

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) between the City of Grand Island, Nebraska (City), and the Fraternal Order of Police Grand Island Lodge No. 24 (FOP) sets forth terms and conditions agreed to by the parties as follows:

I.

The parties agree the present labor agreement (Labor Agreement) between the City and FOP for those employees of the City's Police Department represented by the FOP remains in effect for the period previously negotiated by the parties, that being through September 30, 2022.

The parties agree this MOU does not alter the terms of the Labor Agreement or make those terms subject to renegotiation before the expiration (September 30, 2022) without a separate written agreement between the parties memorializing such.

The parties agree this MOU only affects the provisions contained herein, temporarily alters certain provisions regarding referral incentives as stated below, those alterations are of an experimental nature with the consent of the parties, and any permanent alterations will require a formal amendment of the Labor Agreement with approval of the parties.

II.

The terms of the MOU will commence upon City Council approval and end on September 30, 2022.

III.

Either party may terminate the MOU with or without cause by providing written notice to the other party at least thirty (30) days prior to the date of termination.

IV.

The following provisions of the Labor Agreement shall be altered for the period this MOU is in effect. Alterations pursuant to this MOU will be in *italics* and **bold** faced type. The alterations listed below are not of a permanent nature, are only in effect while the MOU is in effect, and do not make the terms listed below or any of the terms contained in the Labor Agreement subject to renegotiation.

ARTICLE VIII - SPECIAL PAY

D. REFERRAL INCENTIVE

The department shall use a referral incentive to award employees of the bargaining unit who successfully bring new talent into the department by helping to recruit Police Officer positions. The following details the terms of the incentive.

A three hundred dollar (\$300) incentive for the referral of one (1) non-certified applicant that is placed on the Civil Service Commission's list of persons eligible for appointment in the hiring cycle.

A five hundred dollar (\$500) incentive for the referral of two or more (2+) non-certified applicants that are placed on the Civil Service Commission's list of persons eligible for appointment in the hiring cycle.

A five hundred dollar (\$500) incentive for the referral of one or more (1+) certified Police Officer applicants that are placed on the Civil Service Commission's list of persons eligible for appointment in the hiring cycle.

An additional seventeen hundred dollar (\$1,700) incentive if the department hires one or more (1+) of the referred applicants, certified or non-certified.

An eligibility list is defined as those eligible for appointment to the department by the appointing authority. "Hired" is defined as the new employee beginning the first day of employment. Referrals will be based on hiring cycles. A hiring cycle commences when the appointing authority makes a requisition upon the Civil Service Commission for the names and addresses of persons eligible for appointment and is complete once an eligibility list has been certified.

The parties agree this document constitutes the entirety of the terms and conditions of this MOU. This MOU shall not be altered or modified in any way unless agreed to by all parties thereto, memorialized in writing, and executed by the parties.

Witness Our Hands:

THE CITY OF GRAND ISLAND

12/29/2021
Date

By Roger G. Steele
Roger G. Steele, Mayor

FOP GRAND ISLAND LODGE NO. 24

12-22-2021
Date

By Jarret Daugherty
Jarret Daugherty, President

Stacy R. Winkler
Interim City Attorney