

**The City of Minneapolis
Proposals for the contract titled**

**The City of Minneapolis and The Police Officers' Federation of
Minneapolis, Labor Agreement, Police Unit**

For the Period of January 1, 2023 to December 31, 2025

A three-year term

Proposals as of September 6, 2023

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CITY PROPOSAL 1: Incentives

Incentives

The City is interested in negotiating a three-year hiring and retention incentive program to address staffing shortages, in exchange for an agreement for the Department to continue using and use additional non-sworn personnel—both temporary and permanent—to assist with investigations, including criminal case investigations. The material terms would be reduced to a Letter of Agreement to be brought to City Council at the earliest possible time, including that it could be negotiated and brought as a stand-alone agreement prior to the parties reaching full agreement on the successor collective bargaining agreement.

The material terms would include:

1. The City will provide a new hire and retention incentive in an amount to be negotiated, paid in installments over the course of a three-year retention period.
2. To earn each payment, the individual must be a permanent, active sworn employee and have worked an average of 35 hours per week during the corresponding installment period.
3. Probationary employees and new hires who successfully complete the probationary period would become eligible to receive the first installment one year after completion of the probationary period, with the second and third installments being paid two and three years after the completion of the probationary period.
4. The Department can continue using and can hire additional non-sworn personnel, on either a temporary or permanent basis, at the Department's election, to conduct background investigations and misconduct investigations, and to assist with criminal investigations under the direction and supervision of sworn personnel.
5. The Federation will not challenge in any court action, grievance, or other contested proceeding the right of the Department to use non-sworn personnel for these purposes or the hiring or continued employment of any non-sworn investigators hired during the retention period.
6. So long as the Department is using non-sworn personnel for criminal investigations, it will not lay off sworn employees in the bargaining unit under Article 21 of the Labor Agreement.
7. The December 20, 2022, Memorandum of Understanding titled "Case Investigator Job Classification" would be superseded and replaced by this Letter of Agreement.

CITY PROPOSAL 2: Administration

Section 2.02 Administration

- (a) The City shall annually select a single payroll period in each month for which all monthly membership dues shall be deducted. In the event an employee covered by the provisions of this Article has insufficient pay due to cover the required deduction, the City shall have no further obligations to effect subsequent deductions for the involved month.
- (b) All certifications from the Federation respecting deductions to be made as well as notifications by the Federation and/or bargaining unit employees as to changes in deductions must be received by the City at least fourteen (14) calendar days in advance of the date upon which the deduction is scheduled to be made in order for any change to be effective. A dues deduction authorization remains in effect until the City receives notice from the Federation that a public employee has changed or canceled their authorization in writing in accordance with the terms of the original authorizing document, and the City must rely on information from the Federation receiving remittance of the deduction regarding whether the deductions have been properly changed or canceled.
- (c) The City shall remit such membership dues made pursuant to the provisions of this Article to the appropriate designated officer of the Federation within fifteen (15) calendar days of the date of the deduction along with a list of the names of the employees from whose wages deductions were made.
- (d) Within 20 days of an bargaining unit member's hiring, and e~~Each month thereafter,~~ the City shall provide to the Federation a report containing the following current information with regard to all employees covered by this Agreement pursuant to Section 1.01: name, home address, work phone number, home and personal cell phone numbers on file with the public employer, hire date, pay status (active or inactive), job title, worksite location, work email address and personal email address on file with the City and the name of any employee who separated from service since the prior report with the reason for the separation~~in an Excel File or similar format. The City shall also provide to the Federation a copy of or electronic access to all transfer lists generated by the Department showing promotions, demotions, leaves of absence and changes in work location.~~
- (e) The City shall provide to the Federation the name of any employee who has been the separated from employment or transferred out of the bargaining unit within 20 calendar days of the separation or transfer, and the reason for the separation or transfer. The City shall also provide to the Federation a copy of or electronic access to all transfer lists generated by the Department showing promotions, demotions, leaves of absence and changes in work location within the bargaining unit monthly.

Section 2.03 Hold Harmless Provision

The Federation will indemnify, defend and hold the City harmless against any and all claims made and against any suits instituted against the City, its officers or employees, by reason of deductions under this article including any reasonable attorney fees and litigation costs.

CITY PROPOSAL 3: Language clean-up

ARTICLE 3
SENIORITY

Seniority as provided for in this Agreement shall be established from the date on which an employee first attains Step 1 (or any step higher than the “recruit” step if hired under the Lateral Hiring Process in Section 13.08) on the Police Officer wage schedule. Time while absent from the Department without compensation, except while on disability leave or while on ~~non-voluntary~~ active military service, shall not be counted for seniority. Separate seniority lists to determine seniority within each rank shall be maintained and shall be computed from the date of promotion to that rank. In the event of promotion to supervisory positions not within the unit and upon return to the unit, all service so performed shall be computed for seniority purposes to the rank held upon return to the unit. In the event of a demotion to a lower rank, the seniority accrued in the higher rank shall be applied to the seniority of the lower rank to which demoted. In the event of ties, ties shall be broken as follows:

- 1) Veterans, as defined by Minn. Stat. §197.447, shall be senior to non-veterans having the same seniority date; and
- 2) Any ties existing after the consideration of veteran status, shall be broken by the ranking of the employee’s randomly assigned NeoGov application number or such other random system to which the parties may mutually agree.

CITY PROPOSAL 4: Officer Orientation

ARTICLE 4

New Officers Orientation

The President of the Federation, or designee, shall be granted one (1) hour of regularly scheduled new Officer orientation class time for the purpose of explaining the rights and obligations of employees under the *Public Employment Labor Relations Act of 1971*, as amended. The Federation shall receive no less than ten days' notice in advance of an orientation, except that a shorter notice may be provided where there is an urgent need critical to the operations of the City that was not reasonably foreseeable. Notice of and attendance at new employee orientations and other meetings under this paragraph must be limited to the City, the employees, the Federation, and any vendor contracted to provide a service for purposes of the meeting. Meetings may be held virtually.

