



## STAFF MEMO

<b>Prepared by:</b> City Administrator	<b>Meeting Date:</b> 1/20/2026	<input type="checkbox"/> Consent Agenda Item <input checked="" type="checkbox"/> Regular Agenda Item	<b>Agenda Item #</b> <b>8</b>
<b>Reviewed by:</b> Finance Director Bartlett	<b>Item:</b> LELS 2026 Contract		

### **STRATEGIC PLAN PRIORITY**

N/A.

### **ACTION REQUESTED**

A MOTION to Approve the 2026 LELS Contract with the City of St. Joseph

### **BOARD/COMMISSION/COMMITTEE RECOMMENDATION**

N/A

### **PREVIOUS COUNCIL ACTION**

N/A

### **REFERENCE AND BACKGROUND**

The Personnel Committee and City Staff have met with representatives of the Law Enforcement Labor Services (LELS) Union and have reached an agreement to terms for 2026. The primary change is the settlement of the 2026 Cost of Living Adjustment (COLA) and Health Care Insurance cost participation. The agreement calls for a 3.5% COLA over 2025 and the Health Care cost participation given to all non-union employees.

The other change of note is the addition of one (1) personal holiday for officers after 10 years of continuous employment with the City.

### **BUDGET IMPACT**

The changes have been accounted for in the 2026 budget.

### **STAFF RECOMMENDED ACTION**

A MOTION to APPROVE the 2026 Contract between LELS and the City of St. Joseph.

### **SUPPORTING DATA/ATTACHMENTS**

LELS 2026 Contract.

Labor Agreement between the  
City of St. Joseph  
And  
Law Enforcement Labor Services (LELS)

January 1, 2026 – December 31, 2026

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ARTICLE 1 PURPOSE OF THE AGREEMENT

This agreement is entered into effective January 1, 2026 between the City of St. Joseph, hereinafter called the "Employer," and the Law Enforcement Labor Services, Inc. hereinafter called the "Union." It is the intent and purpose of the Agreement to:

- 1.1 Establish procedures for the resolution of disputes concerning this Agreement's interpretation add/or application; and
- 1.2 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this Agreement.

ARTICLE 2 RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative for all employees in the St. Joseph Police Department who are both public employees within the meaning of Minnesota Statutes Section 179A.03, Subdivision 14, and work more than fourteen (14) hours per week and 67 days per year, excluding the Chief of Police and all other non-police Employees of the City of St. Joseph.

ARTICLE 3 DEFINITIONS

- 3.1 Union: Law Enforcement Labor Services, Inc.
- 3.2 Employee: An employee included in the appropriate unit of Employer represented by the Union.
- 3.3 Regular Employee: Employee who has completed the introductory period.
- 3.4 Introductory Employee: Employee who has not yet completed the introductory period.
- 3.5 Department: The City of St. Joseph Police Department.
- 3.6 Employer: City of St. Joseph.
- 3.7 Chief: Police Chief, City of St. Joseph.
- 3.8 Scheduled Shift: A continuous work period including two fifteen (15) minute paid rest breaks and a one-half (1/2) hour paid lunch break.

ARTICLE 4 EMPLOYER AUTHORITY

- 4.1 The Employer retains the full and unrestricted right to operate and manage all manpower, facilities and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of

personnel; to establish work schedules, and to perform any inherent managerial functions not specifically limited by this Agreement.

- 4.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.

ARTICLE 5 EMPLOYEE SECURITY

- 5.1 The Union may designate employees from the bargaining unit to act as steward and alternate and shall inform the Employer in writing of such choice and changes in the position of steward and/or alternate.
- 5.2 There shall be no discrimination, by the Employer or LELS against any employee because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, membership or activity in local commission, disability; sexual orientation, age or non-membership in LELS.
- 5.3 For such employees as authorized in writing, the Employer shall deduct from the first pay of each month an amount equal to the regular monthly Union dues and shall remit such monies to the Treasurer of the Union.
- 5.4 The Employer and the Union recognize the provision of Minnesota Statutes 471.44 regarding the furnishing of a counsel to defend Officers in certain circumstances arising from the performance of their official duties, for action brought by citizens.

