

**POLICE OFFICERS FEDERATION OF MINNEAPOLIS
AND
CITY OF MINNEAPOLIS**

**FEDERATION PROPOSAL AND RESPONSE #2
(September 27, 2023)**

*The following is a package proposal.
Rejection of one item constitutes rejection of all items.*

Economic Issues

U-1 Duration - 1 Year

U-2 Wages – Section 13.02, Appendix A.

Effective January 1, 2023	5.25% ATB
Effective July 1, 2023	8.00% Market Adjustment ATB

Both wage adjustments would also apply to the longevity schedule and shift differential.

U-3 Longevity Pay Schedule – Section 13.4, Appendix A (Amount). See #2.

U-4 Longevity Pay Schedule – Section 13.4, Appendix A (Additional Steps).
Withdrawn from consideration for 2023 contract.

U-5 Shift Differential – Section 13.5, Appendix A (Amount). See #2.

U-6 Shift Differential – Section 13.5 (Clarification). The Federation renews its proposal to clarify the language to expressly provide when an employee works CSOT hours immediately preceding or following a schedule shift that qualifies for shift differential, the CSOT hours also qualify for shift differential the same as any other shift extension.

~~Employees in the Department who work a scheduled shift in which~~ When a majority of the ir work hours fall between the hours of 6:00 p.m. and 6:00 a.m., an employee shall be paid a shift differential in the amount specified in the attached wage schedule for all hours worked ~~on such shifts.~~ The dollar amount specified in the wage schedule shall be adjusted by the same percentage and at the same time as across the board increases in the base wages for the seventh step of the Police Officer wage schedule. (See wage schedule for amount)

NOTE: this proposal is to confirm the interpretation/application of existing language. An agreement to settle the contract without any change to this provision does not constitute

any acknowledgement or admission by the Federation that its interpretation of the present language is incorrect. Accordingly the Federation expressly retains all rights and arguments regarding the application and interpretation of the existing language notwithstanding this proposal to clarify the language.

- U-7 Section 20.03 & Attachment D – Standby.** Withdrawn from consideration for 2023 contract.
- U-8 Article 22 – Vacation.** As a result of staffing issues, the parties need to address the ability of employees to utilize their vacation benefit. For simplicity, the Federation proposes to renew the MOU on vacation carryover.
- U-9 FTO Pay – Section 23.03.** Withdrawn from consideration for 2023 contract.
- U-10 Military Leave With Pay – Section 24.04.** Withdrawn from consideration for 2023 contract.
- U-11 Article 28 – Sick Leave.** Withdrawn from consideration for 2023 contract.
- U-12 Health Club Reimbursement – Section 29.02.** The parties need to revise the reimbursement amount to an amount they can agree upon or consistent with the process provided in Section 29.02.
- U-13 Employer Contribution to Post-Employment Health Care Savings Account (new Item).** Withdrawn from consideration for 2023 contract.
- U-14 Education Premium (new item).** Withdrawn from consideration for 2023 contract.
- U-15 Wellness/Fitness Incentive.** Withdrawn from consideration for 2023 contract.
- U-16 Tuition Reimbursement.** Withdrawn from consideration for 2023 contract.

Non-Economic Issues

- U-17 Union Access –** Withdrawn – the statute will apply regardless of contract language. Further, this issue has been addressed in the Employer’s proposals.
- U-18 Sick Leave Usage –** Withdrawn – the statute will apply regardless of contract language.
- U-19 Coaching – Section 11.02.** The Federation believes that anything that is determined to constitute “discipline” and, therefore, public upon final disposition pursuant to Minn. Stat. § 13.43 should be grievable. Accordingly, the Federation proposes to amend Section 11.02, Step 1 as follows:

Subd. 1. Step One

To initiate a grievance, the Federation representative shall, within the time period specified below, inform the commander in writing on the standard grievance form. If the Federation expressly requests a discussion with the commander, such discussion shall take place within twenty-one (21) days after filing the grievance, unless the time is mutually extended.

Within twenty-one (21) days after the grievance is filed or the discussion meeting concludes, whichever is later, the Employer shall give its decision in writing, together with the supporting reasons to the Federation. Each Step One decision shall be clearly identified as a "Step One Decision."

The commander shall have the full authority of the Chief to resolve the grievance.

A grievance must be commenced at Step One no later than twenty-one (21) calendar days from the discovery of the grievable event(s) or from when the event(s) reasonably should have been discovered by a represented employee.

Class action grievances, defined as a grievance involving five (5) or more similarly situated employees, and disciplinary grievances involving ~~a suspension, demotion or termination~~ any remedial measure that is deemed public data upon final disposition under Minn. Stat. § 13.43, subd. 2(a)(5), shall be filed at Step Two with no changes to time parameters.

