

LABOR AGREEMENT

BETWEEN

THE CITY OF PLYMOUTH



AND



LAW ENFORCEMENT LABOR SERVICES, INC.
Local 521 (Captains)

JUNE 20, 2022 - DECEMBER 31, 2023

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ARTICLE I. PURPOSE OF AGREEMENT

This agreement is entered into between the City of Plymouth, hereinafter called Employer, and Law Enforcement Labor Services, Inc (Local #521), hereinafter called the Union. The intent and purpose of this agreement is to:

- 1.1 Establish procedures for the resolution of disputes concerning this agreement’s interpretation and/or application; and
- 1.2 Place in written form the parties’ agreement upon terms and conditions of employment for the duration of the agreement.

ARTICLE II. DEFINITIONS

- 2.1 LELS: Law Enforcement Labor Services.
- 2.2 Employee: An employee whose classification falls within the bargaining unit listed in Article III (Recognition).
- 2.3 Member: A member of the LELS bargaining unit to which this contract applies.
- 2.4 Employer: The City of Plymouth.
- 2.5 Exempt Employee: An employee specifically exempt from the overtime compensation provisions of applicable FLSA legislation, because their primary duty is management, administration or work of a professional nature. Exempt employees are expected to work the number of hours necessary to fulfill their responsibility and effectively perform their duties, which often requires work in excess of 40 hours per week or 80 hours per pay period.
- 2.6 Police Chief: The top sworn law enforcement position at the City of Plymouth.

ARTICLE III. RECOGNITION

- 3.1 The Employer recognizes LELS as the exclusive representative of an appropriate bargaining unit of city employees, pursuant to Bureau of Mediation Services, Case No. 22PCL2085, and consisting of:
 - All essential licensed captains employed by the City of Plymouth Police Department, Plymouth, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding confidential, supervisory, and all other employees.

ARTICLE IV. EMPLOYER RIGHTS

- 4.1 The Employer retains the sole and exclusive right to determine the functions and programs of the city, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel, reprimand or otherwise discipline Employees, hire, promote, transfer, and assign Employees to work; determine the number of hours and days to be worked; maintain the efficiency of Employees, close

down buildings or any part thereof, or expand, reduce, alter, combine, transfer cease any job, department, operation or service; subcontract any work done by the Employees, control and regulate the use of equipment and other property of the Employer; determine the number, location and operation of buildings, and divisions and departments thereof, the assignment of work and the size and composition of the work force, make or change rules, policies; introduce new or improved research, development, maintenance, service methods, materials, or otherwise generally manage the city, direct the Employees, and to perform any inherent managerial function not specifically limited by this Agreement. The Employer's non-exercise of its rights in a particular way shall not be deemed a waiver of its rights to exercise such rights or to preclude the Employer from exercising the same in some other way not in conflict with this Agreement.

- 4.2 Effect of Laws, Rules and Regulations. LELS recognizes that all Employees covered by this Agreement shall perform the services prescribed by the Employer and shall be governed by the laws of the State of Minnesota, and by Employer rules, regulations, directives and orders, issued by properly designated officials. LELS also recognizes the right, obligation and duty of the Employer and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the Employer insofar as such rules, regulations, directives and orders do not conflict with the terms of this Agreement.
- 4.3 Reservation of Management Rights. The enumeration of the rights and duties of the Employer in this Agreement shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein and all management rights and management functions not expressly delegated in this Agreement are reserved to the Employer.

ARTICLE V. SENIORITY AND PROBATION

- 5.1 Bargaining unit seniority shall be defined as a regular full-time Employee's length of continuous service within the bargaining unit. "Last hiring date" shall mean the date upon which an Employee first reported for work at the direction of the Employer, since which the employee has not quit, retired, been transferred outside the bargaining unit or been discharged. In the event two or more Employees are directed by the Employer to report to work on the same date, then and in that event, the seniority of those employees will be based upon their respective rating on the eligibility list for employment from which they were selected for employment by the Employer. No time shall be deducted from an Employee's seniority date due to absences occasioned by any authorized leaves or for layoffs.
- 5.2 All regular, full-time Employees shall be probationary Employees during the first twelve (12) months of their service in the bargaining unit. During the probationary period, the Employee shall have no seniority status. At the conclusion of the probationary period,

the Employee's name shall be added to the seniority list as of the hiring date in the bargaining unit. Promoted or reassigned employees who do not successfully complete probation as determined by the Chief of Police shall be returned to their previous position; such employees may be terminated for just cause.

