

The City of Minneapolis
Response to Federation's September 12, 2025 Initial Statement of
Issues
Proposals for the contract titled

The City of Minneapolis and The Police Officers' Federation of
Minneapolis, Labor Agreement, Police Unit

(September 19, 2025)

U-1 Section 1.01 – Recognition and Wage Schedules. Add Watch Commander job classification.

9/19/2025: The City has made its own proposal on this item. City Proposal 1.

U-2 Wages – Section 13.02, Appendix A. The Federation seeks wage adjustments necessary to provide competitive wages commensurate with the current market for law enforcement officers. A more detailed wage proposal will be made during the course of bargaining.

9/19/2025: The City will be making its own proposal. City Proposal 3.

U-3 Wages – Section 13.02, Appendix A. The Federation proposes that the wage schedule be amended to reflect the Lieutenant in charge of the Homicide and Internal Affairs Unit replace the Supervisor of Licenses at salary grade 4.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-4 Longevity Pay Schedule – Section 13.4, Appendix A. The Federation seeks to maintain the long-standing relationships by which the longevity pay schedule is adjusted in the same amounts and effective dates as adjustments to the wage schedule.

9/19/2025: The City will be making its own proposal. City Proposal 3.

- U-5 Longevity Pay Schedule – Section 13.4, Appendix A.** The Federation seeks to add steps to the schedule to retain employees.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

- U-6 Night Differential – Section 13.5, Appendix A.** The Federation seeks to maintain the long-standing relationships by which shift differential is adjusted in the same amounts and effective dates as adjustments to the wage schedule.

9/19/2025: The City will be making its own proposal. City Proposal 3.

- U-7 Lateral Hires – Section 13.08.** Clarify who qualifies for lateral hire consideration by amending the preamble to Subd. 1 as follows:

Notwithstanding any provision of the Civil Service Rules to the contrary, the Chief may, upon the prior advice and consent of the Chief Human Resources Officer, use the following process to make offers of employment for the job classification of Police Officer to applicants with prior sworn law enforcement experience. “Prior law enforcement experience” means that the applicant has passed training and probation as a sworn officer at the law enforcement agency at which they were most recently employed.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

- U-8 Section 13.10 (NEW) Patrol Premium.** Officers who work in 911 responder assignments and their supervisors (especially under new Supervisor policy) are subjected to far more physical and professional risk. To incent employees to remain in patrol assignments, the Federation proposes a premium of 5% for employees permanently assigned to patrol or supervising patrol.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-9 Section 13.11 (NEW) Specialty Pay. Any employee assigned to any of the following special assignments shall receive a premium of 2% in addition to their base rate of pay: Bomb Squad, SWAT, Crisis Negotiators, Mobile Command, SIC, or other assignments within the Special Operations and Intelligence Division for which specialized skills and/or training is required.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-10 Section 13.12 (NEW) Second Language Premium. Federation would like to discuss appropriate and equitable compensation for officers who are proficient in a language other than English.

9/19/2025: The City has made its own proposal, City Proposal 15.

U-11 Section 13.13 (NEW) Education Premium. The Federation would like to discuss additional compensation for officers who have a Bachelors or Masters Degree in a field related to law enforcement.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-12 Section 13.14 (NEW) Tuition Reimbursement. The Federation seeks a benefit similar to that enjoyed by other City employees.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-13 Section 13.15 (NEW) Deferred Compensation Match. The Federation seeks to add an Employer match pending the outcome of coalition bargaining on the issue.

9/19/2025: This item is currently being discussed in the BLMC subcommittee platform to develop a recommendation; it is not being coalition bargained. The City does not agree to also negotiate this at this point.

U-14 Section 13.16 (NEW) City Residency Incentive. The Federation would like to discuss annual residency stipend to incent people to live in the City of

Minneapolis and a one-time relocation reimbursement for officers willing to move into the City.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-15 Section 13.17 (NEW) Parking Assistance. The Federation would like to discuss free or reduced rate parking for employees who work downtown (equity with precinct employees who have free, secure parking).

