance premiums for calendar year 2026 for Employees for either the employee+children or employee+spouse coverage chosen by the Employee within the health insurance plan offered by the Employer: (i) for employee+children coverage, \$1,255.26; and (ii) for employee+spouse coverage, \$1,387.23.

In addition, in calendar year 2026, the Employer will deposit into the Employee’s HSA the amount of \$500.00 each month for those enrolled in either the employee+children or employee+spouse coverage, chosen by the Employee within the HSA plan offered by the Employer.

Article 2. Entire Understanding

This MOU constitutes the entire agreement among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this MOU, other than the representations, covenants, or inducements contained and memorialized in this MOU. This MOU supersedes all prior negotiations, oral and written understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this MOU.

Article 3. Waiver of Bargaining

Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that while the current Labor Agreement is in full force and effect the other shall not be obligated to bargain collectively with respect to the express subjects or matters included in this MOU.

Article 4. Limitations

This MOU is intended for the sole and limited purpose specified herein. This MOU cannot be construed to be nor does it constitute or establish any admission of the Employer, precedent, past practice or otherwise place any prohibition or limitation on any management right of the

Employer. The Employer expressly reserves the right to exercise all of its management rights without limitation.

Article 5. Amendment or Modification

This MOU or any of its terms may only be amended or modified by a written instrument that: (1) expressly states it is amending or modifying the MOU; and (2) is signed by or on behalf of all of the parties hereto or their successors in interest.

Article 6. Voluntary Understanding of the Parties

The parties hereto acknowledge and agree that this MOU is voluntarily entered into by all parties hereto as the result of arm's-length negotiations during which all such parties were represented.

Article 7. Effective Date

This MOU is effective the latest date affixed to the signatures below.

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

FOR THE CITY OF WILLMAR

LAW ENFORCEMENT LABOR SERVICES, INC.

Date: _____

Dan Wilson

Date: 12/18/2025

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between the City of Willmar (“Employer”) and Law Enforcement Labor Services, Inc. (“Union”).

WHEREAS, the Union is the exclusive representative for certain employees of the Employer in the appropriate unit (“Bargaining Unit Employees”); and

WHEREAS, the parties desire to specify compensation of required court appearances when they are cancelled with short notice.

NOW, THEREFORE, all parties hereto understand as follows:

Article 1. Court Cancellation Pay

If a Bargaining Unit Employee is scheduled to appear in court for Employer-related testimony and the court appearance is canceled with notice of such cancellation submitted to the Bargaining Unit Employee after 5:00 p.m. on the business day immediately preceding the scheduled court appearance, then the Bargaining Unit Employee will receive two (2) hours of pay at the Bargaining Unit Employee’s base pay rate.

Article 2. Entire Understanding

This MOU constitutes the entire understanding among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this MOU, other than the representations, covenants, or inducements contained and memorialized in this MOU. This MOU supersedes all prior negotiations, oral and written understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this MOU.

Article 3. Waiver of Bargaining

While this MOU is in full force and effect, Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to the express subjects or matters included in this MOU.

Article 4. Limitations

This MOU is intended for the sole and limited purpose specified herein. This MOU cannot be construed to be nor does it constitute or establish any admission of the Employer, precedent, past practice or otherwise place any prohibition or limitation on any management right of the Employer except as otherwise prohibited or limited by the express terms of this MOU. The Employer expressly reserves the right to exercise all of its management rights without limitation unless otherwise limited by this MOU.

Article 5. Amendment or Modification

This MOU or any of its terms may only be amended or modified by a written instrument that: (1) expressly states it is amending or modifying the MOU; and (2) is signed by or on behalf of all of the parties hereto or their successors in interest.

Article 6. Voluntary Understanding of the Parties

The parties hereto acknowledge and agree that this MOU is voluntarily entered into by all parties hereto as the result of arm's-length negotiations during which all such parties were represented.

Article 7. Effective Dates

This MOU will be in effect from January 1, 2026 through December 31, 2028.

IN WITNESS HEREOF, the parties hereto have made this MOU on the latest date affixed to the signatures below.

FOR THE CITY OF WILLMAR

LAW ENFORCEMENT LABOR SERVICES, INC.

Date: _____

Dan Wilson

Date: 12/18/2025