

**MEMORANDUM OF UNDERSTANDING**  
**Uniform Stipend**

This Memorandum of Understanding is made between the City of Ramsey (“City”) and Law Enforcement Labor Services (“Union.”)

WHEREAS, the City and the Union are parties to a 2015-2016 collective bargaining agreement;

WHEREAS, the collective bargaining agreement states that “uniforms (including boots) and equipment and replacement” are provided by the City; and

WHEREAS, the requirements of performing their duties make it necessary for Union members to obtain “Class C” clothing (e.g., polo shirt with Department logo) that is considered taxable under state and federal law if provided by the City;

**CLASS C UNIFORM** – A Class C Uniform may be worn by police personnel on special assignments or duties. A Class C Uniform may consist of a polo shirt (long or short sleeve), button down shirt (long or short sleeve) or other shirt as approved by the Chief of Police. To be considered a Class C Uniform, the shirt must have a department badge patch sewn on.

THEREFORE, the parties met, negotiated and agreed upon the following:

1. In 2015 and 2016, the City will annually provide a monetary uniform allowance to each Union member.
2. The annual uniform stipend will be paid to eligible employees in one payment through their regular biweekly payroll disbursement. This stipend will be included in the employees’ taxable earnings and applicable taxes will be withheld according to Internal Revenue Source.
3. The uniform allowance for 2015 and 2016 will be \$140, and will be paid on the second payroll March.
4. The City will continue to provide “uniforms (including boots) and equipment and replacement” under the premise that such items are not taxable.

This Memorandum of Understanding sunsets on December 31, 2016.

**FOR THE CITY OF RAMSEY:**

BY:

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Date

ATTEST:

\_\_\_\_\_  
City Administrator

\_\_\_\_\_  
Date

**FOR LAW ENFORCEMENT LABOR SERVICES, INC.**

BY: \_\_\_\_\_  
Richard Webb, Steward Date \_\_\_\_\_

BY: \_\_\_\_\_  
Kim Sobieck LELS, Business Agent Date \_\_\_\_\_