- 5.3 In the event of a layoff due to lack of work, regular Employees with the least bargaining unit seniority shall be the first to be laid off. The Employer shall give the affected Employee not less than two (2) weeks advance written notice of layoff. In the event of rehire, the last Employee laid off shall be the first to be rehired provided he/she is the most qualified individual for the position as determined by the Employer.
- 5.4 An Employee's bargaining unit seniority shall be terminated:
 - (a) If the Employee quits, retires, is demoted, or is discharged for cause.
 - (b) If, when recalled to work following a layoff, the Employee fails to report to work as directed by the Employer.
- 5.5 An employee who has been promoted out of the bargaining unit but within the department may retain their accrued bargaining unit seniority if they do not complete the probationary period for the higher position but is otherwise in good standing with the department.

ARTICLE VI. WORK SCHEDULE

- 6.1 The Employer has sole authority in establishing work schedules.
- 6.2 Nothing contained herein shall be construed as a guarantee of a minimum or maximum number of hours the Employer may assign Employees.

ARTICLE VII. DISCIPLINE

- 7.1 New Employees and Employees who have been rehired shall be on a twelve (12) month probationary period and may be discharged by the Employer in its sole and exclusive discretion at any time during such twelve (12) months' probationary period. Employees who have completed the probationary period may be disciplined for just cause. Promoted or reassigned employees who do not successfully complete probation as determined by the Chief of Police shall be returned to their previous position; such employees may be terminated for just cause.
- 7.2 Discipline may be in one or more of the following forms:
 - (a) oral reprimand.
 - (b) written reprimand.
 - (c) suspension.
 - (d) demotion; or
 - (e) discharge.

- 7.3 Notices of suspension, demotions, and discharges will be in written form and will state the reasons for the action taken. Suspensions will set forth the time period for which the suspension shall be effective. Demotions will state the classification to which the Employee is demoted. LELS shall be provided with a copy of each such notice.
- 7.4 Employees may examine their own personnel files at reasonable times under the direct supervision of the Employer.
- 7.5 Grievances relating to this Article may be initiated by LELS at Step 2 in Section 8.5 of the Grievance Procedure.

ARTICLE VIII. GRIEVANCE PROCEDURE

- 8.1 Definition: A "grievance" is a dispute or disagreement over the interpretation or application of the specific terms and conditions of this Agreement.
- 8.2 Union Representatives: The Employer will recognize a representative designated by the Union as the grievance representative of the bargaining unit having the duties and responsibilities established by this Article. The Union will notify the Employer in writing of the names of those designated to serve as Union Representatives.
- 8.3 Processing of a Grievance: It is recognized and accepted by the Union and the Employer the processing of grievances is limited by the job duties and responsibilities of the employees and will therefore be accomplished during normal working hours when consistent with such employees' duties and responsibilities. The aggrieved employee and the Union Representative will be released from work, without loss of pay, to attend meetings or hearings pursuant to this Article provided the employee and the Union Representative have notified and received the approval of the Employer who has determined such absence is reasonable and would not be detrimental to the work programs of the Employer.
- 8.4 Waiver: If a grievance is not presented within the time limits set forth below, it will be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it will be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union.
- 8.5 Procedure: Grievances, as defined by Article 8.1, will be resolved in conformance with the following procedure:
 - Step 1: An employee claiming a violation concerning the interpretation or application of this Agreement will, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the

employee's immediate supervisor. The supervisor will discuss and give a verbal answer to such Step 1 grievance within ten (10) calendar days after receipt.

