

MEMORANDUM OF AGREEMENT

Between the City of St. Francis and

LELS Union Local 411

(Retention Incentive)

This Memorandum of Agreement is entered into between Law Enforcement Labor Services Local No. 411 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 licensed police sergeants working for the City; and

WHEREAS, The City of St. Francis Police Department, currently faces challenges to recruit and retain licensed peace officers. In an effort to address these problems, the City of St. Francis and Union have agreed to the following one-time incentive program; and

NOW, THEREFORE, the parties have agreed to the following Retention Incentive for their employment with the City of St. Francis:

Timeframe

All incentives described below are effective January 1, 2024 through December 31, 2024. This MOU will not be used as evidence of any past practice or precedent with respect to future benefits or retention incentive pay to sergeants. The parties agree that they will not negotiate the terms of these or any similar incentives as part of any contract negotiation occurring during the term of the incentives described herein.

Retention Incentive

A. The City of St. Francis will pay a \$3,000 Retention Incentive lump sum (subject to regular payroll tax deductions) to all licensed sergeant peace officers who

- are in active payroll status (not unpaid leave status) on March 31st, 2024,
- have not been subject to discipline that results in termination or suspension between January 1, 2024 and March 31st, 2024.

B. The City of St. Francis will pay a second \$2,000 Retention Incentive lump sum (subject to regular payroll tax deductions) to all licensed sergeant peace officers who

- are in active payroll status (not unpaid leave status) on September 30, 2024;
- have not been subject to discipline that results in termination or suspension between March 31st, 2024 and September 30th, 2024.

If the employee resigns or is released from employment prior to any of the dates for the payments, the employee shall not receive any Retention Incentive payments due after the employee's resignation or termination date.

Employees that are the subject of an internal affairs investigation are eligible for Retention Incentive pay at the conclusion of the investigation provided they meet all of the requirements described above.

Employees on a leave of absence, whether paid or unpaid, are eligible for Retention Incentive pay upon return to work provided they meet the all of the requirements described above.

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

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 _____