CITY PROPOSAL 5: Union Communication

ARTICLE 7

Union Communication

(a) The City shall provide reasonable bulletin board space at precincts, divisions and remote locations for use by the Federation in posting notices of Federation business and activities. ~~The Federation may communicate with its members regarding Federation business and activities via reasonable use of the City's email system.~~ The Federation may communicate with bargaining unit members using their City-issued email addresses regarding collective bargaining, the administration of collective bargaining agreements, the investigation of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Federation, consistent with the City's generally applicable technology use policies. The Federation shall work with the City to minimize the disruption to the City's information technology systems that may be caused by such email communications. The parties agree that the purpose of providing the Federation with bulletin board space and access to the email system is to foster effective communication relating to union business and is not to serve as a soap box to air complaints, offer political commentary or exchange personal messages among co-workers. Therefore, such union communications shall not contain anything that is political, offensive, obscene or that otherwise violates the City's Employee Policy on Electronic Communication.

~~(a)~~(b) The Federation may meet with bargaining unit members in facilities owned or leased by the City regarding collective bargaining, the administration of collective bargaining agreements, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Federation, provided the use does not interfere with governmental operations and the Federation complies with worksite security protocols established by the City. Meetings conducted in government buildings pursuant to this paragraph must not be for the purpose of supporting or opposing any candidate for partisan political office or for the purpose of distributing literature or information regarding partisan elections. When the Federation conducts a meeting in a government building or other government facility pursuant to this subdivision, it may be charged for maintenance, security, and other costs related to the use of the government building or facility that would not otherwise be incurred by the City.

CITY PROPOSAL 6: Grievance Procedure

Section 11.02 - Grievance Procedure

Grievances shall be resolved in the manner set out below. The City will cooperate with the Federation to expedite the grievance procedure to the maximum extent practical. The Chief of Police shall have the full authority of the City Council to resolve grievances.

A “grievance” is any matter concerning the interpretation, application, or alleged violation of ~~any currently effective agreement between the City and the bargaining unit~~this Agreement. Any document or notice provided by one party to the other via email or other mutually acceptable electronic means shall satisfy the requirement that such document be provided in writing.

Subd. 3. Step Three, Regular Arbitration

Within twenty-one (21) of the date of the Step Two decision the Federation shall have the right to submit the matter to arbitration by informing the Director of Labor Relations that the matter is to be arbitrated. If the grievance has progressed to Step Three without the Federation receiving a written Step Two decision from the Employer in accordance with the provisions of Section 11.04, the Federation may request that the matter proceed to arbitration by informing the Director of Labor Relations that the matter is to be arbitrated. If, after the matter has been referred to arbitration, the Federation has not sought to proceed to hearing, the Employer may at any time make a written inquiry of the Federation as to the status of the grievance. If the Employer makes such inquiry, the Federation shall have twenty-one (21) days from the date of such inquiry to make a written request to the Bureau of Mediation Services for a list of arbitrators~~to the Director of Labor Relations or their designee to assign an arbitrator~~ under the process described below. Thereafter, the parties shall request from the arbitrator dates for a hearing on the matter. If the Federation fails to make a timely request for a list of arbitrators~~that an arbitrator be assigned~~ or, within twenty one (21) days after receiving the list of arbitrators from the Bureau of Mediation Services~~notice of the assignment of the arbitrator~~, does not participate in a good faith effort to select an arbitrator or schedule a hearing; the grievance shall no longer be subject to the grievance procedure. ~~If the Employer fails to assign an arbitrator or, within twenty one (21) days after receiving notice of the assignment of the arbitrator, does not participate in a good faith effort to schedule a hearing; the grievance shall be deemed sustained and the requested relief shall be granted.~~

Except for discipline arbitrations subject to Minn. Stat. § 626.892, all arbitrations arising under this Agreement shall be conducted by an arbitrator to be selected by mutual agreement of the Employer and the Federation. If the parties fail to mutually agree upon the arbitrator~~If the matter is to be arbitrated, a single arbitrator shall be selected from the panel of mutually agreed upon arbitrators maintained in accordance with the Memorandum of Agreement attached hereto as Attachment H. Arbitrators shall be selected from the panel on a rotating basis. If a grievance is~~

~~referred to arbitration and no arbitrators on the panel are available to hear the case~~, the party referring the grievance to arbitration shall petition the Bureau of Mediation Services to provide a list of seven (7) qualified arbitrators from which the parties shall select an arbitrator to hear the grievance. The Employer and Federation shall select an arbitrator using the alternate strike method with the party exercising the first strike selected by coin flip. In scheduling arbitration hearings, the parties will give priority to grievances contesting the ~~discharge~~termination of an employee.

One observer representative of the Federation, the aggrieved member(s), if any, all necessary Federation witnesses who are employees of the Employer shall receive their regular salary and wages for the time spent in the arbitration proceeding, if during regular work hours. An additional Federation observer shall be allowed; however, the Federation shall provide the means for compensating the additional observer and their replacement employee, if necessary. Federation time may be used to reimburse the Employer for the replacement employee.

The arbitrator shall render a written decision and the reasons, therefore resolving the grievance, and order any appropriate relief within thirty (30) days following the close of the hearing or the submission of briefs by the parties. The decision and award of the arbitrator shall be final and binding upon the City, the Federation and the employee(s) affected.

The arbitrator shall have no authority to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator is also prohibited from making any decision that is contrary to law or to public policy. The Arbitrator shall consider and decide only the specific issue submitted in writing by the Employer and the Federation and shall have no authority to make a decision on any other issue not so submitted to them.

CITY PROPOSAL 7: Ambiguous contract language

Section 11.08 - Past Practices

Evidence of custom and past practice may be introduced for the ~~following purposes:~~ purpose of interpreting

~~to provide the basis of rules governing matters not included in the written contract;~~

~~to indicate the proper interpretation of ambiguous contract language; or,~~

~~to support allegations that clear language of the written contract has been amended by mutual action or agreement.~~

~~The extent to which such evidence of custom and past practice shall be considered to bind the parties is governed by generally accepted principles of labor relations applicable to the purpose for which the evidence is offered.~~

CITY PROPOSAL 8: Discipline

Section 12.01 - Discipline and Just Cause

~~The City, through the Chief of the Minneapolis Police Department, will discipline employees who have completed the required probationary period only for just cause.~~

Discipline includes only the following, but not necessarily in this order (progressive discipline is not required):

1. Written reprimand
2. Suspension – Unpaid
3. Suspension – Vacation Balance*
4. Demotion
5. Discharge

~~* The unit of measurement for any suspensions which may be assessed shall be in hours. The City may, in lieu of or in combination with an unpaid suspension, issue a suspension by subtracting vacation hours from the employee's accrued vacation balance on an hour-to-hour basis. In no event shall a vacation balance suspension result in the cancellation or disapproval of a previously-approved vacation.~~

~~Investigations into an employee's conduct which do not result in the imposition of discipline shall not be entered into the employee's official personnel file maintained in the Police Department and/or the City's Human Resources Department. For the purposes of this Article, disputes related to personnel file retention and/or reconciliation may be resolved through the procedures set forth in Article 11, Settlement of Disputes.~~

The City, through the Chief of the Minneapolis Police Department, will discipline employees who have completed the required probationary period only for just cause.