ARTICLE 6 GRIEVANCE PROCEDURE

6.1 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.

6.2 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 will notify the Employer in writing of the names of such Union Representatives and of the successors.

6.3 PROCESSING OF A GRIEVANCE

It is recognized and accepted by the Union and Employer the processing of grievances is limited by the job duties and responsibilities of the employees and will therefore be accomplished during normal working hours when consistent with such employees' duties and responsibilities. The aggrieved employee and the Union Representative will be released from work, without loss of pay, to investigate a grievance and to attend meetings or hearings pursuant to this Article provided the employee and the Union Representative have notified and received the approval of

the Employer who has determined such absence is reasonable and would not be detrimental to the work programs of the Employer.

#### 6.4 PROCEDURE

Grievances, as defined by Section 6.1, shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this Agreement will, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Police Chief in writing. The Chief will discuss and give answer to such Step 1 grievance within ten (10) calendar days after receipt.

Step 2. If a grievance is not resolved in Step 1 and the Union desires to appeal it to Step 2, the Union shall, within ten (10) calendar days after the Chief of Police's submission of his or her final Step 1 answer, place the appeal 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 and the remedy requested, present the grievance to the City Administrator and discuss it with the City Administrator. The City Administrator will give an answer to the Step 2 grievance in writing within ten (10) calendar days after receipt.

Step 3. If a grievance is not resolved in Step 2 and the Union desires to appeal it to Step 3, the Union shall, within ten (10) calendar days following the City Administrator's submission of his or her Step 2 answer, place the grievance in writing; present the writing to the City Council and discuss it with the City Council. The City Council will give an answer to the Step 3 grievance in writing within (10) calendar days after receipt of the Step 3 grievance.

A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the City Council's final answer in Step 3. Any grievance not appealed in writing in Step 4 by the Union within ten (10) calendar days shall be considered waived.

Step 4. If a grievance is not resolved in Step 3, the parties may, by mutual agreement, submit the grievance to mediation to the State of Minnesota, Bureau of Mediation Services. A submission to mediation preserves the timelines for filing.

Step 5. If a grievance is not resolved in Step 3 or 4 and the Union desires to appeal it to Step 5, the Union shall submit the grievance to arbitration subject to the provisions of the Public Employment, Labor Relations Act of 1971 as amended. The selection of an arbitrator shall be made in accordance with the rules established by the State of Minnesota, Bureau of Mediation Services, except that for grievances subject to Minnesota Statutes, section 626.892, the selection of an arbitrator is governed exclusively by that law. During the time between the appeal to Step 5 and the date set for arbitration, either party may, by mutual agreement, submit the grievance to mediation through the Bureau of Mediation Services for attempt at

resolution. A submission to mediation extends and tolls the timelines for further proceedings on Step 5.

6.5 ARBITRATOR'S AUTHORITY

- A. The Arbitrator will 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 will have no authority to make a decision on any other issue not so submitted.
- B. The arbitrator will be without power to make decisions 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 will be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree in writing to an extension. The decision will be binding on both the Employer and the Union and will be based solely on the arbitrator's interpretation or application of the express terms of this contract and to the facts of the grievance presented.
- C. The fees and expenses for the arbitrator's services and proceedings will be borne equally by the Employer and the Union provided that each party will be responsible for compensating its own representatives and witnesses. 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 will be shared equally.

6.6 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 limit or any agreed 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 specified time limits, the Union may elect to treat the grievance as denied at the step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the Employer and the Union.

6.7 CHOICE OF REMEDY

If the event giving rise to the grievance is appealed to any procedure other than the grievance procedures in this Article, at any time, the grievance is not subject to this grievance procedure nor arbitration under such procedure.

