

**TO:** Mayor and Council  
**FROM:** Kate Thunstrom, City Administrator  
**SUBJECT:** MOU between City of St. Francis and LELS 319 Police Officers  
**DATE:** February 5, 2024

**OVERVIEW:**

Due to changes in contractual agreements, a Memorandum of Understandings are before Council to update benefits to our LELS Police Officer team members. This MOU is to bring the Officers Union into alignment with the non- union vacation and severance personnel policy updates.

**ACTION TO BE CONSIDERED:**

Council to review and approved updates to the collective bargaining agreement as proposed.

Attachments:

- LELS Local 319 MOU Vacation and Severance