~~The unit of measurement for any suspensions which may be assessed shall be in hours.~~

CITY PROPOSAL 9: Discipline Appeals

Section 12.02 — Appeals

Except as provided in Section 12.05, a suspension, written reprimand, ~~transfer~~, demotion (except during the probationary period) or discharge of an employee who has completed the required probationary period may be appealed through the grievance procedure as contained in Article 11 of this Agreement. In the alternative, where applicable, an employee may seek redress through a procedure such as Civil Service, Veteran's Preference, or Fair Employment. Except as may be provided by Minnesota law or by Section 11.06 of this Agreement, once a written grievance or an appeal has been properly filed or submitted by the employee or the Federation on the employee's behalf through the grievance procedure of this Agreement or another available procedure, the employee's right to pursue redress in an alternative forum or manner is terminated.

No discipline may be reversed or modified by any arbitrator or hearing officer on appeal except after a finding that the discipline decision was, under the circumstances, arbitrary or capricious.

CITY PROPOSAL 10: Personnel Data

Section 12.03 - Personnel Data

~~Pursuant to applicable law, all “personnel data” gathered or maintained by the City with regard to employees governed by this Agreement shall be managed and maintained by the Human Resources Department consistent with department guidelines.~~

Employees shall receive copies of and be permitted to respond to all letters of commendation or complaints that are entered and retained in the official personnel file. Upon the written request of employees, the contents of their official personnel file shall be disclosed to them, or with written release, to their Federation Representative, and/or to their legal counsel.

When a data practices request has been made for an Officer’s public personnel data, the MPD will notify the Officer via email of the data requested ~~and the requestor, if known.~~

CITY PROPOSAL 11: Investigatory Interviews

Section 12.04 - Investigatory Interviews.

- (a) Before taking a formal statement from any employee, the City shall provide to the employee from whom the formal statement is sought a written summary of the events to which the statement relates. To the extent known to the City, such summary shall include: the date and time (or period of time if relating to multiple events) and the location(s) of the alleged events; a summary of the alleged acts or omissions at issue; and the policies, rules or regulations allegedly violated. Except where impractical due to the immediacy of the investigation, the summary shall be provided to the employee not less than two (2) days prior to the taking of their statement. If the summary is provided to the employee just prior to the taking of the statement, the employee shall be given a reasonable opportunity to consult with a Federation representative before proceeding with the scheduled statement.
- (b) In cases where the City believes that providing the pre-statement summary would cause a violation of the Minnesota Government Data Practices Act or cause undue risk of endangering a person, jeopardizing an ongoing criminal investigation or creating civil liability for the City, the City shall notify the Federation's President or attorneys of the reasons it believes that the pre-statement summary should not be given.
- (c) Nothing herein shall preclude an investigator, whether during or subsequent to the taking of a formal statement, from soliciting information which is beyond the scope of the pre-statement summary but which relates to information identified during the investigation~~provided during the taking of the statement~~ and which could form the basis of a disciplinary action.
- (d) An employee from whom a formal statement is requested is entitled to have a Federation representative or an attorney retained by the employee, or both, present during the taking of such statement. The employee's representative(s) shall be allowed to advise the employee but shall not respond for or advocate for the employee nor disrupt the investigation proceedings. The Federation will ensure that its representatives at all times conduct themselves in a professional manner.
- (e) For the purpose of this Section 12.04, a "formal statement" means the questioning of an officer in the course of obtaining a recorded, stenographic, or signed statement to be used as evidence in a disciplinary proceeding against the officer.~~is a written, recorded or transcribed record, whether in a narrative form or in response to questions, which is requested to be provided by any sworn employee as part of an investigation of alleged acts or omissions by a sworn employee(s) which may result in the imposition of discipline against any sworn employee(s)~~

CITY PROPOSAL 12: Wages

Section 13.02 - Wage Schedule

Attached hereto and incorporated herein, are the schedules of wage rates for employees. The effective date of each schedule shall be as specified on the schedule and as provided in this Section. The final wage schedule shall remain in effect until a new schedule of wage rates for employees is established by the written agreement of the Parties.

New salary schedules shall be implemented as follows:

- (a) A negotiated effective date of January 1, or a date thereafter up to the first day of the first full payroll period of the calendar year, shall be implemented as of the first day of the first full payroll period of the calendar year.
- (b) A negotiated effective date on or after the first day of the first full payroll period of the calendar year shall be implemented as of the first day of the pay period in which the negotiated effective date falls.

Wage schedule proposal will be provided at a later meeting.

CITY PROPOSAL 13: Experience

Section 13.08 - Prior Sworn Law Enforcement Experience

Subd. 2. Salary and Benefits - General

For a new hire with prior experience as a sworn law enforcement officer, the initial placement on the salary schedule in the classification of Police Officer and on the vacation accrual schedule in Section 22.02 shall be made as follows:

- (a) One year of MPD service shall be credited for every ~~two~~ full years of prior service with a ~~large~~ department or departments.
- ~~(b) One year of MPD service shall be credited for every three full years of prior service with a small department or departments.~~
- ~~(e)(b)~~ (b) “Prior service” ~~, as referenced in subsections (a) and (b)~~ does not include:
 - i. service to an agency while licensed as part-time officer;
 - ii. service to an agency for which the employee’s regular work schedule, except in the case of limitations on work hours for medical reasons, was less than an average of forty (40) hours per week; or
 - iii. Military service.
- ~~(d)(c)~~ (c) With regard to initial placement on the vacation accrual schedule, ~~all~~ new employees shall be placed at an initial annual accrual rate ~~higher than 128 hours regardless of commensurate with their full~~ years of ~~their~~ prior service.
- ~~(e) The threshold for large/small department is 50 sworn employees as determined by the most recent FBI “Crime in the United States” annual report.~~
- ~~(f) For purposes of calculating qualified prior years of service, all full calendar months worked in qualified large or small departments shall be summed before applying the service credit conversion for that type of jurisdiction (i.e. large or small) as described in subsections (a) and (b), above.~~
- ~~(g) The resulting full credit years as determined for both large and small departments shall be added together to determine the total number of years of service credit that shall be awarded to the new employee.~~
- ~~(h) A break in sworn service longer than six months between any of the prior jurisdiction jobs shall break the line of eligible work experience from work experience preceding the 6 month break in service.~~