U-20 Drug and Alcohol Testing – Article 30. Tabled. The Federation will participate in coalition bargaining with the City regarding possible amendments to the Drug and Alcohol Testing provisions based on the cannabis statutes passed in the 2023 Legislative Session.

U-21 Service Credit for Details – Section 13.07. Withdrawn from consideration for 2023 contract.

U-22 Paid Parental Leave – Article 24. The Federation proposes to add the following language as a new section under Article 24 consistent with the language added to other labor agreements between the City and its bargaining units.

Section 24.08 – Paid Parental Leave.

The parties agree that if the Employer proposes to reduce or eliminate Paid Parental Leave as adopted by the City Council in August, 2022, such changes are subject to negotiation pursuant to Minn. Stat. § 179A.03, subd. 19.

To implement this language, two other amendments are necessary:

- 1. Renumber existing 24.08 as 24.09; and**

2. Amend Section 24.03(f) as follows (this is also responsive to Issue E-20):

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; and/or their paid parental leave under Section 24.08. 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.

U-23 Paid Parental Leave – Article 24. Withdrawn from consideration for 2023 contract. The Federation remains open to discussion outside of contract negotiations for exceptions to the City-wide policy to help address staffing issues.

Miscellaneous/Housekeeping

U-24 Health Plan and Benefits – Article 15 (model language and update MOUs

U-25 Update language, dates and delete obsolete language

U-26 MOUs - review for retention, incorporation

Employer Issues

E-1 Incentives. The Federation does not agree and proposes the issue be withdrawn. The best incentive is market rate wages.

E-2 Administration. The Federation agrees to the proposed changes to Section 2.02. The Federation does not agree to the proposed change to Section 2.03 and proposes that it be withdrawn. There has never been such a suit and the proposed language is unnecessary.

- E-3 Seniority.** The Federation agrees to the proposed changes to Article 3.
- E-4 Officer Orientation.** The Federation agrees to the proposed changes to Article 4.
- E-5 Communication.** The Federation agrees to the proposed changes to Article 7.
- E-6 Grievance Procedure.** The Federation agrees to the proposed changes to the preamble to Section 11.02. The Federation does not agree to the remainder of the proposed changes to the Grievance Procedure and proposes they be withdrawn.
- E-7 Past Practice.** The Federation does not agree and proposes the issue be withdrawn.
- E-8 Discipline.** The Federation offers the counterproposal set forth in Appendix A.
- E-9 Discipline Appeals.** The Federation does not agree and proposes the issue be withdrawn.
- E-10 Personnel Data.** The Federation does not agree and proposes the issue be withdrawn.
- E-11 Investigatory Interviews.** The Federation offers the counterproposal set forth in Appendix B.
- E-12 Wages. See U-2.**
- E-13 Lateral Hiring.** The Federation agrees to all of the proposal EXCEPT the proposed deletion of Subd. 5. The Federation offers the following counter on subd. 5.

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.

The Federation also proposes that we clarify that this would be applied to anyone hired since 1/1/2023.

- E-14 Job Classification.** The Federation offers the counterproposal set forth in Appendix C.

- E-15 Staffing.** The Federation offers a counter proposal in the form of the MOU attached as Appendix D.
- E-16 Appointed Positions.** The Federation agrees to the proposed deletion of Section 16.07.
- E-17. Bids.** This should be withdrawn. The City can raise this in bargaining for the successor to the 2023 Agreement.
- E-18. Transfers.** This should be withdrawn. The City can raise this in bargaining for the successor to the 2023 Agreement.
- E-19 Temporary Changes in Shift.** This directly relates to E-17 and should be withdrawn. The City can raise this in bargaining for the successor to the 2023 Agreement.
- E-20 Off-duty work while on leave.** The Federation accepts this proposal and has included the proposed language in the Federation’s amended proposal on issue U-22.
- E-21 Admin Leave.** This should be withdrawn. The City can raise this in bargaining for the successor to the 2023 Agreement.
- E-22 Leave Pending Investigation.** This should be withdrawn. The City can raise this in bargaining for the successor to the 2023 Agreement.
- E-23 Sick Leave.** The Federation agrees to the proposed amendments to Article 27.
- E-24 Drug and Alcohol Testing. See U-20**
- E-25 Fitness for Duty.** The Federation agrees to the changes to Section 31.01, 31.02(a), and the references to Cannabis testing. *Note: In 31.02(e) there is a “medical” that should be changed to “physical.”* The Federation does not agree to the remainder of the proposed changes. These require much more discussion and thus are appropriate to be addressed in bargaining for the successor to the 2023 Agreement.
- E-26 Savings Clause.** The Federation does not agree and proposes the issue be withdrawn.
- E-27 Complete Agreement.** The Federation does not agree to the proposal for Section 34.01. With regarding to the proposal for Section 31.02, the Federation proposes the following counter (from the State Patrol CBA):

The parties may mutually agree, in writing, to correct misspelled words, mathematical errors, and other clerical errors in this Agreement.

