

MEMORANDUM OF UNDERSTANDING

2024 One-Time Retention Bonus

**Between
City of Duluth and
Local 66 of A.F.S.C.M.E., Council 5**

Parties to this agreement are the City of Duluth (“Employer”) and the Local 66 of A.F.S.C.M.E., Council 5 (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2022-2024 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

*Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)
Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)*

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

**LOCAL 66 OF A.F.S.C.M.E., COUNCIL
5**

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney

MEMORANDUM OF UNDERSTANDING

2024 One-Time Retention Bonus

**Between
City of Duluth and
Confidential Unit of the City of Duluth**

Parties to this agreement are the City of Duluth (“Employer”) and the Confidential Unit of the City of Duluth (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2022-2024 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)

Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

CONFIDENTIAL UNIT OF THE CITY OF DULUTH

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney

MEMORANDUM OF UNDERSTANDING

2024 One-Time Retention Bonus

**Between
City of Duluth and
International Association of Fire Fighters Local 101**

Parties to this agreement are the City of Duluth (“Employer”) and the International Association of Fire Fighters Local 101 (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2022-2024 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)

Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

**INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS LOCAL 101**

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney

**MEMORANDUM OF UNDERSTANDING
2024 One-Time Retention Bonus**

**Between
City of Duluth and
Law Enforcement Labor Services Local 538
for
Duluth Police**

Parties to this agreement are the City of Duluth (“Employer”) and the Law Enforcement Labor Services Local 363 (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2021-2023 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)

Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

**LAW ENFORCEMENT LABOR
SERVICES LOCAL 538**

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney

**MEMORANDUM OF UNDERSTANDING
2024 One-Time Retention Bonus**

**Between
City of Duluth and
Law Enforcement Labor Services Local 503
for
Duluth Police Chiefs and Police Captains**

Parties to this agreement are the City of Duluth (“Employer”) and the Law Enforcement Labor Services Local 503 (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2022-2023 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)

Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

**LAW ENFORCEMENT LABOR
SERVICES LOCAL 503**

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney

**MEMORANDUM OF UNDERSTANDING
2024 One-Time Retention Bonus**

**Between
City of Duluth and
Law Enforcement Labor Services Local 363
for
Duluth Police Lieutenants**

Parties to this agreement are the City of Duluth (“Employer”) and the Law Enforcement Labor Services Local 363 (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2022-2023 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)

Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

**LAW ENFORCEMENT LABOR
SERVICES LOCAL 363**

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney

MEMORANDUM OF UNDERSTANDING

2024 One-Time Retention Bonus

**Between
City of Duluth and
City of Duluth Supervisory Association**

Parties to this agreement are the City of Duluth (“Employer”) and the City of Duluth Supervisory Association (“Union”):

The parties acknowledge the following:

1. That the Employer and Union are currently parties to a 2022-2024 collective bargaining agreement (“CBA”).
2. The Employer wishes to give a one-time retention bonus for all City Part-Time and Full-Time Employees.
3. The City requests no union concessions in exchange for this one-time retention bonus.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

Effective January 1, 2024, all Regular Full-Time and Regular Part-Time City Employees (.50 and .75) employed by the City on January 1, 2024, shall receive a one-time Retention Bonus in the below amounts:

Full-Time Employees: Two Thousand Five Hundred Dollars and Zero Cents (\$2,500.00)

Part-Time Employees: One Thousand Two Hundred Fifty Dollars and Zero Cents (\$1,250.00)

The Retention Bonus shall be paid to eligible employees in their first pay period of 2024 (or as soon as is practicable).

All terms and conditions of the CBA remain in full force and effect.

CITY OF DULUTH

CDSA

By _____
Mayor

By _____
Its President

Attest

City Clerk

By _____
Its Secretary

Date: _____

By _____
Chief Administrative Officer

Countersigned:

By _____
City Auditor

Approved as to form:

By _____
City Attorney