

**POLICE OFFICERS FEDERATION OF MINNEAPOLIS  
AND  
CITY OF MINNEAPOLIS**

**UNION'S INITIAL PROPOSAL  
(September 12, 2025)**

**Items Listed in Sequential Order per Existing CBA**

- U-1 Section 1.01 – Recognition and Wage Schedules.** Add Watch Commander job classification.
- 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.
- 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.
- 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.
- U-5 Longevity Pay Schedule – Section 13.4, Appendix A.** The Federation seeks to add steps to the schedule to retain employees.
- 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.
- 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.

- 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.

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

- 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.

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

- 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.

- 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.

- 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.

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

**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.

**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.

**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.

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

**U-33 Attachments**

A. Respirators	Renew
B. Health Plan	Update to 2026 agreement
C. Job Bank	Renew
D. Duty Status	Renew
E. Arbitrator panel	Renew
F. Commander	Renew
G. Case Investigator	Renew
H. Max Vacation Accrual	Renew
I CSOT	Renew
J. Temp. Staffing Agt	May be willing to renew based on outcome of total package.
K. Preservation of Rights	Renew

**U-34 Miscellaneous/Housekeeping**

Update dates and eliminate obsolete language

***The Union reserves the right to add additional issues during the course of negotiations upon notice to the Employer (consistent with the Ground Rules) and to withdraw or modify its position on any issue until a final agreement is reached on all issues.***