- E-28 Bi-lingual Incentive.** The Federation is open to discuss a language incentive but this should not hold up an agreement for 2023. We can this discuss outside of bargaining.
- E-29 Referral Incentive.** The Federation is open to discuss a referral incentive but this should not hold up an agreement for 2023. We can this discuss outside of bargaining.
- E-30 Staffing Overtime.** The Federation is open to discuss extension and/or modification of the Staffing Overtime MOU. We do not want to hold up a settlement on this issue. We are also open to discussing this outside of bargaining.

The Union reserves the right to add additional issues during the course of negotiations upon notice to the Employer (consistent with the Ground Rules) and to withdraw or modify its position on any issue until a final agreement is reached on all issues.

APPENDIX A

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): The following types of discipline may be imposed and will normally be administered progressively:~~

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

~~The application of “progressive discipline” reflects the intent that discipline, excluding termination, is intended to be corrective and not punitive. However, “progressive discipline” does not require that each form of discipline be applied in order provided there is just cause for the level of discipline based on the facts and circumstances of the situation~~

~~* The unit of measurement for any suspensions which may be assessed shall be in hours. The City may, with the mutual agreement of the Federation and, 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.~~

APPENDIX B

CITY PROPOSAL 11: Investigatory Interviews

Section 12.04 - Investigatory Interviews Under the Police Officers Disciplinary Procedures Act.

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- (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 provided the employee from whom the statement is sought waives the right to a new summary.
- (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)~~

APPENDIX C

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 temporarily 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.

APPENDIX D

CITY OF MINNEAPOLIS

And

**POLICE OFFICERS FEDERATION
OF MINNEAPOLIS**

**LETTER OF AGREEMENT
SECTION 16.02 OF LABOR AGREEMENT**

WHEREAS, the City of Minneapolis (“Employer”) and the Police Officers Federation of Minneapolis (“Federation”) (collectively “the Parties”) are parties to an expired Collective Bargaining Agreement (“Labor Agreement”) that is continuing in effect; and

WHEREAS, the Minneapolis Police Department (“MPD”) is experiencing an unprecedented staffing crisis; and

WHEREAS, the parties desire to minimize the extent to which provisions of the Labor Agreement may negatively impact staffing;

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

1. **Term; Amendment; Termination.** This Letter of Agreement (“LOA”) will remain in effect from the date executed by the parties through December 31, 2026. This LOA may amended, extended, or terminated upon a written agreement signed by both parties. Unless extended, this LOA will expire and cease to be effective as of 11:59 p.m. on December 31, 2026.
2. **Suspension of Section 16.02.** During the period this LOA is in effect, the following language will supersede the provisions of Section 16.02 of the Labor Agreement:

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~~[Sergeant or Lieutenant](#) is responsible for designating and directing the tasks to be performed by all non-sworn investigators assisting [sworn personnel](#) on criminal investigations.

3. **Reversion to Prior Language.** This LOA suspends the application of, but does not amend, Section 16.02 of the Labor Agreement. Accordingly, upon the expiration or termination of this LOA, the terms of Section 16.02 of the Labor Agreement – as it existed prior to the effective date of this LOA – shall once again be in full force and effect.

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AFTER 4 YEARS
December 31, 2023**

Rank	Department	Annual	2019 Rank	2022 Rank
1	Eden Prairie	108,639		
2	Minnetonka	104,154		
3	Maplewood	102,959		
4	Blaine	102,145		
5	Bloomington	100,546		
6	Eagan	100,040		
7	Edina	99,495		
8	Richfield	99,369		
9	Brooklyn Park	99,076		
10	Apple Valley	98,690		
11	St. Louis Park	98,621		
12	Brooklyn Center	98,078		
13	Coon Rapids	98,032		
14	Plymouth	97,301		
15	Burnsville	96,570		
16	Maple Grove	96,560		
17	Fridley	96,327		
18	Woodbury	95,150		
19	Cottage Grove	94,951		
20	Roseville	93,886		
21	Shakopee	93,062		
22	Inver Grove Heights	92,714		
23	Lakeville	90,202		
24	Minneapolis	89,448	24	24
25	Oakdale	89,095		
26	St. Paul	88,365		
27	St. Cloud	82,997		
	AVERAGE	96,809		
	Minneapolis as % of Avg.	92.4%		

