

Background:

Staff have been in negotiations with the Police Supervisors unit, LELS-245. A tentative agreement has been reached. A summary of the changes are:

1. House-keeping items
  - update dates on cover page and articles 1 and 28
  - update page numbers in table of contents
  - update dates on Article 12—insurances
  - remove language related to prior comp study in Appendix A
  - remove mou and add Juneteenth to Article 18
  - updated Appendix B—Equipment List
  - incorporate MOU on implementation dates for general wage increases into Article 25
2. Article 13—Uniforms
  - Increase footwear allowance from \$150 to \$200
3. Article 15--Vacation:
  - optional cash payout up to 40 hrs. of earned vacation, once per year, limited to employees who have accumulated 80% of the maximum allowed amount (maximum varies based on years of service)
4. Article 16—Sick Leave
  - documentation provisions referenced in the ESST law don't apply to paid leave absences in excess of 48 hours.
  - employees may not use ESST leave for employer, school, or daycare closures due to weather or public emergency
5. Article 20—Leaves of Absence
  - eff 01/01/2026, employer and employee will split the premium 50/50 for the MN Paid Family and Medical Leave program
6. Article 23--Court Time:
  - when an employee is required to appear in court during the employees' off-duty time, increase from 2 hours' pay to 3 hours' pay.
7. Article 25—Wages
  - 4% general wage increase; \$0.85/hour market adjustment on steps A-I; \$1.00/hr market adjustment on step J effective FDFPP including 1/1/2025
  - 4% general wage increase effective FDFPP including 1/1/2026
  - 4% general wage increase effective FDFPP including 1/1/2027
  - FTO pay at \$1.50 per hour when performing field training
8. Article 26—P.O.S.T. License Fee
  - Employer will pay for the license fee once each 3 years.