

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. 462 for the purpose of implementing the recently adopted City personnel policy updates.

WHEREAS, LELS is the sole representative for Police Sergeants 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 Sergeants covered by the collective bargaining agreement, as described below;

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

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

Years of Service	Hours of Vacation
0-1	48
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. Article XVIII. Sick Leave and Other Leaves of Absence (Effective June 5, 2023)

- a. 18.7 All employees whose work week is other than the 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 individual works during the contract year. For the eleven (11) holidays that follow, if worked, employees shall be compensated at 1½ times their wage rate:

Add Holiday – Juneteenth

3. Article XXII. Wages

a. 22.3 Longevity (Effective June 5, 2023, not retroactive)

i. The longevity schedule shall be as follows:


- 5 years of continuous employment: 1% of salary per month;
- 10 years of continuous employment: 2% of salary per month;
- 15 years of continuous employment: 3% of salary per month;
- 20 years of continuous employment: 4% of salary per month

Agreed this _____ day of May, 2023.

City of Hastings:


LELS, Local No. 462:

Mary Fasbender, Mayor



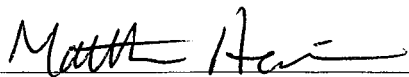
Kevin McGrath, Business Agent

Dan Wietecha, City Administrator



Ryan Kline, Steward

Kelly Murtaugh, City Clerk



Matt Hedrick, Steward