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AFTER 7 YEARS
December 31, 2023**

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maplewood	111,374		
2	Eden Prairie	108,639		
3	Maple Grove	106,149		
4	St. Louis Park	104,393		
5	Burnsville	104,254		
6	Minnetonka	104,154		
7	Eagan	104,042		
8	Apple Valley	103,884		
9	Bloomington	103,562		
10	Edina	103,486		
11	Richfield	103,257		
12	Blaine	102,145		
13	Inver Grove Heights	99,940		
14	Brooklyn Park	99,076		
15	Shakopee	98,992		
16	Brooklyn Center	98,078		
17	Coon Rapids	98,032		
18	Woodbury	98,005		
19	Cottage Grove	97,716		
20	Oakdale	97,426		
21	Plymouth	97,301		
22	Lakeville	97,092		
23	Fridley	96,327		
24	St. Paul	96,232		
25	Minneapolis	95,638	14	21
26	Roseville	93,886		
27	St. Cloud	93,541		
	AVERAGE	100,807		
	Minneapolis as % of Avg.	94.9%		

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 10 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maplewood	111,374		
2	St. Louis Park	109,368		
3	Maple Grove	109,241		
4	Eden Prairie	108,639		
5	Inver Grove Heights	106,814		
6	Bloomington	106,579		
7	Eagan	106,543		
8	Edina	105,452		
9	Burnsville	104,254		
10	Mnettonka	104,154		
11	Apple Valley	103,884		
12	Richfield	103,257		
13	Coon Rapids	102,933		
14	Lakeville	102,918		
15	Oakdale	102,312		
16	Blaine	102,145		
17	Brooklyn Park	102,041		
18	Plymouth	101,727		
19	Brooklyn Center	101,020		
20	Shakopee	100,955		
21	Cottage Grove	100,482		
22	Woodbury	100,383		
23	St. Cloud	99,510		
24	St. Paul	98,984		
25	Fridley	98,198		
26	Minneapolis	96,333	18	24
27	Roseville	95,422		
	AVERAGE	103,407		
	Minneapolis as % of Avg.	93.2%		

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 11 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maplewood	111,374		
2	St. Louis Park	109,368		
3	Maple Grove	109,241		
4	Eden Prairie	108,639		
5	Inver Grove Heights	106,814		
6	Bloomington	106,579		
7	Eagan	106,543		
8	Edina	105,452		
9	Brooklyn Park	105,026		
10	Burnsville	104,254		
11	Minnetonka	104,154		
12	Apple Valley	103,884		
13	Lakeville	103,403		
14	Richfield	103,257		
15	Coon Rapids	102,933		
16	Oakdale	102,312		
17	Blaine	102,145		
18	Plymouth	101,727		
19	Brooklyn Center	101,020		
20	Shakopee	100,955		
21	Cottage Grove	100,482		
22	Woodbury	100,383		
23	St. Cloud	99,540		
24	Minneapolis	99,396	11	24
25	St. Paul	98,984		
26	Fridley	98,198		
27	Roseville	95,422		
	AVERAGE	103,542		
	Minneapolis as % of Avg.	96.0%		

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 15 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maple Grove	112,333		
2	Maplewood	111,374		
3	Bloomington	109,584		
4	St. Louis Park	109,368		
5	Eagan	109,044		
6	Inver Grove Heights	108,848		
7	Eden Prairie	108,639		
8	Edina	107,664		
9	Brooklyn Park	107,010		
10	Minnnetonka	106,279		
11	Coon Rapids	105,384		
12	Lakeville	105,345		
13	Burnsville	104,254		
14	Plymouth	104,170		
15	Apple Valley	103,884		
16	Richfield	103,257		
17	Cottage Grove	103,247		
18	Brooklyn Center	102,981		
19	Oakdale	102,312		
20	Woodbury	102,286		
21	Blaine	102,145		
22	Minneapolis	101,502	10	19
23	Shakopee	100,955		
24	St. Paul	100,199		
25	Fridley	100,068		
26	St. Cloud	99,753		
27	Roseville	96,959		

