

CITY OF MINNEAPOLIS

MPD Sworn Appointed Staff:

Retention Incentive & Vacation Accrual Cap Removal

Human Resources - Total Compensation

Ricka Stenerson, Director

Brenda Miller, Compensation Manager

Background

- The Police Department has lost hundreds of employees in the sworn ranks since May 2020 and is facing a significant staffing shortage
- *Spann v. Minneapolis City Council*
 - The court order requires the City to “take any and all necessary action to ensure” adequate staffing levels of sworn officers
 - Upheld by the Minnesota Supreme Court June 2022



Background

- Sworn Police officers represented by the Police union (“Officers”) have a LOA in place providing a \$7000 incentive (two payments of \$3500); their CBA also allows them to exceed the vacation accrual maximum of 400 hours through December of 2023. This applies to:
 - Police Lieutenants
 - Police Officers
 - Police Sergeants
- There are 20 Sworn Police positions which are appointed and therefore not represented by the Police union (“Sworn Appointed Staff”). This group includes:
 - Assistant Chief of Police
 - Chief of Police
 - Chief of Staff
 - Deputy Chiefs of Police*
 - Police Commanders
 - Police Inspectors
- *Investigations, Operations, Admin Services

RCA Part 1: Retention Incentive

- Background:
 - Non-represented City employees, including the Sworn Appointed Staff, are eligible for a \$1,000 retention incentive for staying with the City until December 31, 2022; this incentive is payable in January 2023.
 - This RCA proposal would provide for an additional \$6,000 retention incentive to be paid to the Sworn Appointed staff so that their total payable incentive amount aligns with the represented sworn staff in MPD.

Non-represented employee retention incentive	\$1,000
Sworn Appointed Staff retention incentive	\$6,000
<hr/>	
Total Sworn Appointed Staff retention incentives	\$7,000

Part 2: Temporary Vacation Accrual Cap Removal

- Background:
 - Sworn Appointed Staff are promoted from the ranks of Officers and therefore can and have been filling in for Officers
 - Due to the staffing shortage, Officers and Sworn Appointed Staff have been unable to use their vacation time
 - They are losing vacation because their vacation accruals exceed the annual cap of 400 hours
 - Under the current collective bargaining agreement, Officers are permitted to accrue over 400 hours until December 2023
 - Vacation time in excess of 400 hours must be used by December 2023
 - The maximum payout upon termination remains 400 hours

Temporary Vacation Accrual Cap Removal, continued...

- This RCA proposal provides temporary relief from the vacation accrual cap for Appointed Sworn Staff as well
 - Sworn Appointed Staff would be permitted to accrue over 400 hours until December 2023
 - Vacation time in excess of 400 hours must be used by December 2023
 - The maximum payout upon termination remains 400 hours
 - This treats vacation for Appointed Sworn Staff the same as the temporary vacation accrual cap removal for Officers



Questions?