- (i) ~~Prior service credit will be considered only if the new employee's last day of active service in the prior sworn position was within two years of the date of an offer of employment by the Minneapolis Police Department.~~

Subd. 3. Salary and Benefits – Minneapolis Park Police

For a new hire with prior experience as a sworn law enforcement officer in the Minneapolis Police Department (“Park Police”) time served in the Park Police shall be considered the same as “MPD service” for the purpose of determining the employee’s vacation accrual rate and placement on the salary schedule. If the Park Police had included prior service credit for time served in the MPD in determining the employee’s compensation and vacation accrual rate as a Park Police employee, such prior time served at the MPD shall also be included upon rehire by MPD as “time served in the Park Police” under the preceding sentence.

Subd. 4. Step Progression

After initial placement on the salary schedule, the new employee shall be entitled to future step increases thereafter pursuant to the provisions of Section 13.06.

~~Subd. 5. Limitation on Application of Prior Service Credit~~

~~Prior service credit shall be used only to determine the new employee’s initial placement on the salary and vacation accrual schedules and shall not be considered for purposes of eligibility for longevity pay, performance pay, promotion or other rights or benefits of employment which are based on time served with the MPD. Regardless of whether a new employee is given such prior service credit, their seniority shall be determined consistent with the provisions of Article 3 of this Agreement.~~

CITY PROPOSAL 14: Job Classifications

Section 16.01 - Job Classifications

The parties recognize that work and methods of service delivery may change from time to time. The general responsibilities described below are intended to establish guidelines to determine to which job classification work should be assigned. However, these descriptions are not intended to be exhaustive or to limit the ability of the City to respond to changing demands. As determined by the Chief, in response to changing demands and needs within the City, members in any job classification may be assigned to perform Police Officer functions at any time for any duration. When so assigned, Sergeants and Lieutenants will continue to be paid commensurate with their job classifications during such assignments.

Police Officer - Front line sworn employee to perform the following as directed by a superior: patrol assigned areas, respond to 911 calls, detect, deter and conduct primary investigation of crimes, maintain law and order, make arrests, assist the public and assure public safety. May perform certain secondary investigative functions under the supervision and at the direction of a Sergeant or Lieutenant. Not supervisor as defined by Minnesota Statute 179A.03, Subd. 17. For example, a Police Officer shall not assign cases, direct or evaluate the work of another Police Officer, authorize arrests or coordinate or direct the execution of search warrants or wire taps.

CITY PROPOSAL 15: Staffing

Section 16.02 - Job Classification Staffing

The Chief shall retain discretion to staff employees within this bargaining unit in any staffing ratio as the Chief sees fit to meet departmental needs. A sworn employee is responsible for designating and directing the tasks to be performed by all non-sworn investigators assisting on criminal investigations.

~~The parties agree to the following staffing parameters:~~

- ~~(a) — The number of sergeants in the Department shall not be reduced below twenty three and one quarter percent (23.25%) of the greater of the total authorized strength of all sworn personnel of the Department; or the actual number of sworn personnel, as determined on July 1 of each year.~~

- ~~(b) — The number of lieutenants in the Department shall not be reduced below four and one half percent (4.5%) of the greater of the total authorized strength of all sworn personnel of the Department; or the actual number of sworn personnel, as determined on July 1 of each year.~~

CITY PROPOSAL 16: Remove Appointed language

Remove 16.07Section 16.07 – Appointed Positions

~~Notwithstanding any provisions of this Agreement to the contrary, the Parties agree that pursuant to the provisions of *Laws 1961*, Chapter 108, Sections 1 through 4 as amended by *Laws 1969*, Chapter 604 and *Laws 1978*, Chapter 580 and the provisions of this Section, the Chief of the Department may appoint three (3) Deputy Chiefs of Police, five (5) Inspectors, the Supervisor of Morals and Narcotics, the Supervisor of Internal Affairs and the Supervisor of License Inspection to perform the duties and services they may direct, without examination. The Parties further agree that such persons shall serve at the pleasure of the Chief of Police; and, that any person removed from one of such positions pursuant to *Laws 1969*, Chapter 604, Section 2, has the right to return to their permanent civil service classification. Notwithstanding the foregoing, if the law is amended to so allow, the Chief of the Department may appoint up to five (5) Deputy Chiefs and up to eight (8) Inspectors.~~

CITY PROPOSAL 17: Bids

The City will seek changes to the bidding provisions at a later negotiation session.

CITY PROPOSAL 18: Transfers

The City will seek changes to the transfer provisions at a later negotiation session.

CITY PROPOSAL 19: [Shift Changes](#)

Section 18.03 - Temporary Change in Shifts

The Department shall have the right to temporarily depart from an officer's bid shift ([precinct assignment and/or](#) hours of work), if applicable, and their posted 28-day work schedule subject to the following:

Subd. 1. General Rules Governing Change in Shift/Work Schedule

- a. When a change to an employee's work schedule [and/or precinct assignment](#) is to be made, the Department shall attempt to provide the employee with as much advance notice as is possible and a minimum of eight (8) off-duty hours between work assignments.
- b. Such temporary changes in an employee's shift shall not normally exceed thirty (30) calendar days.
- c. Nothing in this Article shall be construed as a limitation or restriction upon the Department respecting the scheduling of employees and/or the operation of the Department in Public Safety emergency situations as declared by the Chief of Police or the Mayor of the City of Minneapolis.
- d. Compensation.

1. *Employees in a Bid Assignment.* For employees in a Bid Assignment, hours worked that are different from the employee's bid shift (including any hours which would have fallen within the posted schedule had no such departure been made) shall be compensated at the overtime rate as provided in Section 20.02. [Hours worked that are the same as an employee's bid shift but in a different precinct assignment shall be compensated at the employee's normal, non-overtime rate.](#)

1.2. *Employees in a Discretionary Assignment.* For employees in a Discretionary Assignment, hours worked that are different from the employee's posted 28-day work schedule (including any hours which would have fallen within the posted schedule had no such departure been made) shall be compensated at the overtime rate as provided in Section 20.02.