AVERAGE **104,898**

Minneapolis as % of Avg. **96.8%**

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 20 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Inver Grove Heights	112,917		
2	Maple Grove	112,333		
3	Maplewood	111,374		
4	Bloomington	109,584		
5	St. Louis Park	109,368		
6	Eagan	109,044		
7	Eden Prairie	108,639		
8	Coon Rapids	107,835		
9	Edina	107,664		
10	Brooklyn Park	107,010		
11	Brooklyn Center	106,905		
12	Lakeville	106,316		
13	Minnetonka	106,279		
14	St. Paul	105,359		
15	Plymouth	105,214		
16	Minneapolis	104,312	9	14
17	Burnsville	104,254		
18	Woodbury	104,189		
19	Apple Valley	103,884		
20	Richfield	103,257		
21	Cottage Grove	103,247		
22	Oakdale	102,312		
23	Blaine	102,145		
24	Fridley	101,938		
25	Roseville	100,991		
26	Shakopee	100,955		
27	St. Cloud	100,056		
	AVERAGE	105,887		

Minneapolis as % of Avg. 98.5%

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 25 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Inver Grove Heights	112,917		
2	Maple Grove	112,333		
3	Maplewood	111,374		
4	Bloomington	109,584		
5	St. Louis Park	109,368		
6	Eagan	109,044		
7	Brooklyn Center	108,866		
8	Eden Prairie	108,639		
9	Coon Rapids	107,835		
10	Edina	107,664		
11	Brooklyn Park	107,010		
12	Lakeville	106,316		
13	Minnetonka	106,279		
14	Minneapolis	106,211	5	9
15	St. Paul	105,359		
16	Plymouth	105,214		
17	Burnsville	104,254		
18	Woodbury	104,189		
19	Apple Valley	103,884		
20	Richfield	103,257		
21	Cottage Grove	103,247		
22	Oakdale	102,312		
23	Blaine	102,145		
24	Fridley	101,938		
25	Roseville	100,991		
26	Shakopee	100,955		
27	St. Cloud	100,395		
	AVERAGE	105,976		

Minneapolis as % of Avg. 100.2%

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

First 10 Years December 31, 2023

Rank	Department	Total	Aggregate Difference	Annual Average Difference	2019 Rank	2022 Rank
1	Maplewood	1,029,238	143,198	14,320		
2	Minnnetonka	1,005,401	119,361	11,936		
3	Blaine	1,005,101	119,061	11,906		
4	Eden Prairie	1,003,827	117,787	11,779		
5	Eagan	970,963	84,923	8,492		
6	St. Louis Park	968,430	82,390	8,239		
7	Burnsville	966,368	80,328	8,033		
8	Maple Grove	958,813	72,773	7,277		
9	Bloomington	955,188	69,148	6,915		
10	Apple Valley	948,461	62,421	6,242		
11	Edina	944,800	58,760	5,876		
12	Coon Rapids	937,731	51,691	5,169		
13	Inver Grove Heights	933,149	47,109	4,711		
14	Brooklyn Park	932,292	46,252	4,625		
15	Richfield	929,748	43,708	4,371		
16	Plymouth	926,498	40,458	4,046		
17	Brooklyn Center	920,948	34,908	3,491		
18	Cottage Grove	911,194	25,154	2,515		
19	Woodbury	907,913	21,872	2,187		
20	Lakeville	901,494	15,454	1,545		
21	Shakopee	900,199	14,159	1,416		
22	Fridley	900,051	14,011	1,401		
23	Oakdale	896,420	10,380	1,038		
24	Roseville	887,532	1,492	149		
25	St. Paul	886,679	639	64		
26	Minneapolis	886,040			17	22
27	St. Cloud	853,006				
	AVERAGE	937,748				
	Minneapolis as % of Avg.	94.5%				

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Minneapolis Market Adj	0.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

30 YEAR CAREER TOTAL December 31, 2023

Rank	Department	Total	Increase Needed to Exceed	2019 Rank	2022 Rank
1	Maplewood	3,256,716	10.41%		
2	Maple Grove	3,190,006	8.15%		
3	Eden Prairie	3,176,600	7.69%		
4	St. Louis Park	3,155,788	6.99%		
5	Inver Grove Heights	3,154,875	6.96%		
6	Eagan	3,139,335	6.43%		
7	Bloomington	3,131,841	6.18%		
8	Mnettonka	3,120,357	5.79%		
9	Edina	3,091,450	4.81%		
10	Coon Rapids	3,074,820	4.24%		
11	Brooklyn Park	3,061,572	3.79%		
12	Burnsville	3,051,445	3.45%		
13	Blaine	3,048,000	3.33%		
14	Brooklyn Center	3,033,539	2.84%		
15	Apple Valley	3,026,141	2.59%		
16	Lakeville	3,014,216	2.19%		
17	Plymouth	3,009,758	2.04%		
18	Richfield	2,994,888	1.53%		
19	Woodbury	2,976,477	0.91%		
20	Cottage Grove	2,967,846	0.62%		
21	St. Paul	2,951,669	0.07%		
22	Minneapolis	2,949,643		10	18
23	Oakdale	2,942,660			
24	Fridley	2,923,856			
25	Shakopee	2,919,295			
26	Roseville	2,870,422			
27	St. Cloud	2,852,657			
	AVERAGE	3,043,701			
	Minneapolis as % of Avg.		96.9%		

