
**CITY OF MINNEAPOLIS
and
POLICE OFFICERS FEDERATION
OF MINNEAPOLIS**

**LETTER OF AGREEMENT
Restatement of Article 14**

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

WHEREAS the parties wish to amend Article 14, Clothing and Equipment Allowance, to clarify the provisions and to reflect the purchase of firearms by the Employer for employees hired after December 1, 2018;

NOW THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

1. Article 14 of the Labor Agreement is hereby amended, effective as of the date hereof, to read as set forth in Appendix A.
2. The language of Appendix A will be incorporated into the Labor Agreement without further negotiations.
3. The Labor Agreement remains in full force and effect, except as amended by Appendix A.

THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representative whose signature appears below.

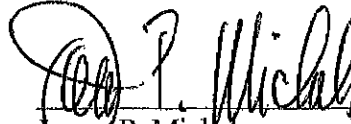
[SIGNATURE PAGE TO FOLLOW]

FOR CITY OF MINNEAPOLIS


FOR THE FEDERATION

 12.20.18


Date
Laura J. Davis
Director Labor Relations

 12/20/18

Date
James P. Michels
Attorney for Police Federation

 12.20.18

Date
Medaria Arradondo
Chief of Police

 12/26/18

Date
Bob Kroll
Federation President

APPENDIX A

ARTICLE 14 CLOTHING AND EQUIPMENT ALLOWANCE

Section 14.01 - Clothing and Equipment Allowance

Subd. 1 Amount

Effective January 1, 2000, employees are eligible for an allowance of seven hundred fifty dollars (\$750.00) per year. Effective as of January 1, 2001 and on the first day of each calendar year thereafter, the allowance shall be adjusted by the percentage determined in accordance with the index described in Section 14.03, below. Such allowance shall be paid on the first payroll date which is on or about June 1 of the year in which payment is made (the "Payment Year"), except that payment of a prorated amount shall be made as soon as practical after eligibility for such prorated payment is established.

Subd. 2 Eligibility

(a) *Full Amount.* An employee covered by this Agreement and so employed as of April 1 of the Payment Year is eligible to receive the entire amount of the allowance, unless as of January 1 of the Payment Year the employee is still within the three-year period following receipt of the reimbursement allowance under Section 14.02.

(b) *Prorated Amount.* An employee covered by this Agreement who is on the payroll as of April 1 of the Payment Year and who attains their third anniversary of employment during the Payment Year is eligible to receive a prorated portion of the annual clothing and equipment allowance. The prorated amount shall be calculated based on the number of months in the period from such anniversary date through December 31 of the Payment Year divided by 12.

(c) *Not Eligible.* An employee covered by this Agreement who does not satisfy either of the conditions in (a) or (b) of this Subdivision is not entitled to any portion of the annual clothing and equipment allowance.

For purposes of this Subdivision 2, "Anniversary of Employment" means the earlier of: the date on which the employee entered the job classification of Police Officer; or the date on which a person initially employed as a Police Cadet became POST-license eligible.

Section 14.02 – Reimbursement Program for New Hires

Subd 1. Outfitting and Equipping New Employees.

A newly hired employee shall be entitled, at any time during the first 18 months of employment, reimbursement for the purchase price paid by the employee for clothing and equipment which comports with the list of approved clothing and equipment established by the Department upon the recommendation of the Uniform Committee. An employee who was employed as a Police Cadet prior to becoming a Police Officer may also seek reimbursement for approved clothing or equipment purchased while a Cadet.

Subd 2. Reimbursement Amount.

The maximum amount for which reimbursement is allowed shall be equal to three (3) times the annual clothing and equipment allowance in effect at the commencement of the new employee's employment. The reimbursement allowance shall be in lieu of the annual clothing and equipment allowance during the first three years of employment.

Subd 3. Annual Reimbursement.

Newly hired employees shall not be entitled to the annual clothing and equipment allowance under Section 14.01 until after the third anniversary of their employment. Such an employee shall be entitled to the prorated portion of the annual clothing and equipment allowance for the calendar year in which the employee's third anniversary occurs under Section 14.01, Subd. 2(b).

Subd 4. Repayment of Reimbursed Allowance.

If an employee leaves employment with the Department prior to the employee's third anniversary, the Department is entitled to recover from the employee an amount equal to 1/36 of the reimbursement allowance received by the employee during employment times the number of full months by which the employee fell short of attaining their 36-month anniversary date.

Section 14.03 - Uniform Committee

The Employer shall maintain a Uniform Committee which shall consist of three (3) persons selected by the Employer and three (3) persons selected by the Federation. The duties of the Uniform Committee shall include developing and maintaining a list of clothing and equipment which must be obtained in order to commence employment with the Department. Beginning January, 2000, and continuing each January thereafter, the Committee shall calculate the cost of obtaining all of the clothing and equipment on such list. The Committee shall then prepare and maintain a cost index which measures the annual percentage change from year to year in the cost of purchasing the clothing and equipment on the list. For employees hired on or after December 1,

2018, the list of clothing and equipment, and associated costs are subject to the provisions of Section 14.04 below.

Section 14.04 – Firearms

For employees hired on or after December 1, 2018, the list of clothing and equipment in Section 14.03 above shall not include firearms. Rather, the Department shall provide the necessary firearm(s) to each employee. Accordingly, for all such employees, the maximum reimbursement amount payable to the employee under Section 14.02, Subd. 2, above, shall be reduced by \$325.00. The amount of the reduction for employees hired during 2020 and in each year thereafter shall be determined by mutual agreement of the parties at the time the cost of firearms to be purchased for these new hires is known. The intention of the parties is that the reduction for 2020 and future years will reflect the employer's cost for an employee's firearm with consideration to their mutual interest that the net value of the reimbursement arrangement (after such firearm reduction) remains sufficient to adequately to clothe and equip the new employee.