ARTICLE 7 HOURS OF WORK

- 7.1 The Employer shall be the sole authority in determining the work schedules.

- 7.2 The normal work day shall consist of eight (8) to ten (10) hours. The Employer shall provide LELS with sixty (60) days written notice prior to implementing any change in the work day, unless LELS agrees to shorter notice or the change is necessitated by an emergency.
- 7.3 The normal work year shall consist of 2080 hours.
- 7.4 Work schedules shall be posted one (1) week in advance, subject to change due to emergency circumstances. Trading of shifts will be allowed if approved by the Chief. Any department initiated changes less than one (1) week in advance after posting will be paid at the overtime rate.
- 7.5 "Emergency" circumstances relate solely to health and safety Issues
- 7.6 So far as possible, Employees shall receive an equal number of Sundays and Holidays off each year.

ARTICLE 8 OVERTIME AND PREMIUM PAY

- 8.1 All work in excess often (10) hours per day or work beyond the normal scheduled work time shall be paid for at a rate of one and one-half (1 1/2) times the Employee's base hourly wage.
- 8.2 An employee called back to duty during his/her off-duty hours shall receive a minimum of two (2) hours at time and one half.
- 8.3 If an employee is called in for court appearances during an off duty time, the employee shall receive a minimum of three (3) hours of their base hourly wage at a rate of one and one-half (1 1/2) times their base hourly wage.
- 8.4 If an employee is scheduled for a court appearance and the matter is canceled 48 hours or less before the scheduled appearance day, the employee will be paid three (3) hours. The compensation will be paid at one at one half (1 1/2) times the employee's regular straight time hourly rate of pay.
- 8.5 An Employee may elect to receive compensatory time in lieu of overtime pay under 8.1. It may be taken in hourly or half hour increments. Employees may accumulate up to 80 hours of compensatory time and carry over to the next calendar year a maximum 40 hours. Hours accumulated over the maximum of 40 hours as of the final day of the final full pay period of the calendar year will be paid out on the payday for that payroll period.
- 8.6 For purposes of computing overtime and premium pay, overtime or premium pay shall not be pyramided, compounded, or paid twice for the same hours worked.

ARTICLE 9 HOLIDAYS

9.1 The following twelve days shall be paid holidays for Employees:

New Years Day	January 1 <sup>st</sup>
Martin Luther King	3 <sup>rd</sup> Monday in January
President's Day	3 <sup>rd</sup> Monday in February
Good Friday	1/2 day and ½ floating
Memorial Day	Last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September
Veterans' Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Day after Thanksgiving	4 <sup>th</sup> Friday in November
Christmas Eve	December 24 <sup>th</sup>
Christmas Day	December 25 <sup>th</sup>

9.2 Employees who work on a paid holiday shall receive some other day off with pay. An Employee is considered to have worked on a holiday only if the Employee's shift commenced on the holiday regardless of when the shift ended. Should a paid holiday occur during an Employee's scheduled day off, the Employee shall receive some other day off with pay. If the Employee fails to take another day off prior to June 1 (for holidays falling on or between December 1 and May 31) or December 1 (for holidays falling on or between June 1 and November 30), the Employee shall be compensated for the holiday at the regular rate of pay in exchange for the day off. In addition, full time employees shall be paid at a rate of one and one-half their base hourly wage for all hours worked on the following holidays:

New Years Day, Martin Luther King Day, President's Day, Good Friday, Easter, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Eve, Christmas Day.

9.3 Each regular Employee shall receive a Personal Holiday to be used at the discretion of the employee upon approval of the immediate supervisor. An additional personal holiday is added after 10 years of continuous employment. Personal Holiday hours not used before December 31<sup>st</sup> of any calendar year shall be forfeited.

ARTICLE 10 VACATION

10.1 Full time employees are eligible for paid vacation. Vacation accrues from the first day of employment.

10.2 Regular full time Employees shall earn vacation benefits annually as follows:

<u>Full Months of Service</u>	<u>Hours</u>
0 Through 23 months	80
24 months through 59 months	120
60 months through 119 months	160
120 months and onwards	200

Employer may credit an employee that begins employment with employer for months of service for purposes of this section based on their experience.