2.3. *Limitation on Compensation With 14-Days' Advance Notice.* When the employer changes the hours of work for a block of consecutive scheduled work days after the posting of the 28-day schedule for reasons other than training or a voluntary change, the change of shift compensation shall be payable only for the first day of the block of

consecutive work days provided the employer gives the employee written notice of the change not less than 14 days in advance.

3.4. *Change of Shift Compensation Paid in Cash.* All change of shift compensation shall be payable in cash. An employee may not elect to be compensated in compensatory time for change of shift compensation. However, if an employee otherwise becomes entitled to overtime for working hours departing from the changed work schedule, such overtime shall be subject to all provisions of Article 20.

CITY PROPOSAL 20: [Leave off-duty change](#)

Section 25.03 - Leaves of Absence Governed by this Agreement

Employees may be granted leaves of absence for the purpose set forth in this Section provided that such leaves are consistent with the provisions of this Section. Except as otherwise provided in this Section 25.03: a leave of absence granted may not be renewed or extended without the expressed mutual consent of the Parties; an employee on leave in excess of six (6) months will, at the expiration of the leave, be placed on an appropriate layoff list for their classification if no vacancies exist in such classification; and an employee on leave of less than six (6) months will, at the expiration of the leave, return to a position within their classification.

- (f) *Additional Parenting Leave.* A leave of absence of up to twelve (12) consecutive weeks may be granted to an employee who has exhausted their FMLA leave resulting from the birth or adoption of a child and who requests additional parenting leave. A vacancy created by such a leave shall be deemed a “temporary vacancy” meaning that the vacancy may be filled by a detail under Section 16.04. During an additional parenting leave, an employee shall continue to accrue seniority, ~~and shall be entitled to work off-duty jobs in uniform under the same terms and conditions that apply to active employees.~~ If both parents of the child work for the City of Minneapolis: the additional parenting leave of up to twelve (12) weeks shall be split between the parents (to the extent that both parents request the additional leave); and the Employer shall continue to pay the Employer portion of the health insurance premium, HRA/VEBA contribution and dental insurance premium for an employee who has elected such coverages while such employee is on the additional parenting leave.

CITY PROPOSAL 21: Administrative Leave

ARTICLE 26

Administrative Leave

Section 26.02 - Duration of Leave.

Subd. 1. Critical Incident

The duration of administrative leave for an Involved Officer or a Witness Officer shall be not less than seven (7) calendar days. The leave may be extended beyond seven days following the critical incident at the discretion of the Chief, ~~following joint consultation with the employee, the Federation, and the Wellness Unit.~~ The limitations on the duration of administrative leave shall not apply when:

1. the officer is unfit for duty as determined pursuant to Article 31; or
2. there is sufficient reliable evidence to support a preliminary conclusion that the officer may have engaged in conduct relating to the incident which, if true, would constitute a terminable offense. In such case, the administrative leave shall be considered to be a leave pending investigation.

Section 26.03 - Return to Work Following Critical/Traumatic Incident

Subd. 1. Psychological Evaluation for Return to Work

Prior to returning to work, a Witness or an Involved Officer will engage in a two-step process before they can be cleared for duty in accordance with MPD policy and procedural manual (Section 7-801) and the following:

1. Each Involved/Witness Officer who was directly involved with a Critical Incident or Traumatic Incident where the leave exceeds three days shall attend a meeting with an approved psychologist from the list kept by the Administrative Services Unit in agreement with the Federation for the sole purpose of the employee's wellness.
2. Additionally, each Involved/Witness Officer will be required to attend a return-to-work meeting with the Employer's contract psychologist for evaluation. Following that meeting, the psychologist will render an opinion regarding fitness for duty and send that document to the Deputy Chief of Professional Standards to determine the suitability for the employee to return to work. If the Employer's contract psychologist renders an opinion that the impacted employee is not fit for duty, the officer will be placed on IOD status. From that point, the Officer's rights and return to work shall be determined pursuant to the provisions of Article 31. In the event of a dispute by either party about return to work, said dispute shall be resolved by submitting for examination by a neutral examiner, as described in Article 31.
3. The employee shall bear no cost for the meetings referenced in subparagraphs 1 and 2, and, consistent with their paid administrative leave status, their time spent in such meetings shall be determined compensable hours of work.

Subd. 2. Critical Incidents and Traumatic Incidents

1. *Bid Assignment.* ~~Notwithstanding the provisions of Article 17, upon~~ Upon the conclusion of the administrative leave, a precinct employee on leave from a Bid Assignment may return to their Bid Assignment in their precinct and shift and to the normal duties relating thereto, subject to the discretion of the Chief. In making such assignment, the Chief will consider the customary supervisory discretion with regard to assignment matters. The Chief shall have the final discretion as to the initial assignment of a precinct employee returning from administrative leave ~~based on the Chief's determination of the best interest of the Department and the employee following a joint consultation with the employee, the Federation, and the Wellness Unit.~~

Absent a written agreement to the contrary, an employee who is returned to duty but is not assigned to their Bid Assignment in accordance with Article 17 may:

- a. ~~Not earlier than sixty (60) days following their return to duty, request that the Chief reconsider the employee's desire to return to their Bid Assignment. Thereafter, as soon as practical, the Chief shall meet with the employee, the Federation, and the Wellness Unit. If the parties have not reached a mutual resolution regarding the employee's assignment within the thirty (30) days following the request for reconsideration, the issue of the employee's assignment may be submitted to expedited arbitration. Regardless of the outcome of the arbitration, the employee's rights under Article 17 shall not be restricted for more than one year from the date the employee returns to work.~~
 - b. ~~P~~participate in the next assignment bid under Article 17 without restriction. However, the commencement of such new Bid Assignment shall be subject to the provisions of this Subdivision 2.
2. *Discretionary Assignment.* Upon the conclusion of the administrative leave, an employee on leave from a non-precinct assignment or Discretionary Assignment may return to their previous work assignment and work schedule, at the discretion of the Chief, ~~following joint consultation with the employee, the Federation, and the Wellness Unit.~~

Subd. 3. Off-Duty Employment; Buy Back

Upon the return to work, the employee may return to any approved off-duty employment and may work Buy Back assignments.