9/19/2025: This item is currently being discussed in the BLMC subcommittee platform to develop a recommendation.

U-16 Section 13.18 (NEW) – Interest on Retro Pay. Based on the fiasco over implementation of the last contract, the Federation is seeking language providing that interest at the statutory judgment rate be assessed on any retro compensation that is not fully paid within 60 days of:

- the approval of the labor agreement by the City Council; or
- an interest arbitration award; or
- a grievance arbitration award that results in back pay or other retroactive “make whole” provisions.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-17 Section 15.03 (NEW) - Employer Contribution to Post-Employment Health Care Savings Account. The Federation proposes that to attract and retain sworn personnel, a new benefit be added in the form of an annual employer contribution to the Employee’s PEHSP account in the amount of 2% of an employee’s base pay for the calendar year (including shift differential and other premiums such as FTO, but excluding overtime). The contribution would be 5% for an employee who has 10-years of sworn service with MPD and who is eligible to begin receiving a retirement annuity from PERA. The contribution is payable to any employee who remains in paid status (or unpaid military leave) as of December 31 of each year. Alternatively, the Federation proposes to discuss an employer contribution toward the premium for health insurance for retirees under the age of 65.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-18 Section 17.02, subd. 5 – Reassignment After Bid. The Federation would like to allow more flexibility for employees and precinct Inspectors after the Bid to accommodate special circumstances. The Federation proposes the following amendment to the language:

Subd. 5. Transfers into the Precinct or Assignment of New Employees After the Commencement Date

If, after the Commencement Date, an employee transfers into a Precinct to work in a Bid Assignment by any means other than pursuant to Subd. 4 of this Section, or an employee already in a Bid Assignment in the Precinct makes a written request for an accommodation due to special circumstances; the Inspector may (after consultation with the Federation in the case of a Precinct employee who has requested accommodation) assign the employee to any unclaimed vacant Bid Assignment or create a new Bid Assignment for the employee.

9/19/2025: The City is evaluating this proposal as part of a total package agreement.

U-19 Article 17 – Sick Leave. The Federation to amend the agreement based on the outcome of coalition bargaining regarding ESST.

9/19/2025: The City will continue to coalition bargain terms related to sick leave/ESST and reserves the right to bargain outside of that process.

U-20 Article 17 – Weather Event Waiver. The Federation is willing to negotiate over the waiver reference in Minn. Stat. § 181.9447, subd. 12 as part of a total contract package.

9/19/2025: The City would like to negotiate the Weather Event Waiver.

U-21 Section 20.03, subd. 5 – FTO. There are too few FTOs. To address this problem, the Federation would like to address:

- Language to identify what roles and responsibilities are included in being an FTO
- Language to identify the circumstances that would disqualify an officer from serving as an FTO
- Amending the compensation arrangement.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-22 FTO Pay – Section 20.03. The Federation proposes adding language similar to that with shift differential and longevity that the dollar amounts adjust in the same amounts and dates as wage adjustments.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-23 Article 22 – Vacation Accrual. The Federation proposes to add any changes to the accrual schedule resulting from coalition bargaining, or take floating holidays in lieu of additional vacation.

9/19/2025: This item is currently being discussed in the BLMC subcommittee platform to develop a recommendation; it is not being coalition bargained. The City does not agree to also negotiate this at this point.

U-24 Article 22 – Vacation. As a result of staffing issues, the parties need to address the ability of employees to utilize their vacation benefit. Ideas include, but are not limited to: renewing the MOU on vacation carryover; amend the vacation credit pay provisions of Section 22.03(d); or increase the accrual cap, or a combination of these concepts.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-25 Section 23.01 – Floating Holidays. The Federation proposes to add any floating holidays granted to other City employees based on the outcome of coalition bargaining.

9/19/2025: This item is currently being discussed in the BLMC subcommittee platform to develop a recommendation; it is not being coalition bargained. The City does not agree to also negotiate this at this point.

