

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND
THE POLICE OFFICERS' FEDERATION
OF MINNEAPOLIS**

Commencement Date: January 1, 2023
Expiration Date: December 31, 2025
Number of Employees in Unit: 578
Annual 2022 Base Payroll: \$ \$54,765,036

Market: Internal Wages – Competitive
External Wages – Competitive (Public Sector)
Total Compensation – Competitive
Recruitment: Concerns identified
Equity: 28.9% Employees of color, 14.9% Female
Retention: Concerns identified
Performance management impediments in the CBA: No concerns identified
Other Issues/Concerns: Equity

TERM

Three Years

January 1, 2023 through December 31, 2025

(certain terms concerning MPD staffing extend through December 31, 2026)

ECONOMICS:

Adjust wage rates, longevity, and shift differential for all job classes and steps as follows:

1/1/2023	2.5%
7/1/2023	1.5%
1/1/2024	4.5%
7/1/2024	5.5%
	And add \$1.00/hr to longevity steps 7 thru 11 years
1/1/2025	2.5%
7/1/2025	3.5%

- FTO Pay. Increased FTO Pay from \$2,500 to \$3,000.
- Increased Standby compensation provisions.
- Temporary extensions of officer use of vacation and overtime premiums.
- Night Shift changes: for clarity and to incentivize less desirable shifts to be covered.
- Lateral hiring changes: providing service credit to officers hired into MPD from other jurisdictions.

NON-ECONOMIC and Model Language (non-exhaustive list)

- Model language regarding paid parental leave
- Updated language to restrict off-duty work while on additional parenting leave.
- Updated Holiday language to reflect 12 City Holidays and exercise of floating holidays.
- Amended language to comply with law concerning military service, and tie breaking language.
- Updated Temporary Change in Shift language to clarify departmental practice.
- Updated Administration article to comply with state law.
- Updated grievance procedure language.
- Clarified some seniority language.
- Updated Discipline article to align with other City labor agreements, memorialize existing practice, provide for vacation deduction suspensions, and remove transfers from the list of discipline (so does not require just cause).
- Updated Personnel Data language to remove restrictions on what is stored in the official personnel file and to remove the requirement that officers be automatically told the identity of data requesters.
- Amended Investigatory Interview language to remove requirement for witness employees who are not the subject of an investigation to be given legal representation.
- Updated Job Classification provision to provide the chief ability to use resources most effectively and where they are most needed for public safety purposes.
- Removed bidding and staffing ratio requirements in the contract through December 31, 2026. (Sometimes referred to as 70/30).
- Updated language addressing filling vacant bid assignments to provide the department the ability to fill vacancies to increase staffing levels on each shift.
- Updated Administrative Leave- Duration to increase the period of time during which the chief has full discretion to keep an employee on paid leave pending investigation of allegations of severe misconduct.
- Amended Fitness for Duty language to allow for more psychological testing, consistent with law, and more clear process for dispute resolution.
- Added new article "Scope of Agreement" (sometimes referred to as a zipper or merger clause) to incorporate all existing written contractual agreements in the labor agreement and supersede all other written agreements (other than grievance settlements).
- Updated New Officers Orientation language to comply with state law.
- Updated Union Communication language to comply with state law.
- Removed restrictions on chief's ability to fill Appointed Positions.
- Updated group benefits section to model language.
- Updated and attached Letters of Agreement.
- Negotiated agreement to allow permanent hire during specified period of civilian investigators to assist in certain types of criminal investigative work.