



CITY OF DULUTH
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Local 807 –

At the request of your executive board, this letter serves as clarification and response to concerns raised about 11 hour shifts. The following is the commitment of the City of Duluth:

- 2019 schedule
 - All Patrol Sergeants will remain on 12 hour shifts
 - For Patrol Officers, 11 hour shifts will replace all 10 hour shifts, which will result in Officers working a combination of 11 and 12 hour shifts
 - Each Officer will work 30 shifts of 11 hours in 2019
 - The remaining shifts will be 12 hours
 - Patrol will rebid in 2019 for 2020

- 2020 schedule
 - All Patrol Sergeants will remain on 12 hour shifts
 - The department may assign not more than 24 mid-shifts on an 11 hour shift
 - Officers not on mid-shift will work 30 shifts of 11 hours in 2020. The remaining shifts will be 12 hours

- DPD and City of Duluth Administration commit to listening to feedback on the 11 hour shift concept

- If at the time of negotiations for the 2021-2023 contract Local 807 requests it, DPD and the City of Duluth commit to revisiting the above

The City of Duluth is firmly committed to the professional and personal well-being and success of team members in all departments and looks forward continued partnership with Local 807's executive board and members.

Sincerely,

Mike Tusken
Chief
Duluth Police Department

Noah Schuchman
Chief Administrative Officer
City of Duluth