MEMORANDUM OF AGREEMENT
Between the City of St. Francis and
LELS Union Local 319
(Employee Wellness Program)

This Memorandum of Agreement is entered into between Law Enforcement Labor Services Local No. 319 the (hereafter "Union") and the City of St. Francis, MN, (hereafter "City").

WHEREAS, the City and the Union are parties to a collective bargaining agreement (hereinafter Agreement) in effect from January 1, 2022, to December 31, 2024, providing for the terms and conditions of employment for certain police officers working for the City; and

WHEREAS, the City has approved adding a benefit for officers in the Department regarding employee wellness, and

NOW, THEREFORE, the parties have agreed that the added benefit to the officers in the Department is as follows:

- A voluntary mental health training session.

- Voluntary mental wellness check-ins with the City's current provider, Lodestar Psychology and Consulting. The wellness check-ins are otherwise known as "check up from the neck up."

- The City will provide officers with up to six additional confidential therapy sessions with a licensed mental health provider.

The parties agree that this Memorandum of Agreement will become effective December 31 ___, 2023, and will continue until December 31, 2024 at which time it will be of no further force or effect except as the parties mutually agree to continue it in writing.

The parties recognize that this shall not operate as a waiver of management or union rights or establish any precedent or past practice.

The remainder of the current collective bargaining agreement for 2022-2024 is not impacted by this agreement and shall remain in full force and effect.

This Memorandum of Agreement represents the full and complete agreement between the parties regarding this matter.

For the City of St. Francis: **For the Union:**

_____   _____

Dated_____   Dated _____