

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF SHAKOPEE

AND

LAW ENFORCEMENT LABOR SERVICES, INC., LOCAL NO. 292

This Agreement is entered into between Law Enforcement Labor Services, Inc., Local No. 292 (Union) and the City of Shakopee (Employer):

WHEREAS, Law Enforcement Labor Services, Inc., Local No. 292 is the certified exclusive representative for Patrol Officers with the Shakopee Police Department; and

WHEREAS, the parties have negotiated and agreed upon the terms and conditions of employment for bargaining unit employees from January 1, 2021 to December 31, 2023.

RESOLVED, the employer will allow officers transitioning from longevity pay to incentive pay in 2021 the option to earn incentive pay and to be retroactively paid from January 4, 2021, in accordance with the following terms:

To earn Community Service Incentive Pay an officer must, no later than March 1, 2021, submit a plan and obtain approval from the chief of police to complete community service hours. The plan must include completion no later than June 30, 2021.

To earn Training Incentive Pay an officer must complete at least seven (7) post credits required by March 1, 2021, to remain eligible for training incentive pay the officer must complete the remaining post credits to equal fourteen (14) by June 30, 2021 OR submit and obtain approval of an academic training plan from the chief of police.

To earn Physical Fitness Incentive Pay an officer must take a fitness test and pass no later than March 1, 2021. The employer agrees to make fitness test times available in this time period. The employer does not guarantee to accommodate requests to perform a running fitness test, but officers may elect the rowing test. An officer who takes the fitness test under this MOU may re-test during the normal time period OR carry forward their test results and incentive pay for the July 2021-June 2022 certification period.

To be awarded Education or Foreign Language incentive pay an officer must provide proof of degree or language competency no later than March 1, 2021, and

RESOLVED, employees transitioning to incentive pay remain eligible to certify incentive pay during the normal time period of May/June, 2021; and

RESOLVED, after the initial grace period of January 1, 2021 – February 28, 2021, incentive pay for all employees will be certified in the usual manner and time frame.

FOR THE CITY OF SHAKOPEE

LAW ENFORCEMENT LABOR SERVICES, INC., LOCAL
NO. 292

Mayor

Date: _____

Business Agent

Date: _____

City Administrator

Date: _____

Union Steward

Date: _____

City Clerk

Date: _____

Union Steward

Date: _____