

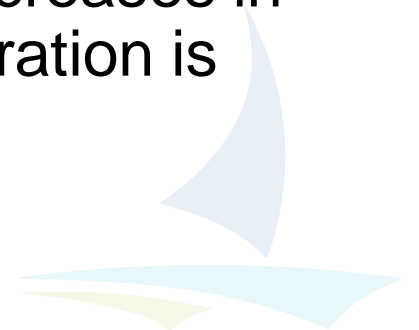
City of Minneapolis Response

The Federation's one year package deal, which would require the City to agree to each and every term as proposed by the Federation, is not fiscally responsible and does not acknowledge how policing has changed and must change within Minneapolis.



City of Minneapolis Response

- The Federation's proposal is a 13.25% increase by July 1, 2023. That level of increase would be unprecedented for the MPD in Minneapolis, or any other bargaining unit within the City.
- The one-year cost for this proposed increase is projected to be **over \$11 million dollars**. That is an excessive amount that the Federation knows the City cannot afford to pay in one year.
 - For 2023, the MPD is already over budget.
- While the City may have flexibility for competitive wage increases in future years, it cannot pay the level of increases the Federation is requesting in any single year, and not in 2023.



City of Minneapolis Response

The City asks that the Federation acknowledge that it has more flexibility for pay increases in subsequent years, and asks that the Federation's demand for a one-year term only be rescinded, so the parties can be more flexible in discussing potential pay increases over a three-year term agreement. The City feels strongly that approach will be more likely to achieve the parties' respective goals.



City of Minneapolis Response

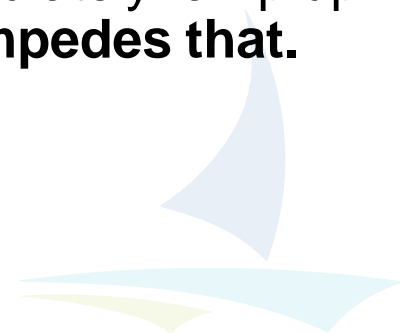
The City reiterates its request that the Federation rescind its demand for a package proposal which requires that the City agree to all terms or reject it.

Until such time, however, the City must reject the Federation's package proposal



City of Minneapolis Response

- The City and MPD have offered the Federation significant hiring and retention bonuses from one-time state funds that the Federation has rejected. Those would pay each officer \$15,000 to \$18,000 when the requirements are met.
- These were offered to keep pay competitive, as many other neighboring jurisdictions that the City competes with for law enforcement talent were offering similar incentives.
- Previously, the City has offered a similar, more lucrative package that the Federation also rejected. The City is trying to stay competitive in compensation and immediately ramp up hiring, while being fiscally responsible. **The rejection of this proposal impedes that.**



City of Minneapolis Response

- The Federation has said we don't have months to address staffing issues; but the Federation's current position on a take it or leave it agreement with a 13.25% increase will undoubtedly prolong the process.
- Claims to recognize that internal comparisons with other bargaining units and employees are important to the city, but the Federation's proposal far out paces any other settlement reached.
- The Federation's comparator numbers are inaccurate in a number of respects and methodology.
- The Federation is seeking a removal of important City proposals while getting an unprecedented increase.



City of Minneapolis Response

The City's proposal removes barriers to hiring good, experienced police officers from other jurisdictions by ensuring Police Officers coming into Minneapolis get full credit for the experience they earned elsewhere. This will help our hiring and recruitment efforts to hire experienced Police Officers.



City of Minneapolis Response

- While the City is engaging in its hiring efforts for good police, the City and the administration, through the Chief of Police, needs to be able to allocate its current workforce efficiently and effectively.
 - At least until a certain threshold of Police Officers are hired, the City needs to be able to use its force where needed and when needed without incurring increased substantial costs. The parties should work to remove impediments to meeting that goal.
 - The Federation's acknowledges that issue and the City seeks to work with the Federation to solve it - the Federation's package deal proposed does nothing to address it.
 - The City has new proposals today about bidding and transfers that are designed to address this issue.



City of Minneapolis Response

The citizens of Minneapolis have demanded transparency in this collective bargaining process. To that end, the City has proposed language that would require all current agreements between the City and the Federation to be appended to the collective bargaining agreement as attachments.



City of Minneapolis Response

- The City is willing to problem solve immediate issues. In addition to having previously offered retention and hiring incentives for the immediate hiring needs, it has, at the Federation's request, removed the vacation accrual cap language from its more substantial LOA, and offers that as a stand-alone agreement. We hope to get agreement on that proposal today before the end of the session.
- City accepts the Federation's thanks about proposing changes to contract provision 2.02 that comply with new statutes, but asks that the Federation recognize that the attorney's fees provision which it maligned is also written within the statute.
- Respectfully, the Federation says that many of the City's proposals should be withdrawn and raised in successor bargaining. The City wants to get this important work done now.

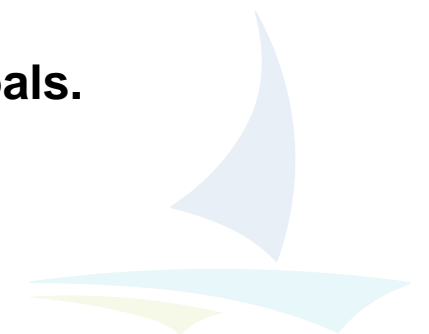


City of Minneapolis Response

The City wants productive negotiations that recognizes certain current realities.

- There are limited financial resources on an annual basis. Some of those are one-time resources that cannot effectively be used for a systemic wage change.
- There are annual budgets that have to be considered and the City must look at its overall financial condition as part of this negotiation process.
- There are changes that have been made and will have to be made to how the Department conducts its work.
- The Federation's current take-it-all or reject it proposal removes too many of the City's initiatives.
- Until staffing numbers are up, the current complement of personnel must be used efficiently and effectively.

The City wants to partner with the Federation to achieve these goals.



City of Minneapolis Response

Today, the City provides the following additional proposals:

- A separate LOA on vacation bidding, as mentioned above.
- LOA on bidding and transfers to provide the Chief authority to allocate resources where they are needed without incurring substantial increased costs while the department gets to a full hiring complement.
- LOA on an increase in overtime rate under specific circumstances, in an acknowledgment that the Police Officers are needed and are working longer hours.
 - To be clear, the current collective bargaining agreement allows the Department to compel overtime.
 - This is an additional pay incentive in recognition of the unit members' service that had been agreed to in the last round of bargaining and is modified somewhat here.
- Redrafted LOA on case investigators, without LOA on vacation included. As the last draft had, this draft addresses the Federation's concern that these personnel will not perform work that can only be performed by sworn personnel.
- We'd agree to change Schriever's error issue in concept to mutual language and could sort that out.