~~Section 26.04 – Expedited Arbitration~~
~~Disputes arising from alleged violations of Sections 26.01 through 26.03 regarding administrative leave resulting from a Critical Incident shall be subject to the Expedited Arbitration provisions of Article 11 at the request of the Federation (notwithstanding the “mutual agreement” provisions).~~

~~Section 26.045 - Special Provisions Regarding Critical Incidents~~

CITY PROPOSAL 22: Administrative Leave Pending Investigation

Section 26.06-05 - Administrative Leave Pending Investigation

Subd. 1. Administrative Leave Pending Investigation of Allegations of Misconduct

The Chief or their designee may place an employee on a paid administrative leave of absence or limited duty status pending allegations of severe misconduct. The Chief shall speak with a representative of the Federation regarding the basis for the decision, if practical, prior to placing the employee on leave. If Federation is not notified prior to placement on administrative leave or limited duty status, such notification shall be made within three (3) days of placement on administrative leave or limited duty status. The Chief shall cause the investigation of the allegations to be investigated as promptly as possible without compromising the thoroughness the investigation. Upon conclusion of the investigation, the Chief shall make a prompt decision as to whether discipline will be imposed and if so what level of discipline and notify the employee.

Subd. 2. Duration of Leave Pending Investigation of Allegations of Misconduct

The duration of the administrative leave or limited duty status, and any restrictions on the ability of the employee to work off-duty or overtime relating thereto, shall be at the discretion of the Chief. ~~for the first 30 days. Thereafter, the duration of the administrative leave or limited duty status and restrictions relating thereto shall be subject to the provisions of this section. After the initial 30-day period,~~ the Federation may request (not more frequently than once every two weeks) that the Chief provide an update on the status of the investigation and/or review the duty status and the restrictions on the employee. ~~After the initial 30-day period, the duration of the administrative leave or limited duty status, shall depend on whether there is sufficient reliable evidence to support a preliminary conclusion that an allegation of severe misconduct may be sustained. If such evidence exists, the administrative leave or limited duty status shall continue at the discretion of the Chief, with status updates bi-weekly if requested by the Federation. If there is not such evidence, the administrative leave or limited duty status shall end and the employee shall return to work in accordance with Section 26.06 Subds. 3 and 4.~~

Subd. 3. Return to Work After Leave for Investigation of Allegations of Misconduct

Upon the termination of administrative leave or limited duty status the employee shall return to work as follows:

1. An employee who, immediately prior to such leave or status was in a Bid Assignment shall return to their Bid Assignment and duties relating thereto, subject to the normal supervisory discretion with regard to such assignment and subject to Article 17; or
2. An employee who, immediately prior to such leave or status was in a Discretionary Assignment, may be assigned to any appropriate assignment and duties.

Subd. 3. Off-Duty Employment; Buy Back

Upon the return to work, the employee may return to any approved off-duty employment and may work Buy Back assignments.

CITY PROPOSAL 23: Sick Leave

ARTICLE 27 SICK LEAVE

Section 27.01 - Sick Leave

Permanent employees who regularly work twenty (20) or more hours per week shall be entitled to leaves of absence with pay, for actual, bona fide illness, temporary physical disability, or illness in the immediate family, quarantine, as provided by state law and City ordinance. Such leaves shall be granted in accordance with the provisions of this Article.

Section 27.02 - Definitions

The term *illness*, where it occurs in this Article, shall include bodily disease or injury or mental affliction, whether or not a precise diagnosis is available, when such disease or affliction is, in fact, disabling. Other factors defining sick leave are as follows:

- (a) Chemical Dependency. Alcoholism and drug addiction shall be recognized as an illness. However, sick leave pay for treatment of such illness shall be contingent upon two conditions: 1) the employee must undergo an evaluation by a licensed alcohol and drug counselor or substance abuse professional, and 2) the employee, during or following the above care, must participate in a program of treatment and rehabilitation approved by the Employer or recommended by the individual who performed the evaluation in (a)(1) above.
- (b) Eligible Leave for Illness or Injury ~~in the Immediate Family~~to Others. Employees may utilize accumulated sick leave benefits for reasonable periods of time when their absence from work is made necessary by the illness or injury of: ~~their~~
- The employee's child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or a child to whom the employee stands in loco parentis;
 - The employee's spouse or registered domestic partner;
 - The employee's sibling, stepsibling, or foster sibling;
 - The employee's biological, adoptive, or foster parent, stepparent, or a person who stood in loco parentis when the employee was a minor child;
 - The employee's grandchild, foster grandchild or step-grandchild;
 - The employee's grandparent or step-grandparent;
 - A child of the sibling of the employee;
 - A sibling of the employee's parents;
 - A child-in-law or sibling-in-law;
 - Any family members of the employee's spouse or registered domestic partner

- Any individual related by blood or whose close association with the employee is the equivalent of a family relationship;
- Up to one individual annually designated by the employee.

~~: child; step child; spouse; registered domestic partner within the meaning of Minneapolis Code of Ordinances Chapter 142; parent; spouse's parent; sibling; grandchild; grandparent; step parent; dependents other than their children and/or members of their household.~~ The utilization of sick leave benefits under the provisions of this paragraph shall be administered under the same terms as if such benefits were utilized in connection with the employee's own illness or injury. Additional time off without pay, or vacation, if available and requested in advance, ~~shall~~ may be granted ~~as may reasonably be required~~ under individual demonstrated circumstances, at the discretion of the Chief. Nothing in this subdivision limits the rights of employees under the provisions of Section 25.02, (d), (*Family and Medical Leaves*) or Minn. Stat. §181.9413.

Section 27.03 - Eligibility, Accrual and Calculation of Sick Leave

If permanent employees who regularly work more than twenty (20) hours per week, are absent due to illness, such absences shall be charged against their accumulated accrual of sick leave. Sick leave pay benefits shall be accrued by eligible employees at the rate of ninety-six (96) hours per calendar year worked and shall be calculated on a direct proportion basis for all hours of credited work time other than overtime.