If the Employee is not satisfied with the supervisor's response, the Employee shall commit the grievance to writing and submit it to the employee's immediate supervisor within ten (10) calendar days after receipt of the supervisor's verbal response. The supervisor shall respond in writing to the written submission within ten (10) calendar days after receipt.

If an Employee is not satisfied with the disposition of the grievance, at Step 1 the Union may within ten (10) calendar days after receipt of the disposition of the Step 1 grievance submit the Step 2 grievance to the police chief. Such grievance will be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested.

Step 2: If appealed, the written grievance will be presented by the Union and discussed with the police chief. The police chief shall confer with the Union and within ten (10) calendar days after such meeting, the police chief shall make a decision and give a written answer to the Union.

A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days after receipt of the disposition of the Step 2 grievance by the police chief.

Step 3: If appealed the written grievance shall be presented by the Union to the city manager. The city manager shall confer with the Union and within ten (10) calendar days after such meeting, the city manager shall make a decision give a written answer to the Union.

A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the city manager's final answer in Step 3.

Step 3A: A grievance unresolved in Step 3 may, by mutual agreement, be submitted to mediation. A submission to mediation preserves the timelines for filing Step 4.

Step 4: The grievance shall be submitted to arbitration before an arbitrator. For grievance matters involving written disciplinary action, discharge, or termination, the assignment of an arbitrator shall be consistent with Minnesota Statute 626.892. For all other grievances the selection of an

arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services. In the event the Employer and the Union cannot agree upon the selection of the arbitrator within ten (10) calendar days, the Director of the Bureau of Mediation Services may be requested by either party to submit a list of seven (7) persons from which the arbitrator shall be selected. The parties shall alternately strike one name from the list of seven (7) names. The last remaining name shall serve as the arbitrator.

- 8.6 The arbitrator shall be empowered, except as limited below, to make a final and binding decision in cases of alleged violation of rights expressly accorded by this Agreement. Limitations on the power of the arbitrator are as follows:
- A. They shall have no power to add to or subtract from or modify any of the terms of this Agreement.
 - B. They shall have no power to establish or change wage rates or establish fringe benefits.
 - C. They shall have no power to decide any question, which under this Agreement, is within the right of management to decide.
 - D. The Employer shall not be required to pay back wages prior to the date of the occurrence which gave rise to the grievance.
- 8.7 All fees and expenses of the arbitrator shall be shared equally by the Employer paying one-half (1/2) of such fees and expenses and the Employee or Union paying one-half (1/2). Each party to the arbitration procedure shall be responsible for compensating its own representatives and spokespersons and all expenses incurred in preparing and presenting its arbitration case. If either party desires a verbatim record of the proceedings, it may cause such record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost will be shared equally.
- 8.8 The arbitrator shall have no right to require the Employer, Union or any Employee to perform any act contrary to law or contrary to the provisions of this Agreement.
- 8.9 Choice of Remedy. Employees subject to veteran's preference hearing must elect to have either a veteran's preference hearing or a hearing before an arbitrator following the disposition of a Step 3 grievance by the city manager, subject to the time constraints for election in Minn. Stat. 197.46. In no event shall such an Employee be entitled to both a hearing under the veteran's preference laws, and final and binding arbitration as provided for in this agreement.

ARTICLE IX. HOLIDAYS

- 9.1 Employees shall be off with pay on the holidays recognized by the Employer where the city offices are closed for business, same as non-represented exempt employees.

ARTICLE X. ANNUAL LEAVE

10.1 Annual leave benefits shall accrue according to the following schedule for regular full-time employees:

<u>Years of Employment</u>	<u>Leave Accrued Per Year in Hours</u>
During 0 - 5	142
During 6 - 10	182
After 10	190
After 11	198
After 12	214
After 13	222
After 14	230
After 15+	238

10.2 The city manager shall have the authority to establish higher levels of annual leave accrual for exempt employees at the time of hire if such authorization serves a public purpose. Such accruals shall never exceed the maximum allowed.

10.3 An employee shall not have more than 480 hours of annual leave accrued at any time unless a written request has been submitted to and approved by the city manager prior to such accrual.

