

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. 239) (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 11.5 “Length of Service Credit for New Employees” of the CBA will be modified as follows:

Section 11.5. Length of Service Credit for New Employees.

Patrol Officers of the City shall receive length of service credit for previous full-time experience in law enforcement, corrections and mental health profession at a one-year to one-year basis up to a maximum of 8 years. The Employee will also receive year for year credit, up to a maximum of eight years, for placement in the Flexible Time Off table and will continue to move through the table year as if they had been with the City.

The Length of Service Credit will continue to apply as an Employee moves through the wage steps; longevity pay will be based on the number of years with the City of Grand Rapids.

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

POLICE OFFICERS									
RATES OF PAY									
CONTRACT 2023-2025									
	Cola	First Year	Start of 2nd Year	Start of 3rd Year	Start of 4th Year	Start of 5th Year	Start of 6th Year	Start of 7th Year	Start of 8th Year
Effective 1/1/2024	2.75%						2.75%	2.75%	2.75%
Officer		\$ 30.72	\$ 31.48	\$ 32.19	\$ 32.81	\$ 34.02	\$ 34.96	\$ 35.92	\$ 36.91
School Resource Officer****		31.97	32.73	33.44	34.06	35.27	36.21	37.17	38.16
Investigator****		32.87	33.69	34.44	35.11	36.41	\$ 37.42	\$ 38.45	\$ 39.50
Effective 1/1/2025	3%						3.00%	3.00%	3.00%
Officer		\$ 32.34	\$ 33.13	\$ 33.86	\$ 34.50	\$ 35.74	\$ 36.82	\$ 37.92	\$ 39.06
School Resource Officer****		33.59	34.38	35.11	35.75	36.99	38.07	39.17	40.31
Investigator****		34.60	35.45	36.23	36.91	38.25	\$ 39.39	\$ 40.57	\$ 41.79

***The base rate of pay for officers assigned by the Chief as School Resource Officer shall be one dollar (\$1.25) above the wage schedule for Police Officer.

****The base rate of pay for officers assigned by the Chief as Investigator shall be equal to a wage of 7% above the highest base wage schedule (non-longevity schedule) for Police Officer.

3. This Memorandum of Understanding shall be applied prospectively only. No employee shall be eligible for back wages, retroactive pay, or retroactive accrual of Flexible Time Off 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. 239

Name

Name

Date

Date