Assumptions for Wage Increases:

Minneapolis 2023	2.50%
Market Adjustment	0.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

STARTING PAY December 31, 2023

	Department	Annual	2019 Rank	2022 Rank
1	Blaine	93,480		
2	Maplewood	88,009		
3	Minnetonka	85,023		
4	Minneapolis	83,368	2	6
5	Burnsville	83,353		
6	Inver Grove Heights	80,659		
7	St. Louis Park	78,300		
8	Oakdale	77,945		
9	Lakeville	77,841		
10	Maple Grove	75,220		
11	St. Paul	74,031		
12	Edina	73,708		
13	Eden Prairie	73,372		
14	Plymouth	73,153		
15	Eagan	72,879		
16	Cottage Grove	72,600		
17	Coon Rapids	72,266		
18	Woodbury	70,992		
19	St. Cloud	70,946		
20	Apple Valley	70,641		
21	Bloomington	70,382		
22	Brooklyn Park	70,345		
23	Shakopee	69,823		
24	Richfield	69,730		
25	Roseville	68,817		
26	Brooklyn Center	66,693		
27	Fridley	64,425		
AVERAGE		74,794		
Minneapolis as % of Avg.		111.5%		

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AFTER 4 YEARS
December 31, 2023**

Rank	Department	Annual	2019 Rank	2022 Rank
1	Eden Prairie	108,639		
2	Minnetonka	104,154		
3	Maplewood	102,959		
4	Blaine	102,145		
5	Bloomington	100,546		
6	Eagan	100,040		
7	Edina	99,495		
8	Richfield	99,369		
9	Minneapolis	99,195	24	24
10	Brooklyn Park	99,076		
11	Apple Valley	98,690		
12	St. Louis Park	98,621		
13	Brooklyn Center	98,078		
14	Coon Rapids	98,032		
15	Plymouth	97,301		
16	Burnsville	96,570		
17	Maple Grove	96,560		
18	Fridley	96,327		
19	Woodbury	95,150		
20	Cottage Grove	94,951		
21	Roseville	93,886		
22	Shakopee	93,062		
23	Inver Grove Heights	92,714		
24	Lakeville	90,202		
25	Oakdale	89,095		
26	St. Paul	88,365		
27	St. Cloud	82,997		
	AVERAGE	96,809		
	Minneapolis as % of Avg.	102.5%		

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AFTER 7 YEARS
December 31, 2023**

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maplewood	111,374		
2	Eden Prairie	108,639		
3	Maple Grove	106,149		
4	Minneapolis	106,060	14	21
5	St. Louis Park	104,393		
6	Burnsville	104,254		
7	Minnetonka	104,154		
8	Eagan	104,042		
9	Apple Valley	103,884		
10	Bloomington	103,562		
11	Edina	103,486		
12	Richfield	103,257		
13	Blaine	102,145		
14	Inver Grove Heights	99,940		
15	Brooklyn Park	99,076		
16	Shakopee	98,992		
17	Brooklyn Center	98,078		
18	Coon Rapids	98,032		
19	Woodbury	98,005		
20	Cottage Grove	97,716		
21	Oakdale	97,426		
22	Plymouth	97,301		
23	Lakeville	97,092		
24	Fridley	96,327		
25	St. Paul	96,232		
26	Roseville	93,886		
27	St. Cloud	93,541		
	AVERAGE	100,807		
	Minneapolis as % of Avg.	105.2%		

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 10 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maplewood	111,374		
2	St. Louis Park	109,368		
3	Maple Grove	109,241		
4	Eden Prairie	108,639		
5	Minneapolis	106,831	18	24
6	Inver Grove Heights	106,814		
7	Bloomington	106,579		
8	Eagan	106,543		
9	Edina	105,452		
10	Burnsville	104,254		
11	Minnetonka	104,154		
12	Apple Valley	103,884		
13	Richfield	103,257		
14	Coon Rapids	102,933		
15	Lakeville	102,918		
16	Oakdale	102,312		
17	Blaine	102,145		
18	Brooklyn Park	102,041		
19	Plymouth	101,727		
20	Brooklyn Center	101,020		
21	Shakopee	100,955		
22	Cottage Grove	100,482		
23	Woodbury	100,383		
24	St. Cloud	99,510		
25	St. Paul	98,984		
26	Fridley	98,198		
27	Roseville	95,422		
	AVERAGE	103,407		
	Minneapolis as % of Avg.	103.3%		

