

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE CITY OF MONROE
AND
THE INTERNATIONAL UNION OF POLICE
ASSOCIATIONS, LOCAL UNION NO. 81, AFL-CIO**

This agreement is entered into on the dates set forth herein by and between:

CITY OF MONROE, a political subdivision of the State of Louisiana, herein represented by its duly authorized Mayor, Friday Ellis, (“COM”); and

THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS, LOCAL UNION NO. 81, AFL-CIO, (“UNION”), herein represented by Timothy Antley, President of the Union.

The parties to this Memorandum of Understanding come together this date to set forth their agreements and understanding regarding the proposed base pay increases, as outlined in the attached document, with \$500,000 to come from the sales and use tax specifically dedicated for the Monroe Fire Department and Monroe Police Department, which is to be used for the purpose of salary increases and any additional benefits for the Monroe Fire Department and Monroe Police Department personnel only, along with adoption of the Working Agreement between the City of Monroe and the Union submitted by the Mayor of the City of Monroe to the Monroe City Council on the ____ day of _____, 2021.

The COM and UNION met on numerous occasions during the negotiation of a new Working Agreement between the COM and UNION, during which the COM and UNION agreed to a salary increase as outlined in the attached document for Monroe Police Department personnel with \$500,000 of the funds for the salary increase being derived from the sales and use tax specifically dedicated for the Monroe Fire Department and Monroe Police Department, which is to be used for the purpose of salary increases and any additional benefits for the Monroe Fire Department and Monroe Police Department personnel.

The COM and UNION understand and agree that in the event there are insufficient funds collected and deposited in the sales and use tax account specifically dedicated for the Monroe Fire Department and Monroe Police Department, which is to be used for the purpose of salary increases and any additional benefits for the Monroe Fire Department and Monroe Police Department personnel, the amount distributed will be reduced proportionate to the amount of funds available.

The COM and UNION further understand and agree there must always remain a balance of \$250,000.00 to be held in reserve in the sales and use tax account specifically dedicated for the Monroe Fire Department and Monroe Police Department prior to any distributions.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding as of this _____ day of _____, 2021, in the presence of the undersigned witnesses, after due reading of the whole.

WITNESSES:

CITY OF MONROE

BY: _____
FRIDAY ELLIS, MAYOR

WITNESSES:

**THE INTERNATIONAL UNION OF POLICE
ASSOCIATIONS, LOCAL UNION NO. 81,
AFL-CIO:**

BY: _____
TIMOTHY ANTLEY, PRESIDENT