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**CITY OF MINNEAPOLIS**

**And**

**POLICE OFFICERS FEDERATION  
OF MINNEAPOLIS**

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**LETTER OF AGREEMENT  
Referral Bonus Pay**

**WHEREAS**, the City of Minneapolis (“Employer”) and the Police Officers Federation of Minneapolis (“Federation”) are parties to a Collective Bargaining Agreement currently in effect; and

**WHEREAS**, the Parties agree that employees in the positions represented by the Federation are integral to the City’s ability to meet its commitment to public safety; and

**WHEREAS**, the Parties agree that the ability to hire employees is valuable to providing successful services to the residents and businesses of the City of Minneapolis; and

**WHEREAS**, the Employer has experienced a significant decrease in peace officer staffing levels since May of 2020; and

**WHEREAS**, the Employer has simultaneously experienced a decrease in qualified new hire applications from May 2020 to date; and

**WHEREAS**, under the Minneapolis City Charter, the Employer has a legal duty to employ .0017 sworn peace officers per Minneapolis resident, as confirmed by the Minnesota Supreme Court in the *Spann v. Minneapolis City Council, et al.* lawsuit; and

**WHEREAS**, the Parties desire to incentivize current Police Officers to refer other potential Police Officer candidates to the Employer during this staffing shortage; and

**NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows:**

1. Through December 31, 2025, a Referral Bonus will be offered to all bargaining unit members if all of the following criteria are met:
  - a. Candidates who apply for the Police Officer position must indicate the referring current employee’s name in a submission at the time of their City job application. A candidate can only designate one current City employee as their referral.

- b. The referral bonus will be limited to the first fifty (50) new hires indicating they were referred by a current employee, but current employees are eligible for multiple bonuses from referred new hires.
  - c. The referred candidate must be hired by the City no later than December 31, 2025.
2. Eligible employees who refer a candidate who is subsequently hired by the City will receive \$500.00 after the candidate/new hire's successful completion of six (6) calendar months of employment with the City.
3. Referral Bonuses will be compensated according to the City's posted payroll schedule and all regular and routine withholdings shall be deducted.
4. Duration. This LOA is effective through a trial period of December 31, 2025. After that time, this LOA will lapse, but the parties may agree to either renegotiate the terms or incorporate this language into the collective bargaining agreement.
5. This Letter of Agreement shall not be construed to establish any precedent between the parties and may not be offered as evidence in any grievance or arbitration proceedings, except in a proceeding arising from claims brought under this Letter of Agreement. The parties shall not ever assert or claim that this Letter of Agreement is precedent in any current or future personnel action or administrative procedure or litigation of any kind.
6. The terms of this Letter of Agreement shall not be construed to place any limits on management rights so long as such rights are not in conflict with a stated term of this Letter of Agreement.
7. The parties agree that this Letter of Agreement constitutes the entire agreement between the parties on the matters addressed herein and it fully supersedes any and all prior agreements or understandings between them relating to the subject matter contained herein. All other terms and conditions of the Labor Agreement will remain in force.
8. This Letter of Agreement is expressly conditioned on approval by the Minneapolis City Council and Mayor of Minneapolis.