10.4 Employees may not use annual leave until it has been credited to the employee's bank in the payroll system. Accumulated annual leave cannot be transferred from one employee to another except as provided in the Personnel Policy, Annual Leave/Vacation Donation section.

10.5 Annual leave shall not be earned by an employee during leaves of absence without pay when such leaves are in excess of ten (10) consecutive working days. An employee receiving either short-term or long-term disability insurance is considered to be on leave without pay for the purposes of this section.

10.6 Annual leave will take two forms: planned and unplanned leave. If unplanned leave shows a pattern suggesting abuse, the supervisor shall notify the employee of their concern. If such abuse continues the employee shall be warned in writing that such continued abuse may be cause to deny future unplanned leave requests without a physician's note.

10.7 A new bargaining unit employee who had previously been eligible for vacation leave shall have 100% of accrued and unused vacation leave converted to annual leave upon effective date in the bargaining unit.

10.8 Members of the bargaining unit are eligible to participate in the health care savings arrangement for retiring employees as described in the Personnel Policy. If an employee

is eligible to participate, the city will make a one-time contribution of the entire cash equivalent of the employee's annual leave balance.

ARTICLE XI. EXTENDED ILLNESS LEAVE

- 11.1 Extended illness leave shall be accrued from date of hire until the completion of 15 years of employment at 1.54 hours per pay period (40 hours per year), or 600 hours, whichever comes first.
- 11.2 Extended illness is a state of incapacity due to personal illness or accidental bodily injury to a regular employee except for illness or accidental bodily injury incurred while self-employed or employed by other than the city, which requires the regular and personal attendance of a licensed physician and/or which prevents an employee from performing substantially all of the duties of his/her position. Extended illness leave is authorized absence from duty with pay granted regular employees who have successfully completed the initial new hire probationary period of employment with the city (not a promotional or reassigned probationary period) and who become ill or disabled due to a physician certified illness or injury for 21 consecutive days or more.
- 11.3 Extended Illness leave may also be used by an employee having more than six (6) months continuous employment with the city to provide care to the employee's child during periods of illness in accordance with all provisions of this policy including the 21-day waiting period.
- 11.3 If an employee exhausts his/her Annual Leave balance, Extended Illness leave may also be used in conjunction with an authorized FMLA leave at the Employer's option. Extended Illness leave is not a right which an employee may use at the employee's discretion. Extended illness leave shall be allowed by the Employer only in the case of verified necessity and actual need.
- 11.4 Employees may not use extended illness leave until it has been credited to the employee's bank in the payroll system.
- 11.5 While receiving paid benefits under this section the employee will continue to accrue annual leave and receive city contributions to retirement and insurance programs sponsored by the city in which the employee participates. Extended illness leave accrual will cease if an employee is on leave of absence without pay for ten (10) or more consecutive days. An employee receiving either short-term or long-term disability insurance is considered to be on leave without pay for the purposes of this section. Extended Illness leave, once used, may not be replenished.
- 11.6 When an employee requests extended illness leave, a physician's statement may be required by the Employer prior to the employee's return to work. The physician's statement must indicate the nature and length of the disability, any restrictions which the disability places upon the employee's ability to perform the work of the position and

attest to the employee's ability to return to work. An employee who has been asked by the Employer to provide such a statement shall not continue receiving benefits until he/she has complied with this provision.

- 11.7 Extended illness leave balances shall not be converted to any other form, i.e., cash, annual leave, or any other thing of value at any time for any purpose for any employee.
- 11.8 A new bargaining unit employee who had previously been eligible for short and mid-term disability coverage shall have accrued and unused short and mid-term coverage converted to Extended Illness leave upon effective date in the bargaining unit, up to a maximum of 2400 hours minus the number of short and mid-term hours already used during their career with the city.

ARTICLE XII. EMERGENCY LEAVE AND FUNERAL LEAVE

- 12.1 Emergency/funeral leave may be granted to regular full-time city employees by the employee's immediate supervisor. To be eligible for emergency/funeral leave an employee must furnish adequate proof that a death has occurred within the employee's immediate family or that a member of the immediate family suffers from a debilitating personal illness or accidental bodily injury such that his/her physical care requires the continuous presence of the employee.