Section 27.04 - Medical Verification

- (a) To the extent allowed by law, ~~a~~An employee may be required to provide a written statement from a health care professional in attendance verifying that the employee's absence is due to illness and that the employee is unable to work as described in 27.02. "In attendance" includes a telephonically prescribed course of treatment by the health care provider which must be confirmed by a prescription or a written statement by the provider.
- (b) A written statement by a health care professional for sick leave may be required only in the following situations:
1. An employee has been absent on sick leave for five or more consecutive scheduled work days;
 2. An employee has used more than twelve days of unverified sick leave within the last preceding 12 months;
 3. A Request for Leave of Absence for medical reasons has been submitted; or,
 4. In cases of suspected fraudulent use of sick leave or where there are patterned absences.
- (c) An employee who is required to provide medical verification for sick leave use shall provide the verification no later than two weeks from the request for verification. In the

interim, the time will be provisionally approved as sick leave. However, if the requested medical verification is not provided or does not substantiate the need for sick leave use, the Employer shall be permitted to deduct the overpayment as permitted by law.

CITY PROPOSAL 24: Change to Drug testing

Article 30 DRUG, ALCOHOL, AND CANNABIS TESTING

Changes to conform with applicable provisions of City enterprise policy forthcoming at a later date.

CITY PROPOSAL 25: Fitness for Duty

Section 31.01 - Statement of Policy and Purpose

The Minneapolis Police Department and its employees know that the performance of law enforcement duties is inherently demanding and that such duties are sometimes performed under dangerous conditions and/or in a stressful environment. It is, therefore, important to the Department for the safety of its employees and the public to ensure that all personnel in the service of the Department are medically, psychologically and emotionally fit for duty. It shall be the policy of the Minneapolis Police Department to require fitness for duty examinations in accordance with the provisions set forth herein.

It is the purpose of this Article is to establish standards and procedures for identifying ~~and diagnosing~~ officers of the Department who may suffer from ~~medical~~physical, psychological or emotional conditions which impair their ability to perform their job duties satisfactorily. This Article shall be administered in a manner which is consistent with the Department's desire to treat affected employees with dignity and respect under such circumstances and to provide information and assistance to them concerning their fitness for duty.

It is the goal of the City of Minneapolis to have healthy and productive employees and to facilitate successful treatment for those employees experiencing debilitating health problems. In furtherance of this goal, the Department is committed to applying this Article to promote rehabilitation, rather than discipline, while minimizing the interruption to the employee's life and career and to the employer's operations.

Section 31.02 - Circumstances Requiring Fitness For Duty Examinations

The Department may require an employee to be examined under this Article in the circumstances described below:

- (a) Where there exists a reasonable cause to believe, based upon specific observations and facts and rational inferences drawn from those observations and facts, that an employee may not be ~~medically~~physically, psychologically or emotionally fit to perform the essential functions of the position to which they are assigned without accommodation. Such reasonable suspicion must be based upon: the observations of at least two supervisors or co-workers who have first-hand knowledge; or upon reliable information provided to a supervisor that the employee is currently exhibiting conduct which reasonably demonstrates that the employee may be suffering from a physical or mental condition which prevents the employee from effectively performing their duties. The decision to require an employee to be examined will be made by a supervisor at or above the rank of Inspector for precinct personnel, or at or above Commander for non-precinct personnel, after due diligence to confirm the reliability of the information.
- (b) Where an employee is returning to active service after a leave of absence without pay or similar absence or where the employee has been outside of the Department's observation or control for a period longer than six (6) calendar months.

- (c) Where an employee is returning to active service after a serious illness, injury or medical condition whether or not the employee's personal physician has placed restrictions on the employee's job-related activities.
- (d) Where an employee has been involved in a critical incident where the potential for physical or psychological trauma to the employee was significant.
- (e) Where the employee contends they are not medically, psychologically or emotionally fit for duty.

~~The provisions set forth in paragraphs (b) and (c) above shall not apply to psychological evaluations. However, a~~ Health Care Professional evaluating an employee's physical fitness for duty may recommend that an employee, whom they have examined, be referred for a psychological evaluation, subject to the provisions of Section 31.04 below.

Nothing under this Article 31 shall establish a basis for Drug, ~~or Alcohol, or Cannabis~~ Testing. Drug, ~~and Alcohol, and Cannabis~~ testing shall be governed solely by Article 30 of this Agreement and/or applicable law. However, if the Health Care Professional evaluating the employee reasonably believes the employee, due to alcohol or drug use, may pose a danger to themselves or others, the Health Care Professional will notify the Employer of such danger and indicate the symptoms or signs the Employer should look for to minimize the danger. If the danger is considered immediate, the Health Care Professional will summon a ranking member of the MPD administration.

Section 31.04 - Psychological Evaluations; Reasonable Basis; Appeals

No psychological evaluations shall be required as a result of a Health Care Professional's evaluation of an employee's physical fitness for duty pursuant to Section 31.02, paragraph (b) or (c), in the absence of a recommendation by the Department's examining physician or other licensed medical provider who has a reasonable basis for requiring the psychological evaluation. If able the Department and/or Department's examining physician shall inform the employee of such reasonable basis at the time they are ordered to report for the required psychological examination unless the examining physician or other licensed medical provider documents with reasonable specificity that disclosure of the information in the report is likely to cause harm to the employee or to others. In such cases, the information shall be handled and/or disclosed in a manner consistent with prevailing medical and/or legal authority.

If the employee disputes the accuracy or legitimacy of the facts upon which the Department's examining physician or other licensed medical provider has relied on concluding that a reasonable basis exists for the required psychological evaluation, the employee may file a grievance contesting the requirement that they submit to the examination. In such event, the employee shall not be required to report for the psychological evaluation until the grievance has been resolved under the expedited arbitration procedures of the Collective Bargaining Agreement. The arbitrator's authority shall be limited to making findings of fact with regard to

the disputed facts underlying the reasonable basis. The arbitrator does not have the authority to overturn the medical opinion of the examining physician or other licensed medical provider. The Department may relieve the employee from duty without pay or reassign the employee to other duties during the pendency of the grievance resolution proceedings but shall not discipline or discharge the employee for refusing to submit to the psychological evaluation unless the employee refuses to undergo psychological evaluation after an arbitrator has determined, or the Department and the Federation agree, as to the accuracy or legitimacy of the underlying factual basis for the referral. If an employee is relieved without pay, they may use available benefits in order to continue in paid status. If an employee is relieved without pay and it is subsequently determined that the Department lacked a reasonable basis to require a psychological evaluation, the Department shall make the employee whole by paying the employee for lost work days and/or restoring their benefit banks.