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AFTER 11 YEARS
December 31, 2023**

Rank	Department	Annual	2019 Rank	2022 Rank
1	Maplewood	111,374		
2	Minneapolis	110,228	11	24
3	St. Louis Park	109,368		
4	Maple Grove	109,241		
5	Eden Prairie	108,639		
6	Inver Grove Heights	106,814		
7	Bloomington	106,579		
8	Eagan	106,543		
9	Edina	105,452		
10	Brooklyn Park	105,026		
11	Burnsville	104,254		
12	Minnnetonka	104,154		
13	Apple Valley	103,884		
14	Lakeville	103,403		
15	Richfield	103,257		
16	Coon Rapids	102,933		
17	Oakdale	102,312		
18	Blaine	102,145		
19	Plymouth	101,727		
20	Brooklyn Center	101,020		
21	Shakopee	100,955		
22	Cottage Grove	100,482		
23	Woodbury	100,383		
24	St. Cloud	99,540		
25	St. Paul	98,984		
26	Fridley	98,198		
27	Roseville	95,422		
	AVERAGE	103,542		
	Minneapolis as % of Avg.	106.5%		

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 15 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Minneapolis	112,563	10	19
2	Maple Grove	112,333		
3	Maplewood	111,374		
4	Bloomington	109,584		
5	St. Louis Park	109,368		
6	Eagan	109,044		
7	Inver Grove Heights	108,848		
8	Eden Prairie	108,639		
9	Edina	107,664		
10	Brooklyn Park	107,010		
11	Minnetonka	106,279		
12	Coon Rapids	105,384		
13	Lakeville	105,345		
14	Burnsville	104,254		
15	Plymouth	104,170		
16	Apple Valley	103,884		
17	Richfield	103,257		
18	Cottage Grove	103,247		
19	Brooklyn Center	102,981		
20	Oakdale	102,312		
21	Woodbury	102,286		
22	Blaine	102,145		
23	Shakopee	100,955		
24	St. Paul	100,199		
25	Fridley	100,068		
26	St. Cloud	99,753		
27	Roseville	96,959		

AVERAGE **104,898**

Minneapolis as % of Avg. **107.3%**

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AFTER 20 YEARS
December 31, 2023**

Rank	Department	Annual	2019 Rank	2022 Rank
1	Minneapolis	115,679	9	14
2	Inver Grove Heights	112,917		
3	Maple Grove	112,333		
4	Maplewood	111,374		
5	Bloomington	109,584		
6	St. Louis Park	109,368		
7	Eagan	109,044		
8	Eden Prairie	108,639		
9	Coon Rapids	107,835		
10	Edina	107,664		
11	Brooklyn Park	107,010		
12	Brooklyn Center	106,905		
13	Lakeville	106,316		
14	Minnetonka	106,279		
15	St. Paul	105,359		
16	Plymouth	105,214		
17	Burnsville	104,254		
18	Woodbury	104,189		
19	Apple Valley	103,884		
20	Richfield	103,257		
21	Cottage Grove	103,247		
22	Oakdale	102,312		
23	Blaine	102,145		
24	Fridley	101,938		
25	Roseville	100,991		
26	Shakopee	100,955		
27	St. Cloud	100,056		
	AVERAGE	105,887		

Minneapolis as % of Avg. 109.2%

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AFTER 25 YEARS December 31, 2023

Rank	Department	Annual	2019 Rank	2022 Rank
1	Minneapolis	117,786	5	9
2	Inver Grove Heights	112,917		
3	Maple Grove	112,333		
4	Maplewood	111,374		
5	Bloomington	109,584		
6	St. Louis Park	109,368		
7	Eagan	109,044		
8	Brooklyn Center	108,866		
9	Eden Prairie	108,639		
10	Coon Rapids	107,835		
11	Edina	107,664		
12	Brooklyn Park	107,010		
13	Lakeville	106,316		
14	Mnetonka	106,279		
15	St. Paul	105,359		
16	Plymouth	105,214		
17	Burnsville	104,254		
18	Woodbury	104,189		
19	Apple Valley	103,884		
20	Richfield	103,257		
21	Cottage Grove	103,247		
22	Oakdale	102,312		
23	Blaine	102,145		
24	Fridley	101,938		
25	Roseville	100,991		
26	Shakopee	100,955		
27	St. Cloud	100,395		

