

**Grievance
Settlement
Memorandum
of
Understanding**

In exchange for GPOA's agreement to fully and finally resolve this matter in any and all forums, including withdrawing the March 6th, 2023, grievance for shift differential, GPOA proposes the following settlement option:

1. Effective and retroactive from February 8, 2023, to May 15, 2023, or on the date this Agreement is fully executed, the City will pay a 3% shift differential to employees who worked an afternoon or night shift in which six (6) hours or more were worked between 1600 hours (4:00 pm) and 0600 hours (6:00 am).
2. Upon the full execution of this Agreement, the Parties agree to amend section 18.11 of the CBA to the following:

18.11 Shift Differential:

- a. *Employees who are regularly assigned to an afternoon or night shift shall receive a shift differential equal to four percent (4%) of their base wage rate for all hours worked.*
- b. *For the purposes of this section 18.11, an afternoon and/or night shift shall be defined as a shift in which six (6) hours or more occur between 1600 hours (4:00 pm) and 0600 hours (6:00 am).*
- c. *Employees who are not regularly assigned and work an afternoon and/or night shift as defined in Section 18.11.b., shall receive a shift differential equal to four percent (4%) of their base wage rate when:*
 1. *The employee is not regularly assigned and works an afternoon and/or night shift, and*
 2. *The employee works six (6) hours or more of overtime between the hours of 1600 (4:00 pm) and 0700 (7:00 am).*
 3. *Employees who are not regularly assigned and work an afternoon and/or night shift as defined by Section 18.11.b. are not eligible for shift differential for their normal straight time hours per Section 18.11.a.*

The Parties acknowledge their agreement with the terms of this MOU by signing below.

Travis Gullberg, Police Chief

Date

Nina Vetter, City Manager

Date

Approved as to Form

City Attorney or Designee

T. Walker

Tommy Walker, GPOA President

05/22/23

Date