

TO: Mayor Montgomery and City Council

FROM: Jon Radermacher, City Administrator
Jeffrey L. McCormick, Chief of Police

SUBJECT: Extension Probation Police Officer

DATE: December 9, 2025

BACKGROUND

Police Officer Tyler Johnson's probation period will be up on January 3, 2026. We are recommending to extend the probation period until January 3, 2027 for further training and development. This has been agreed to by LELS and Officer Johnson.

REQUESTED COUNCIL ACTION

Motion and approval to extend the probationary period of Officer Johnson for one year until January 3, 2027 and authorize the City Administrator to sign the MOU to that effect.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the City of Cannon Falls (hereinafter "City"), Law Enforcement Labor Services, Inc. (hereinafter "Union"), and Tyler Johnson (hereinafter "Employee").

WHEREAS, Employee has been employed by the City as a probationary Police Officer since July 3, 2025 and;

WHEREAS, the City and the Union are parties to a Labor Agreement negotiated pursuant to the Public Employment Labor Relations Act, and Employee is a member of the bargaining unit represented by the Union; and

WHEREAS, during Employee's probationary period of employment, performance concerns were noted; and

WHEREAS, the parties hereto desire to resolve this matter in the interest of providing Employee an opportunity to improve performance to a satisfactory level and maintain ongoing satisfactory performance.

NOW, THEREFORE, the parties do hereby stipulate and agree as follows:

1. Extension of Probationary Period. Employee's employment by the City through January 3, 2027 shall be deemed to be an extension of his probationary period, as referenced by Article 9.2 of the Labor Agreement. At any time during the extension of Employee's probationary period, Employee may be terminated at the discretion of the City without recourse to the grievance procedure.

2. Non-Precedent. It is understood that the terms of this Agreement are without precedent or prejudice to future similar cases involving other employees. This Agreement is based upon the unique circumstances of the present case and shall not constitute a precedent with respect to

any other claim, grievance or dispute arising between the City and the Union or any member of the bargaining unit covered by the Agreement between the City and the Union.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the dates indicated by their respective signatures.

EMPLOYEE NAME

CITY OF CANNON FALLS

Dated: _____

Dated: _____

LAW ENFORCEMENT LABOR SERVICES, INC.

Dated: _____