

MEMORANDUM OF UNDERSTANDING

City Policy Updates

This Memorandum of Understanding (MOU) is entered into by the City of Hastings and the Law Enforcement Labor Services, Inc., Local No. 249 for the purpose of implementing the recently adopted City personnel policy updates.

WHEREAS, LELS is the sole representative for Police Officers for the City of Hastings Police Department;

WHEREAS, the City of Hastings recently adopted personnel policy updates that impact all employees of the City;

WHEREAS, the City and LELS hereby agree to implement the personnel policy updates for all Police Officers covered by the collective bargaining agreement, as described below;

NOW, THEREFORE, BE IT RESOLVED, that the parties hereto agree as follows:

1. 17. Vacation (Effective June 5, 2023, not retroactive)

Years of Service	Hours of Vacation
0-1	88
2	96
3	104
4	112
5	120
6	128
7	128
8	136
9	136
10	144
11	144
12	152
13	160
14	168
15	176
20 or more	200

2. 20. Holidays (Effective June 5, 2023)

- a. All employees whose work week is other than regularly scheduled Monday through Friday, shall receive a credit for 132 hours that shall be taken as additional vacation days. Employees scheduled Monday through Friday shall receive an equal number of hours for holidays. These days must be taken during the year in which they are earned. New employees shall earn 5.08 hours of holiday benefit for each pay period or major fraction

that the employee works during the contract year. For the eleven (11) holidays that follow, if worked, employees shall be compensated at 1 ½ times their wage rate:
Add Juneteenth

- 3. 24. Wages (Effective June 5, 2023, not retroactive)
 - a. 24.3 The longevity schedule shall be as follows:

Years of Service	Longevity Amount*
5	1%
10	2%
15	3%
20	4%

Agreed this _____ day of May, 2023.


City of Hastings:

LELS, Local No. 249:

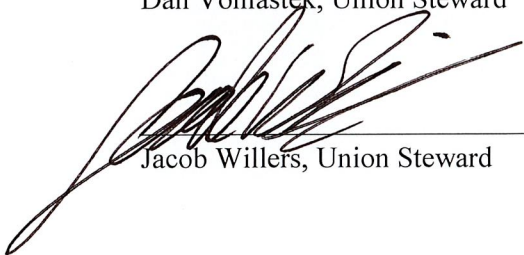
 Mary Fasbender, Mayor


 Jay Maher, Business Agent

 Dan Wietecha, City Administrator


 Dan Vomastek, Union Steward

 Kelly Murtaugh, City Clerk


 Jacob Willers, Union Steward