10.3 Vacation hours will be credited each pay period, prorated on the schedule in section 10.2.

10.4 Employees separating employment in good standing after giving proper notice of termination shall be compensated for vacation leave earned and unused to the date of separation by lump sum payment.

10.5 Employees are allowed to carry forward to the next calendar year a maximum of one hundred (100) hours. All unused vacation time in excess of 100 hours shall be forfeited.

10.6 No Employee may waive vacation leave in order to receive double pay. An Employee who works on a day when he or she is also taking vacation leave shall not receive overtime pay for the hours worked, unless the employee actually works more than ten (10) hours on the vacation leave day.

10.7 Vacation preferences shall be designated by March 30 of each calendar year and seniority shall govern in cases of conflict. Officers shall schedule at least eighty (80%) of their vacation time by May 1st of each year.

10.8 An Employee deprived of vacation schedules or any part thereof due to an emergency, shall be compensated in cash for the vacation time lost, or be allowed the vacation time taken at a later date on approval of the Employer, at the Employer's discretion.

## ARTICLE 11 SICK LEAVE/ESST

11.1 Full time employees are eligible to earn sick leave. Sick leave accrues from the first day of employment.

11.2 Sick Leave with pay shall be earned by each regular full time employee on a basis of eight (8) hours for each month of service.

11.3 Sick leave may be accumulated up to a maximum of six hundred (600) hours. When an employee has reached the maximum accumulation of sick days, s/he will be

paid for quarterly for any hours exceeding 600.. Such payment will be contributed to the employee's Health Care Savings Plan (HCSP).

11.4 Upon retirement or termination in good standing employees shall be compensated for unused sick leave based on the following table:

0-3 years	Employee shall not receive compensation for unused sick leave
4-9 years	Employee shall receive 50% of their unused accumulated sick leave
10+ years	Employee shall receive 100% of their unused accumulated sick leave up to 600 hours

Separation payment for unused sick leave will be paid in accordance with section 21.3 of this agreement.

11.5 Sick leave may be granted only for an illness or injury necessitating an absence from work. Up to 160 hours of accrued sick leave may also be used for the employee's relatives defined in and under the terms provided in state law.

11.6 Certification by a physician may be required in any request for sick leave, according to the City Personnel Policy.

11.7 In order for an eligible Employee to receive sick leave, the employee must report prior to scheduled work to the Chief of Police the reason for a proposed absence from duty and keep the Chief of Police informed of his or her condition of the absence if it is for more than three (3) days.

11.8 An employee using sick leave when physically fit except as otherwise provided by this Article, may be cause for disciplinary action, including suspension, demotion or dismissal.

## ARTICLE 12 FUNERAL LEAVE

12.1 An employee shall be granted five (5) consecutive days leave with pay in the event of a death in the immediate family (spouse, children, step/foster children, grandchildren, father, mother, legal guardian, brothers and sisters) and three (3) consecutive days leave with pay for the funeral of a mother-in-law, father-in-law, grandmother or grandfather. In the event of unusual circumstances, sick leave may be taken in addition to funeral leave on approval of the Police Chief/City Administrator.

## ARTICLE 13 MILITARY LEAVE

Employees shall be entitled to military leaves of absence and reinstatement in accordance with the law. The section is included simply to make city officers and employees aware of the fact that the state law applies.

ARTICLE 14 INSURANCE

14.1 The Employer shall offer group health and dental insurance to full time regular employees. The health insurance offered shall contain major medical, medical health care coverage and dependents health care coverage.

