
THE CITY OF MINNEAPOLIS

and

**POLICE OFFICERS FEDERATION
OF MINNEAPOLIS**

MEMORANDUM OF AGREEMENT

**IMPLEMENTATION OF TENTATIVE AGREEMENT ON NEGOTIATED CHANGES
TO CERTAIN TERMS AND CONDITIONS OF EMPLOYMENT FOR NEWLY HIRED
POLICE OFFICERS**

RECITALS

A. The City of Minneapolis (hereinafter "Employer") and the Police Officers Federation of Minneapolis (hereinafter "Federation") are parties to a Collective Bargaining Agreement (hereinafter "Labor Agreement") that expired as of December 31, 2014, but under state law remains currently in effect.

B. During the negotiations for the successor to Labor Agreement, the parties agreed to amend certain provisions of the Agreement relating to the Articles on Seniority, Salaries, Probationary Period and the effective date of such changes.

C. The parties had agreed that the effective date of the referenced changes would be August 1, 2016, in anticipation of the hiring of a new class of Police Officers on or after that date.

D. As of the date hereof, the parties have not yet reached an agreement as to a successor to the Labor Agreement. However, the parties still desire for the negotiated provisions to apply to the new class of employees on the terms set forth herein.

NOW THEREFORE, the parties hereby agree as follows:

AGREEMENT

1. Notwithstanding anything in the Labor Agreement to the contrary, the following terms and conditions shall apply to Police Officers who do not have prior law enforcement experience and who are hired on or after August 1, 2016 (the "New Employees"):

- a. *Wages.* A New Employee shall, upon hire, be placed on the "Recruit Step" as designated on the attached wage schedule. The New Employee shall move to Step 1 of the wage schedule upon successful completion of the Recruit Academy. Upon the completion of twelve (12) months of *actual paid service* at Step 1, the New Employee shall be eligible to progress to Step 2. Upon the completion of eight (8) months of *actual paid service* at Step 2, the New Employee shall be eligible to progress to Step 3. Thereafter, eligibility for subsequent step progression shall be as established the Labor Agreement.
- b. *Probationary Period.* While assigned and compensated as a "recruit", a New Employee shall always be on probation and shall be limited to those duties directed and assigned by the Chief. Upon successful completion of the Recruit Academy, a New Employee shall serve a probationary period of twelve (12) full months of actual work.
- c. *Seniority.* *Seniority* shall be determined as provided in the Labor Agreement, except that seniority shall be established from the date on which a New Employee first attains Step 1 on the Police Officer Wage Schedule.
- d. *Representation.* The parties agree that New Employees fall within the scope of the Recognition Clause in Section 1.01 of the Labor Agreement.

2. The parties agree that the timing and amounts of any negotiated adjustments to the wage rates specified in the attached Appendix A shall apply to New Employees and that neither the terms nor the existence of this Agreement shall restrict or impair the negotiating position of either party in their ongoing wage negotiations.


3. This Agreement shall automatically expire and be superseded by any successor to the Labor Agreement upon ratification by both parties.

4. This Agreement shall automatically terminate upon the rejection of a negotiated tentative agreement or the certification of issues for interest arbitration. In such event, the termination shall become effective 60 days following the triggering event. During the interim, the parties agree to meet and negotiate over the impact on the wages, probationary period, seniority and representation for New Employees. If no agreement can be reached, the terms of the existing Labor Agreement shall apply prospectively.

5. This Agreement impacts no other tentative agreements between the parties.

6. The Labor Agreement remains in full force and effect and shall apply to the New Employees in all respects, except as expressly provided herein.

FOR THE CITY OF MINNEAPOLIS:

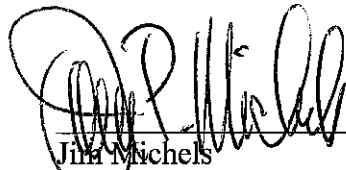


Timothy Giles 7/6/16 Date
Director, Employee Services

FOR THE FEDERATION:



Bob Kroll 7/6/16 Date
President, Police Federation



Jim Michels 7/6/16 Date
Attorney for POFM

CURRENT

Minnneapolis Police Officers' Federation (CPO)

Effective on October 1, 2014:

Job Title	Progression From Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	At Beginning of Step						
	Accumulated Time	After 12 mos.	After 12 mos.	After 12 mos.	After 12 mos.	After 12 mos.	After 12 mos.
	Hourly	\$26,970	\$28,318	\$29,734	\$31,221	\$32,782	\$34,421
	Bi-weekly	\$2,157.56	\$2,265.40	\$2,378.70	\$2,497.65	\$2,622.55	\$2,753.70
	Annual	\$56,312.42	\$59,127.00	\$62,084.00	\$65,188.59	\$68,448.53	\$71,871.61
			5.0%	5.0%	5.0%	5.0%	5.0%

PROPOSED (excluding any wage adjustments to be negotiated)

Minnneapolis Police Officers' Federation (CPO)

Effective on October 1, 2014:

Job Title	Recruit	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	At Beginning of Step						
	Progression From Step	4 mos.	16 mos.	24 mos.	36 mos.	48 mos.	60 mos.
	Hourly	\$26,970	\$28.05	\$28.87	\$29,734	\$31,221	\$32,782
	Bi-weekly	\$2,157.56	\$2,243.87	\$2,309.41	\$2,378.70	\$2,497.65	\$2,622.55
	Monthly	\$4,692.70	\$4,890.41	\$5,022.98	\$5,173.67	\$5,432.38	\$5,704.04
	Annual	\$56,312.42	\$58,564.91	\$60,275.73	\$62,084.00	\$65,188.59	\$68,448.53
			4.00%	2.92%	3.0%	5.0%	5.0%

1/1/2017

8/1/2016

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* Assumes normal step progression without performance problems