

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the City of Grand Rapids (hereafter “City”) and Law Enforcement Labor Services, Inc. (Local No. 345) (hereafter “Union”).

**WHEREAS**, the City and the Union are parties to a collective bargaining agreement (“CBA”) in effect January 1, 2023 until December 31, 2025; and

**WHEREAS**, the City values its existing police officers; and

**WHEREAS**, the City has experienced unique attraction challenges in the Patrol Officer classification given a limited applicant pool; and

**WHEREAS**, the City has two open positions and potentially four; and

**NOW THEREFORE**, the parties agree as follows:

1. Effective the first pay period after the full execution of this Memorandum of Understanding, Article 11, Section 11.1 “Wage Schedule 2023-2025” of the CBA for years 2024 and 2025 will be deleted and the following added:

<b>POLICE SERGEANTS</b>						
<b>ARTICLE 11 - RATES OF PAY</b>						
<b>CONTRACT 2023-2025</b>						
	<b>COLA</b>	<b>6 MONTHS PROBATION</b>	<b>AFTER PROBATION</b>	<b>6 YEARS</b>	<b>7 YEARS</b>	<b>8 YEARS</b>
<b>Effective 1/1/2024</b>	<b>2.75%</b>			<b>2.75%</b>	<b>2.75%</b>	<b>2.75%</b>
		36.52		37.53	38.56	39.62
			38.36	39.41	40.50	41.61
<b>Effective 1/1/2025</b>	<b>3.00%</b>			<b>3.00%</b>	<b>3.00%</b>	<b>3.00%</b>
		37.62		38.75	39.91	41.11
			39.51	40.69	41.91	43.17

3. This Memorandum of Understanding shall be applied prospectively only. No employee shall be eligible for back wages, retroactive pay, or other benefits, except as provided herein.

4. This Memorandum of Understanding represents the full and complete agreement between the parties regarding this matter. This Memorandum of Understanding supersedes any discrepancies

between the earlier agreed upon Memorandum of Understandings.

FOR THE CITY OF GRAND RAPIDS

FOR LELS, LOCAL NO. 345

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

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Date

\_\_\_\_\_  
Date