U-26 Military Leave With Pay – Section 24.04. The Federation proposes to increase paid military leave to 20 days.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-27 Section 24.10 (NEW) – Paid Family Leave. The Federation is willing to amend the labor agreement based on the outcome of coalition bargaining, so long as it addresses:

- Employee portion of payroll tax no more than the lesser of 50% of the State plan or 50% of a qualifying replacement plan maintained by the city.
- Allows for the use of vacation/sick leave/comp time to supplement the PFL benefit.
- Allows for intermittent leave (would also apply to Section 24.08 Paid Parental Leave) in increments more flexible than two-week blocks. ‘
- Allows for benefit in the event of a still birth on the same terms as a live birth (would also apply to Section 24.08)
- Add term to 24.08 that there is no “claw back”

9/19/2025: The City will continue to coalition bargain terms related to Paid Family Medical Leave (PFML) and reserves the right to bargain outside of that process.

U-28 Section 28.02 – Sick Leave Separation Pay. Sick leave usage exacerbates staffing issues. To remove financial incentives for sick leave usage (especially at the end of an employee’s career) and as a retention incentive, the Federation proposes:

a. Changing the percent of payout as follows:

- Completed 26 years – 60%
- Completed 27 years – 70%
- Completed 28 years – 80%
- Completed 29 years – 90%
- Completed 30 years – 100%

b. Increase cap on what can be paid out to 1,200

9/19/2025: The City is evaluating this proposal as part of a total package agreement.

U-29 Section 29.01 – Fitness Premium (new item). The Federation proposes paying a premium of fifty cents an hour to an employee who meets the fitness standards in Section 29.01.

9/19/2025: The City does not agree and proposes the issue be withdrawn.

U-30 Health Club Reimbursement – Section 29.02. The parties need to revise the reimbursement amount to an amount they can agree upon or consistent with the process provided in Section 29.02.

9/19/2025: The City agrees to modify this section to reflect the increase made this year to \$780 that followed this process.

U-31 Drug and Alcohol Testing – Article 30. The Federation proposes to amend the contract based on the outcome of coalition bargaining. We may also need to address addition language/issues unique to law enforcement.

9/19/2025: The City awaits the Federation's proposal.

U-32 Section 33.01 – Duration The length of the contract is dependent upon the economic package.

9/19/2025: The City will seek a 3-year contract, that Proposal is forthcoming.

U-33 Attachments

A. Respirators Renew

9/19/2025: The City will propose language clean up. City Proposal 10.

B. Health Plan Update to 2026 agreement

9/19/2025: The City agrees in concept and is evaluating this proposal as part of a total package agreement.

C. Job Bank Renew

9/19/2025: The City agrees in concept and is evaluating this proposal as part of a total package agreement.

D. Duty Status Renew

9/19/2025: The City will propose language clean up. City Proposal 11.

E. Arbitrator panel Renew

9/19/2025: The City agrees in concept and is evaluating this proposal as part of a total package agreement. It is seeking a change to the strike process. City Proposal 2.

F. Commander Renew

9/19/2025: The City agrees in concept and is evaluating this proposal as part of a total package agreement.

G. Case Investigator Renew

9/19/2025: The City is making a counter proposal to make this change permanent. City Proposal 12.

H. Max Vacation Accrual Renew

9/19/2025: The City does not agree and proposes the issue be withdrawn.

I. CSOT Renew

9/19/2025: The City does not agree and proposes the issue be withdrawn.

J. Temp. Staffing Agt May be willing to renew based on outcome of total package.

9/19/2025: The City will be making a proposal to make this a permanent part of the contract. City Proposal. City Proposal 5.

K. Preservation of Rights Renew

9/19/2025: The City has made its own proposal to remove this LOA as expired by its own terms. City Proposal 14.

U-34 Miscellaneous/Housekeeping

Update dates and eliminate obsolete language

9/19/2025: The City has its own proposals in this areas, and agrees in concept if the parties agree on updated language.

The City has additional proposals that it has presented to the Federation on September 12, 2025.