

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

WHEREAS, the City has recently hired a Patrol Officer with prior mental health and correctional experience for whom the City seeks to provide accelerated wage placement and Flexible Time Off credit; and

NOW THEREFORE, the parties agree as follows:

1. Effective with 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:

Patrol Officers of the City who began employment with the City as an Employee after December 31, 2010 and prior to December 31, 2022, shall receive length of service credit for previous experience as a licensed full-time public law enforcement officer for the sole purpose of placement on the Employer's wage schedule as a Patrol Officer as follows:

Table 1:

<u>Previous Experience</u>	<u>Length of Service Credit</u>
Less than 5 years	0
5 through 9 years	3rd year
10 or more years	4th year

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.

Patrol Officers of the City who begin employment with the City as an Employee after January 1, 2022, 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 5 years. Longevity pay will be based on the number of years worked with the City of Grand Rapids. The Employee will also receive year for year credit, up to a maximum of five years, for placement in the Flexible Time Off table.

2. 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.
3. This Memorandum of Understanding represents the full and complete agreement between the parties regarding this matter.

FOR THE CITY OF GRAND RAPIDS

Name

Date

FOR UELLS, LOCAL NO. 239



Name

3-9-23

Date