The term "immediate family" shall include the spouse, mother, father, brother, sister of the employee, or grandmother, grandfather or grandchild of the employee or spouse, mother-in-law or father-in-law. Relatives of the employees other than those above-listed shall not be considered members of the immediate family for the purposes of this policy, except that an employee may receive funeral leave benefits in the event of the death of his/her child.

- 12.2 Paid emergency leave may be granted for one, two or three shifts where the supervisor concludes such leave is warranted. No more than three (3) shifts per calendar year, to be accrued on January one of each year, shall be granted. The immediate supervisor shall grant or deny such requests and maintain records of emergency leave granted.

ARTICLE XIII. INJURY ON DUTY LEAVE

- 13.1 In those cases where an Employee is injured on duty through no misconduct of the Employee's own, and while safely performing assigned duties, the Employee shall be eligible for Injury On Duty Leave. The Employee must report the injury within twenty-four (24) hours of its occurrence to qualify for such leave. The city manager shall review each case and make a determination based on foregoing criteria and shall make a final and binding determination on the Employee's eligibility for such leave.
- 13.2 No Employee shall be granted Injury On Duty Leave until the Employee has been absent from duty for a period of eighty (80) hours. During this period the Employee may utilize their Annual Leave.

- 13.3 If an Employee is found to be eligible for Injury On Duty Leave, in accordance with the provisions of Section 13.1 and 13.2, above, they shall receive supplementary payments from the Employer equal to the difference between the total amount of all other injury-related benefits and their normal rate of pay. Such supplementary payments shall not continue for more than one hundred five (105) consecutive calendar days.
- 13.4 Injury On Duty Leave shall extend for a maximum of one hundred five (105) consecutive calendar days. The Employer may require the injured Employee to be examined by a physician or consultant selected by the Employer in order to determine whether the Employee is able to return to work pursuant to the provisions of 13.5 below.
- 13.5 Injury On Duty Leave shall be terminated by the Employer at such time as:
- A. The Employee is able to return to work;
 - B. A duly qualified physician determines that the Employee is able to perform duties for the Employer for which the Employee is or may reasonably become qualified to perform by experience, education or training.

ARTICLE XIV. PARENTAL LEAVE

- 14.1 One week (40 hours) of city-paid parental leave is allowed one time over the course of an employee's career with the City of Plymouth. This leave is not deductible from any other paid leave banks and runs concurrently with FMLA. Paid parental leave can be used for the birth or adoption of a child in accordance with FMLA rules. Paid parental leave will be adjusted on a pro-rata basis if an employee is hired or authorized to work less than full time.

ARTICLE XV. INSURANCE

- 15.1 For 2022, the Employer contribution for Employer sponsored benefits programs shall be set at the same rate as provided to non-represented exempt employees of the City of Plymouth. For 2023, the Employer contribution for Employer sponsored benefits programs shall be set as follows:

		Total Monthly Premium	City Contribution to Premium	City Contribution to VEBA	Total City Contribution	Employee Contribution to Premium
Plan 1	\$2,500/80% - Achieve					
	Single (\$2,500 Deductible)	\$665.38	\$665.38	\$187.50	\$852.88	\$0.00
	Family (\$5,000 Deductible)	\$1,662.43	\$1,213.57	\$187.50	\$1,401.07	\$448.86
Plan 2	\$2,500/80% - Open Access					
	Single (\$2,500 Deductible)	\$707.86	\$707.86	\$187.50	\$895.36	\$0.00
	Family (\$5,000 Deductible)	\$1,768.55	\$1,273.36	\$187.50	\$1,460.86	\$495.19
Plan 3	\$2,250/100% - Achieve					
	Single (\$2,250 Deductible)	\$736.35	\$736.35	\$187.50	\$923.85	\$0.00
	Family (\$4,500 Deductible)	\$1,839.73	\$1,306.21	\$187.50	\$1,493.71	\$533.52
Plan 4	\$2,250/100% - Open Access					
	Single (\$2,250 Deductible)	\$783.35	\$783.35	\$187.50	\$970.85	\$0.00
	Family (\$4,500 Deductible)	\$1,957.16	\$1,350.44	\$187.50	\$1,537.94	\$606.72
<i>Note: Employees who waive health insurance and are covered by a spouse or parent's group health plan receive \$353 per month into a VEBA account.</i>						

