
CITY OF MINNEAPOLIS

And

**MINNESOTA TEAMSTERS
PUBLIC AND LAW ENFORCEMENT
EMPLOYEES' UNION, LOCAL NO. 320**

LETTER OF AGREEMENT

Extension:

911 Supervisors – 2021-2022 Temporary Modified Overtime Rate of Pay
(Amended)

WHEREAS the City of Minneapolis (“City”) and the Minnesota Teamsters Public and Law Enforcement Employees’ Union, Local No. 320 (Hereinafter “Union”) (collectively “the Parties”) are parties to a Collective Bargaining Agreement, currently in effect; and

WHEREAS the Union is the exclusive representative for the 911 Supervisor job classification who supervise the 911 Dispatchers in the Minneapolis Emergency Call Center (“MECC”);

WHEREAS the City is experiencing a 911 Dispatcher shortage in which more than 18% of Dispatcher positions are vacant, occupied by employees on leave, or by recently hired Dispatchers who are not yet performing their duties independently;

WHEREAS the staffing shortage has placed a significant burden on existing 911 Dispatchers;

WHEREAS the Parties desire to ensure continued public safety dispatching and to ensure that the answering of 911 calls continues at an appropriate level for the City;

WHEREAS the Parties’ labor agreement Section 15.02 Subd 2. provides in pertinent part that:

All work performed by non-exempt employees in excess of forty (40) hours in any work week shall be compensated at the rate of one and one-half (1½) times their regular hourly rate of pay. The usage of accrued sick leave, vacation benefit, or holiday shall be considered time worked when performing daily overtime calculations

WHEREAS incentives to encourage and compensate overtime work to respond to 911 calls and dispatch police and fire emergency services during this temporary staffing shortage will benefit public safety response in Minneapolis;

NOW, THEREFORE, the Parties hereto agree as follows:

1. More than four hours of overtime in any workweek (over 44 total hours) shall be compensated at an increased overtime rate of two (2) times the regular hourly rate of pay (“modified rate”). The usage of accrued sick leave, vacation benefit, or holiday shall be considered time worked when performing weekly overtime calculations;
2. The first 4 hours of overtime may be accumulated in either job classifications; the modified rate shall apply to all work duties performed in the regular 911 Supervisor capacity, 911 Dispatcher duties, answering 911 and other emergency calls and dispatching Minneapolis police and fire responses to 911 calls and emergencies within the MECC;
3. Hours worked at the modified rate are not eligible for compensatory time; and,
4. This Letter of Agreement extends the previous Temporary Modified Overtime Rate of Pay letter of agreement and supersedes current contract language and practices.
5. This letter of agreement remains in effect until June 30, 2023, and may continue thereafter at the City’s discretion, provided however, that the City will provide to the union two weeks’ notice before termination thereof.
6. This letter of agreement set no precedent and may not be cited except for the purposes of enforcement.

This Letter of Agreement shall become effective immediately upon signature of both Parties’ authorized representatives below.

FOR CITY OF MINNEAPOLIS

Rasheda Deloney 12-20-22
Rasheda Deloney Date
Director Labor Relations (Interim)

FOR THE UNION:

Curt Swenson 12-20-2022
Curt Swenson Date
Business Agent