

MEMORANDUM OF UNDERSTANDING

Lateral Transfer

This Memorandum of Understanding (MOU) is entered into by the City of Hastings ("City") and Law Enforcement Labor Services, Inc. (LELS), Local No. 249 for the purpose of defining lateral transfer language.

WHEREAS, LELS is the exclusive representative for the bargaining unit comprised of patrol officers for the City of Hastings Police Department;

WHEREAS, the City and LELS are parties to a Collective Bargaining Agreement in effect January 1, 2024 through December 31, 2025 and continuing by operation of law;

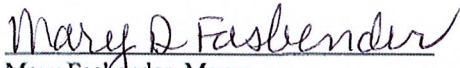
NOW, THEREFORE, BE IT RESOLVED, that the parties hereto agree as follows:

1. A current licensed peace officer with at least one year of full-time experience may laterally transfer and start at the 12-month wage step, as defined in the collective bargaining agreement.
2. All new lateral hires shall receive a bank of 24 hours of sick time and 24 hours of vacation time at the time of hire.
3. Neither of these actions impact seniority or longevity standards in place.

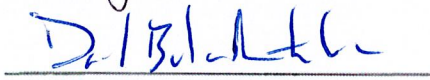
Agreed this 1st day of April, 2024.

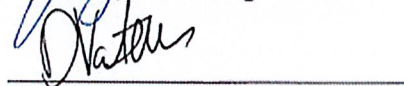
City of Hastings:

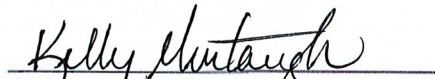
LELS, Local No. 249:

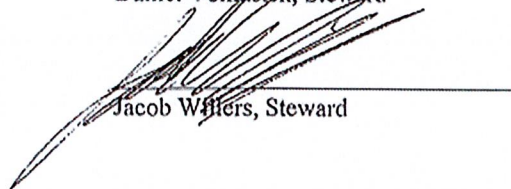

Mary Fasbender, Mayor


Jay Maher, Business Agent


Dan Wietecha, City Administrator


Daniel Vomastek, Steward


Kelly Murtaugh, City Clerk


Jacob Willers, Steward