Section 31.06 - Medical Records; Private

All medical data and records relied upon by the Department in the administration of this Article shall be ~~treated confidentially as provide by law, classified as private data on individuals as defined by the Minnesota Government Data Practices Act, Minn. Stat. § 13.01, et. seq.~~ All reports, correspondence, memoranda or other records which contain medical data on an employee shall be made available only to the Chief of the Department, those who have the authority and responsibility to represent the interests of the Department in claims involving the Department in any forum or otherwise and others who may specifically be authorized by the employee to receive such data. ~~The Department shall request an opinion from the Office of the City Attorney in instances where questions arise over the proper distribution or handling of medical data relied upon by the Department in the administration of this Article or in connection with the Department's response to any finding that an employee is not fit for duty.~~

Section 31.07 - Adverse Findings; Appeals

Where it is determined that an employee is not fit for duty, the examining physician shall prepare a written report which includes:

- (a) A statement as to whether the employee, is medically and/or psychologically able to perform the essential functions of the job; and
- (b) A statement of what, if any, work restrictions the employee has; and
- (c) A prognosis for recovery.

A copy of the examining physician's written report shall be provided to the Chief of the Department, those who have authority and responsibility to represent the interests of the Department in claims involving the Department in any forum or otherwise, and others who may specifically be authorized by the employee to receive such data.

In addition to the report provided to the Chief of the Department, the employee may also at the discretion of the examining physician, be provided with additional information including:

- (a) A specific diagnosis of the medical condition and the reasons why such problem renders the employee unfit for duty;
- (b) A statement of any accommodation that would enable the employee to perform the essential functions of their job; a specific treatment plan, if any; and
- (c) A prognosis for recovery and a specific schedule concerning re-examination;

unless the examining physician or other licensed medical provider documents with reasonable specificity that disclosure of the information in the report is likely to cause harm to the employee or to others. In such cases, the information shall be handled and/or disclosed in a manner consistent with prevailing medical and/or legal authority.

In the event the employee disagrees with the determination of the examining physician or other licensed medical provider that they are not medically, psychologically, or emotionally fit for duty, the employee may submit medical information from a physician or other licensed medical provider of their own choosing. The employee shall be responsible for all costs associated with the second opinion unless such costs are covered by the employee's medical insurance. Where the employee's physician and the Department's physician have issued conflicting opinions concerning the employee's fitness for duty, the Department shall encourage the two physicians to confer with one another in an effort to resolve their conflicting medical opinions. If they are unable to do so within fifteen (15) calendar days after the date of the second opinion, the dispute concerning the employee's fitness for duty may be submitted by either party to a neutral examining physician or other licensed medical provider (the "Neutral Examiner") who has expertise regarding the medical, psychological or emotional disorder involved and who is knowledgeable of the environment in which law enforcement duties are performed. The decision of the Neutral Examiner shall be final and binding on the parties. If the Neutral Examiner determines it necessary, the employee shall submit to an evaluation by the Neutral Examiner. If the Neutral Examiner determines that the employee is not fit for duty, they shall issue a written report which includes the information specified above. Notwithstanding the Provisions of Section 31.05, the cost of the Neutral Examiner, to the extent not covered by insurance, shall be split equally between the City and the Federation. The dispute resolution procedures outlined herein shall not apply to Workers' Compensation cases. The Federation and the Department shall establish a list of not less than three qualified Neutral Examiners. In the event the services of a Neutral Examiner are required, the employee shall select the Neutral examiner from the established list. To select a Neutral Examiner, each party shall identify and propose a physician or licensed medical provider meeting the requirements to qualify as a Neutral Examiner. If the parties cannot agree on a Neutral Examiner, the Neutral Examiner shall be chosen by coin flip.

CITY PROPOSAL 26: Savings Clause

ARTICLE 32

Savings Clause

~~Any provisions of this Agreement held to be contrary to law by a court of competent jurisdiction from which final judgment or decree no appeal has been taken within the time provided by law, shall be void. All other provisions shall continue in full force and effect.~~

This Agreement is intended to be in conformity with all applicable and valid federal and state laws, rules and regulations, and local ordinances promulgated thereunder having the force and effect of law. In the event that any provision of this Agreement is determined to be inconsistent with such federal or state laws, rules or regulations, or local ordinances, the provisions of law shall prevail. If any provision of this Agreement is found to be invalid or unenforceable by a court or other competent authority having jurisdiction, then such provision shall be considered void, but all other valid provisions shall remain in full force and effect.

CITY PROPOSAL 27: Complete Agreement

New Article

ARTICLE 34 – COMPLETE AGREEMENT

Section 34.01- Entire Agreement

This Agreement, including Attachments A through ___ (collectively “Agreement”), shall constitute the full and complete agreement and commitments between the parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement. The parties agree that this Agreement supersedes all prior agreements, including any previous written letters of agreement, letters of understanding, or memorandums of understanding, however titled, excluding grievance settlement agreements. The parties acknowledge that, during the negotiations which resulted in this Agreement, each had an unlimited right and opportunity to make demands and proposals with respect to any mandatory subject of bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that opportunity are set forth in this Agreement. Therefore, for the life of this Agreement each agree that the other shall not be obligated to bargain collectively with respect to any mandatory subject of bargaining referred to or covered in this Agreement, or with respect to any mandatory subjects of bargaining not specifically referred to or covered in this Agreement, even though such mandatory subjects of bargaining may not have been within the knowledge or contemplation of either or both of the Parties at the time they negotiated or signed this Agreement. Any term or condition of employment not specifically established by this Agreement is and shall remain exclusively within the discretion of the City to modify, establish, or eliminate.

Section 34.02 – Scrivener’s Errors

The parties agree that the City may correct any misspelled words, mathematical errors, and other clerical errors or omissions in this Agreement at any time. The City must give notice to the Federation of any corrections made. The Federation may request a meet and confer meeting no later than five (5) business days after the notice is provided. If no meet and confer meeting is requested, the changes will become effective.

CITY PROPOSAL 28: Bilingual Incentive

The City seeks to negotiate a pilot program for premium pay for employees who are fluent in and use, as part of the performance of job duties, certain languages other than English.

CITY PROPOSAL 29: Referral Bonus Incentive

The City seeks to negotiate a pilot program for a referral incentive for current bargaining unit employees who successfully recruit new police officers.

CITY PROPOSAL 30: Staffing Overtime

The City will provide a proposal to revised the current staffing overtime letter of agreement at a later bargaining session.