

MEMORANDUM OF AGREEMENT

Lateral Police Officers

Between City of Duluth and Duluth Police Union Local 807

Parties to this agreement are the City of Duluth (“Employer”) and Duluth Police Union Local 807 (“Union”):

The parties acknowledge the following:

1. The Employer and Union are currently parties to a 2021-2023 collective bargaining agreement (CBA).
2. The parties’ CBA provides for Pay Steps, Longevity Award, vacation hour accrual rate, and Master Police Officer Program eligibility based on continuous employment with the Duluth Police Department.
3. The parties wish to expand recruitment and retention of Employees hired through the Lateral Police Officer Hiring Program by considering Employee service time in other law enforcement agencies towards longevity pay, vacation hour accrual rate, and Master Cop Program eligibility.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and the Union agree as follows:

- A. Effective March 27, 2022, Lateral Police Officers shall be compensated at CBA Pay Range 326 (Police Officer), Step E.
- B. Effective March 27, 2022 for Employees hired on or after January 1, 2018 through the Lateral Police Officer Hiring Program, the Employer shall include a Lateral Police Officer’s prior service time as a sworn law enforcement officer working full-time for another law enforcement agency into their “Continuous Service” for purposes of vacation accrual pursuant to CBA Article 26.1. Said time at another law enforcement agency shall be calculated to the nearest month and added to their current “Continuous Service” with the Employer.
- C. Effective March 27, 2022 for Employees hired on or after January 1, 2018 through the Lateral Police Officer Hiring Program, the Employer shall include a Lateral Police Officer’s prior service time as a sworn law enforcement officer working full-time for another law enforcement agency towards “Continuously Employed” for purposes of Longevity Award eligibility pursuant to CBA Article 14.1 and 14.2. Said time at another law enforcement agency shall be calculated to the nearest month and added to their current length of “Continuously Employed” with the Employer.
- D. Effective March 27, 2022 for Employees hired on or after January 1, 2018 through the Lateral Police Officer Hiring Program, the Employer shall count a Lateral Police Officer’s prior service time as a sworn law enforcement officer working full-time for another law enforcement agency towards their “length of employment as a peace officer” for the Employer for purposes of Master Police Officer Program eligibility pursuant to Article 47. Said time at another law enforcement agency shall be calculated to the nearest month and added to their “length of employment as a peace officer” for the Employer. However, Lateral Police Officers are only eligible for the Master Police Officer Program after completing their probationary period with the Employer.


- E. The changes agreed to pursuant to Sections A-D above become effective March 27, 2022 and do not apply retroactively before that date. Lateral Police Officers shall not be financially compensated or issued additional vacation hours for their work for the Employer prior to March 27, 2022.
- F. Except for Sections A-D above, a Lateral Police Officer's prior service time as a sworn law enforcement officer working for another law enforcement agency shall not count towards their hire date with the Employer, employment duration with the Employer, Continuous Employment and/or Continuously Employed for any other purpose in the parties' CBA. This includes but is not limited to seniority, layoffs, and eligibility for Health Care Savings Plan (HCSP) contributions and retiree health insurance.
- G. The parties agree to incorporate this Agreement into their next CBA, subject to any changes that are negotiated.

City of Duluth

Duluth Police Union Local 807

DocuSigned by:

185CDD0693318F
Noah Schuchman
Chief Administrative Officer
Dated 3/15/2022

DocuSigned by:

16678002662804FC
Robert Schmidt
President
Dated 3/15/2022