- 15.2 In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the Employer to be subject to a penalty, tax, or fine, the Union and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid any penalties, taxes or fines for the Employer. In such negotiations, the rights and obligations of the Union shall be subject to the provisions of Minn. Stat. § 179A.06, and the rights and obligations of the Employer shall be subject to the provisions of Minn. Stat. § 179A.07.
- 15.3 The Employer will provide the Employee with other benefits such as dental insurance, vision insurance, term life insurance, accidental death and dismemberment insurance and short- or long-term disability insurance on the same terms and conditions as provided to non-represented exempt employees.

ARTICLE XVI. CLOTHING ALLOWANCE

- 16.1 On pay periods one and fourteen of each year of this contract, employees shall be paid the following allowances:
- 2022: Pay period one: 537.50; Pay period fourteen: 537.50 (\$1,075 total)
 - 2023: Pay period one: 550.00; Pay period fourteen: 550.00 (\$1,100 total)

This allowance is for the purchase, maintenance, repair and replacement of uniforms and equipment provided by the Employee and for the civilian clothing for those Employees assigned to work in plain clothes. The EMPLOYER shall provide uniformed Employees with the following items: badge, cap badge, collar brass, shoulder patches, helmet, mace and mace holder.

ARTICLE XVII. WAGES

17.1 The following annual wage schedule shall be in effect for police captains for the duration of the agreement, payable bi-weekly.

2022							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$105,003.63	\$111,064.54	\$117,125.49	\$123,186.40	\$126,216.89	\$129,247.34	\$132,277.81	\$135,308.28
2023							
Entry	1 year	2 years	3 years				
\$129,668	\$133,678	\$137,813	\$142,075				

All current captains will go to 3-year/top step effective pay period one 2023.

17.2 Step increases shall not be considered automatic, rather shall be dependent upon the recommendation of the Employee's immediate supervisor, the police chief, and approved by the city manager. Such increases shall normally be considered annually at the Employee's anniversary date in the captain position. If the police chief determines that an Employee is not eligible for step movement, the chief shall provide the Employee with a written plan designed to aid the employee.

17.3 A captain who works contractual overtime (an agreement between the City of Plymouth and an outside entity) shall be compensated at the maximum rate identified in the contractual police services agreement form. The rate paid to bargaining unit employees will not exceed the salary rate charged to outside entities.

ARTICLE XVIII. DURATION

18.1 Term of Contract. This contract shall become effective as of June 20, 2022, and shall continue in full force and effect up to and including December 31, 2023.

18.2 Effect of Contract. Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this contract, are hereby superseded.

18.3 Termination or Modification. Either party desiring to terminate or modify this contract must notify the other party in writing. Negotiations with respect to proposed modifications may commence at any time after notice of proposed modifications has been given.

18.4 Negotiations During Term. The parties mutually acknowledge that during the negotiations which resulted in this contract, each had the opportunity to make demands and proposals regarding existing terms and conditions of employment.

IN WITNESS WHEREOF, the parties have executed this contract as follows:

FOR:

CAPTAINS

DocuSigned by:
Keith Terlinden
C4E4DEC6B626424...

Keith Terlinden, Business Agent

DocuSigned by:
Michael Reed
0436734851F0478...

Michael Reed, Steward

01/25/2023

Date

FOR:

CITY OF PLYMOUTH

DocuSigned by:
Jeffry Wosje
9C2704367D6B457...

Jeffry Wosje, Mayor

DocuSigned by:
Dave Callister
38338E400F75430...

Dave Callister, City Manager

01/25/2023

Date

APPROVED BY RESOLUTION NO. 2023-022

Date: 01/24/2023