14.2 Health Insurance; For employees enrolled in Employer's group health insurance, The Employer will provide a High Deductible Health Plan (HSA), with the maximum employer contribution, to both the premium and Health Savings Accounts (H.S.A.) in 2026 is as follows:

Family Coverage

<u>YEAR</u>	<u>PREMIUM</u>	<u>H.S.A.</u>
2023	\$1,850.00/month	\$2,500.00/year

Single Coverage

<u>YEAR</u>	<u>PREMIUM</u>	<u>H.S.A.</u>
2026	\$750.00/month	\$2,500.00/year

Opt Out Health 2026 \$350.00/month stipend

New hires are eligible for the City's health insurance on the first of the month following hire date.

In conjunction with the first pay period of the calendar year, the Employer will Deposit one half (1/2) of the employer deduction contribution to each employee's individual HSA account. The second one half (1/2) of the Employer's contribution shall be deposited into each employee's individual HSA account on the pay period closest to and after July 1 of each calendar year.

14.3 Dental Insurance. The Employer will pay 80% of the dental insurance premium and the employee shall pay 20% of the premium for regular full time employees, their spouse and their dependents. New hires are eligible for the City's dental insurance on the first of the month following a 30-day waiting period from the date of hire.

14.4 Life Insurance. The Employer shall provide regular full time employees with term Life Insurance with death benefits in the amount of at least \$25,000. New hires are eligible for the City's life insurance on the first of the month following a 30-day waiting period from the date of hire.

ARTICLE 15 INTRODUCTORY PERIOD, SENIORITY, AND RESIGNATION

15.1 All newly sworn police officers shall serve a one (1) year introductory period upon completion of basic training, and all other Officers with one year full time previous experience in the State of Minnesota shall serve a six (6) month introductory period.

During their introductory period, employees may be terminated at the sole discretion of the Employer.

- 15.2 Upon completion of the introductory period, employees shall become regular Employees within the meaning of this Agreement and shall have seniority dating from the beginning date of their continuous employment.
- 15.3 In the event of a layoff or recall, seniority shall govern provided: that no regular Employee shall be laid off while introductory employees are employed.
- 15.4 The Employee shall provide at least fourteen (14) calendar day's written notice of an intent to resign, specifying the termination date, and reason for resignation. Failure to provide such notice may mean a loss of termination benefits due under this Agreement. An unauthorized leave of more than three (3) working days shall be deemed to be a resignation without notice.

#### ARTICLE 16 DISCIPLINE

- 16.1 The Employer will discipline employees for just cause only. Discipline shall be in one of the following forms:
  - a.) Oral reprimand
  - b.) written reprimand
  - c.) suspension
  - d.) demotion, or
  - e.) discharge
- 16.2 Suspensions, demotions and discharges will be in written form.
- 16.3 Written reprimands, notices of suspension and notices of discharge, which are to become part of an employee's personnel file, shall be read and acknowledged by signature of the employee. Employees and the Union shall receive a copy of such reprimands and/or notices.
- 16.4 Employees may examine their own individual personnel files at reasonable times under the supervision of the Employer.
- 16.5 Employees will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have an Union representative present at such a meeting.
- 16.6 Grievances relating to this Article and involving suspension, demotion or discharge shall be initiated by the Union in Step 2 of the Grievance Procedure, under Article 6.

#### ARTICLE 17 WAGES

- 17.1 In calendar year 2026, employees will be provided a 3.5% base pay increase as provided in Employer's base pay schedule for 2026.
- 17.2 Differential pay will be applied to regularly scheduled work hours from 6:00 PM through 6:00 AM, which will not include overtime hours or any other hours in which the employee is paid compensation above their base hourly wage. It is payable in multiples of one hour, scheduled between 6:00 PM and 6:00 AM of the next day. The rate for 2023, 2024, and 2025 shall be \$1.00 per hour.
- 17.3 The designated Field Training Officer (FTO) shall receive one hour of compensatory time for each shift they work as FTO.
- 17.4 An employee promoted to sergeant shall move to the sergeant pay scale with a minimum wage increase of 5%.