AVERAGE **105,976**

Minneapolis as % of Avg. **111.1%**

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

First 10 Years December 31, 2023

Rank	Department	Total	Aggregate Difference	Annual Average Difference	2019 Rank	2022 Rank
1	Maplewood	1,029,238	46,641	4,664		
2	Minnnetonka	1,005,401	22,804	2,280		
3	Blaine	1,005,101	22,504	2,250		
4	Eden Prairie	1,003,827	21,230	2,123		
5	Minneapolis	982,597			17	22
6	Eagan	970,963				
7	St. Louis Park	968,430				
8	Burnsville	966,368				
9	Maple Grove	958,813				
10	Bloomington	955,188				
11	Apple Valley	948,461				
12	Edina	944,800				
13	Coon Rapids	937,731				
14	Inver Grove Heights	933,149				
15	Brooklyn Park	932,292				
16	Richfield	929,748				
17	Plymouth	926,498				
18	Brooklyn Center	920,948				
19	Cottage Grove	911,194				
20	Woodbury	907,913				
21	Lakeville	901,494				
22	Shakopee	900,199				
23	Fridley	900,051				
24	Oakdale	896,420				
25	Roseville	887,532				
26	St. Paul	886,679				
27	St. Cloud	853,006				
	AVERAGE	937,748				
	Minneapolis as % of Avg.	104.8%				

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Minneapolis Market Adj	8.00%

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

30 YEAR CAREER TOTAL December 31, 2023

Rank	Department	Total	Increase Needed to Exceed	2019 Rank	2022 Rank
1	Minneapolis	3,271,082		10	18
2	Maplewood	3,256,716			
3	Maple Grove	3,190,006			
4	Eden Prairie	3,176,600			
5	St. Louis Park	3,155,788			
6	Inver Grove Heights	3,154,875			
7	Eagan	3,139,335			
8	Bloomington	3,131,841			
9	Minnetonka	3,120,357			
10	Edina	3,091,450			
11	Coon Rapids	3,074,820			
12	Brooklyn Park	3,061,572			
13	Burnsville	3,051,445			
14	Blaine	3,048,000			
15	Brooklyn Center	3,033,539			
16	Apple Valley	3,026,141			
17	Lakeville	3,014,216			
18	Plymouth	3,009,758			
19	Richfield	2,994,888			
20	Woodbury	2,976,477			
21	Cottage Grove	2,967,846			
22	St. Paul	2,951,669			
23	Oakdale	2,942,660			
24	Fridley	2,923,856			
25	Shakopee	2,919,295			
26	Roseville	2,870,422			
27	St. Cloud	2,852,657			
	AVERAGE	3,043,701			
	Minneapolis as % of Avg.		107.5%		

Assumptions for Wage Increases:

Minneapolis 2023	5.25%
Market Adjustment	8.00%

SUMMARY OF METRO AREA POLICE WAGE SETTLEMENTS (2021 to 2024)

City	2021	2022	2023	2024	2025
Apple Valley	3.00%	4.55%	3.00%		
Blaine	3.00%	3.00%	8.29%	4.99%	4.89%
Bloomington	3.00%	3.00%	3.00%		
Brooklyn Center	2.75%	8.91%	3.00%	3.00%	
Brooklyn Park	3.00%	3.33%	3.00%		
Burnsville	4.42%	3.00%	3.00%	3.00%	3.00%
Coon Rapids	2.86%	5.03%	4.93%		
Cottage Grove	2.91%	4.23%	3.84%	3.68%	
Eagan	3.00%	3.00%	3.00%	reopener	
Eden Prairie	3.00%	3.00%	4.30%	4.18%	
Edina	3.00%	3.17%	4.25%		
Fridley	3.00%	4.24%	4.19%	3.00%	
Inver Grove Heights	3.00%	2.75%	3.00%	3.00%	3.00%
Lakeville	3.50%	3.00%	3.00%		
Maple Grove	4.00%	13.00%	3.00%	3.00%	
Maplewood	0.00%	5.00%	21.97%	3.00%	3.00%
Minneapolis	1.50%	6.00%			
Minnnetonka	2.00%	15.18%	5.25%	Mkt Adj	
Oakdale	3.40%	7.61%	3.00%	3.00%	
Plymouth	2.50%	2.50%	3.00%		
Richfield	4.00%	7.02%	2.94%		
Roseville	3.25%	3.62%	4.76%		
Shakopee	2.64%	4.71%	4.64%		
St. Cloud	0.00%	3.00%	21.88%	3.00%	
St. Louis Park	2.00%	4.06%	5.41%	3.21%	
St. Paul	1.00%	5.00%	3.50%		
Woodbury	3.07%	4.26%	3.00%	3.00%	
AVERAGE	2.70%	5.01%	5.24%	3.31%	3.47%

Green shading indicates market adjustment
Source: Labor Agreements