



Council Leadership
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To:

Mayor Jacob Frey
250 S 4th St, Room 510
Minneapolis, MN 55415

Subject: Considerations for the Upcoming Vote on the Police Officers Federation of Minneapolis Collective Bargaining Agreement

Dear Mayor Frey,

I am writing to you regarding the upcoming vote on the Police Federation of Minneapolis collective bargaining agreement. I understand that the Council's role is limited to approving or rejecting the contract as it stands, without the ability to negotiate specific provisions. Nevertheless, I wish to acknowledge our shared commitment to police reform and highlight that many essential reforms are better addressed through policies outside the scope of this contract.

To ensure we continue to advance meaningful and effective reforms while fostering community trust, I propose the following policies be considered and implemented before our vote on June 27th:

1. **Identify Funding Sources Outside of the State Public Safety Aid**
 - It is crucial to explore alternative funding sources to support our public safety initiatives, reducing dependency on one-time state aid and ensuring sustainable financial planning while prioritizing investments in new safety programs and initiatives.
2. **Collaboration on Neighborhood Safety Department Challenges**
 - I urge close collaboration with Chairs Chavez and Wonsley to develop effective management responses to the challenges faced by our Neighborhood Safety Department. This will help enhance community safety and trust.
3. **Strengthen Policies on the Use of Coaching**
 - Implementing robust coaching policies can foster a culture of continuous improvement and support within our police force, while prohibiting the use of coaching for conduct that should result disciplinary actions.
4. **Implement Pay Equity Budget Amendment for AFSCME Workers**
 - Ensuring pay equity for AFSCME workers is vital. Implementing City Council's budget amendment to address this will demonstrate our commitment to fair and just compensation for all city employees, especially our civilian workforce within MPD.

I look forward to your response and actions on these proposals prior to our vote on June 27th.

Thank you for your attention to these critical issues.

Sincerely,

Elliott Payne
Council President

Aisha Chughtai
Council Vice President