ARTICLE 18 UNIFORMS

- 18.1 All new Employees shall be provided with an initial proper uniform, provided that any employee terminated during her/her introductory period shall return all uniform items, leather, and weapons to the Employer.
- 18.2 As a uniform allowance, the Employer shall make direct payment to approved vendors for uniform items or maintenance approved by Chief of Police and purchased by the Employee; The uniform allowance shall not exceed \$725. Any uniform purchases in excess of the above stated amounts shall be an expense of the employee.
- 18.3 New employees shall not accrue uniform allowance until completion of their six (6) month introductory period. Upon completion of their introductory period, new officers shall be entitled to a uniform allowance prorated for the remainder of the calendar year in which the introductory period ends.
- 18.4 Officers shall be allowed to carry forward a total of \$100 of unused uniform allowance from one calendar year to the next.
- 18.5 The Employer shall cover all costs on glasses damaged or destroyed in the line of duty.
- 18.6 The Employer shall pay up to twenty-five (25) dollars for repair or replacement of watches in the line of duty.

ARTICLE 19 WEAPONS

- 19.1 The employer shall furnish each officer with up to two boxes of ammunition (100 rounds) per month for practice. The officer shall sign a receipt indicating that they have received the ammunition for target practice. Each Officer shall be issued four targets for each one hundred rounds of ammunition. All targets shall be returned on July 1 and January 1 of each calendar year.

19.2 The employer shall furnish each officer with the required duty ammunition once per year.

ARTICLE 20 LICENSE

20.1. The Employer shall pay annually the POST license for all full time Regular employees required to be licensed.

ARTICLE 21 POST RETIREMENT HEALTH CARE SAVINGS

21.1 Establishment of VEBA. The Employer will establish an Employer-sponsored Post Retirement Health Care Savings Plan (HCSP) as provided for in the Laws of MN 2001, Chapter 352.98, for participation of Regular full time employees.

21.2 Severance Pay. Upon separation of employment in good standing, the employee will receive 100% of their severance pay provided in 10.4 and 11.4. of this Agreement. Payment shall be determined on the basis of the employee's rate of pay in the pay period in which employee separated from employment.

21.3 Contribution. Within sixty (60) days of the effective date of separation of employment, the Employer shall deposit into the individual HCSP account 100% of the severance pay provided in 11.4 of this Agreement. Employees will not be entitled to receive these amounts in the form of taxable cash compensation.

21.4 Administrative Fee. Annual investment fee charges and administrative fees to administer the Plan are deducted from the employee HCSP Account.

ARTICLE 22 POLICE POLICY AND PROCEDURE MANUAL AND EMPLOYEE MANUAL

22.1 Where the Collective Bargaining Agreement conflicts with the Employee manual, the Collective Bargaining Agreement shall govern. Otherwise, the Police Officers shall be subject to the terms and conditions of the Employee Manual. The Police Officers shall also be subject to the policies and procedures set forth in the Police Policy and Procedure Manual. Where the terms of the Police Policy and Procedure Manual conflicts with either the Collective Bargaining Agreement or the Employee Manual, the Collective Bargaining Contract and the Employee Manual shall govern.

ARTICLE 23 WAIVER

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

23.2 All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for its specified term. The Employer and the Association agree that only upon written consent of both parties may this agreement be opened during its life for purposes of negotiations on terms or conditions of employment covered by this Agreement or those not specifically referred to or covered by this Agreement.

ARTICLE 24 SAVINGS CLAUSE

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

ARTICLE 25 DURATION

25.1 This Agreement shall be effective as the 1st day of January, 2026 and shall remain in force and effect until the 31st day of December, 2026.

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

CITY OF ST. JOSEPH

LAW ENFORCEMENT LABOR SERVICES

By: \_\_\_\_\_  
It's Mayor

By: \_\_\_\_\_  
It's Business Agent

By: \_\_\_\_\_  
It's City Administrator

By \_\_\_\_\_  
It's Union Steward

Date: \_\_\_\_\_

Date: \_\_\_\_\_