

Memorandum of Understanding  
 Between  
 City of Breezy Point, MN  
 And  
 Law Enforcement Labor Services Local No. 359

The parties to this memorandum of understanding agree:

1. That the Breezy Point City Council adopted a new salary plan September 5, 2023, for all non-union employees, which will be implemented on January 1, 2024.
2. On January 1, 2024 all members of Local No. 359 will be placed on the new Salary Plan as shown, which will be the new schedule in APPENDIX 1 for the agreement dated January 1, 2023 – December 31, 2025.
3. The Cost of Living Adjustment (COLA) for 2025 will remain at 3% as previously agreed upon.
4. Employees' anniversary dates for the purpose of wage and vacation increases will be changed to January 1.
5. Employees will continue to progress along the salary plan a satisfactory performance evaluation. Wage and vacation increases will be received on January 1 of each year.
6. Patrol Officers are grade P-1
7. Patrol Officers/EMTs are grade P-2
8. Patrol Officers/Paramedics are grade P-3

Hourly Wage Rates for Current Employees Effective January 1, 2024.

Sathre	Grade P-3, Step H	\$48.08
Rustad	Grade P-2, Step C	\$37.06
Lorch	Grade P-1, Step H	\$42.78
Salvevold	Grade P-1, Step C	\$35.37

Patrol Officer Wage Grid Effective January 1, 2024

Position	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
P-3	\$36.85	\$38.27	\$39.76	\$41.30	\$42.90	\$44.56	\$46.29	\$48.08
P-2	\$34.47	\$35.74	\$37.06	\$38.43	\$39.86	\$41.33	\$42.87	\$44.47
P-1	\$32.78	\$34.05	\$35.37	\$36.74	\$38.17	\$39.64	\$41.18	\$42.78

Patrol Officer Wage Grid Effective January 1, 2025

Position	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
P-3	\$37.95	\$39.42	\$40.95	\$42.54	\$44.19	\$45.90	\$47.68	\$49.52
P-2	\$35.51	\$36.81	\$38.17	\$39.58	\$41.05	\$42.57	\$44.16	\$45.80
P-1	\$33.76	\$35.07	\$36.43	\$37.84	\$39.31	\$40.83	\$42.42	\$44.06

CITY OF BREEZY POINT

LAW ENFORCEMENT LABOR SERVICES, INC.

BY: \_\_\_\_\_  
Mayor Angel Zierden

BY: Keith Terlinden  
Keith Terlinden, Business Agent

DATE: \_\_\_\_\_

DATE: 08/30/2023

BY: \_\_\_\_\_  
City Administrator

BY: [Signature]  
Union President/Steward

DATE: \_\_\_\_\_

DATE: 8-30-2023