

TO: Mayor and City Council
FROM: David Chanski, City Administrator
RE: MOU with LELS #359 Setting 2024 & 2025 Wages
DATE: September 5, 2023



Background

At the August 1 City Council workshop, the Council directed staff to conduct a competitive wage analysis on all staff positions after concern was raised that the City is not in position to retain its current employees as well as compete for top level talent in the current employment market. This analysis was presented to the City Council on August 15.

After receiving the analysis, the City Council directed staff to fully implement the results in the 2024 Budget. As also discussed with the City Council, all employee anniversaries for the purpose of wage and vacation increases will also be reset to January 1.

As the Patrol Officers are represented by LELS Local #359 and have a contract in place through 2025, the attached memorandum of understand (MOU) amending wages and anniversary dates will need to be approved. LELS Local #359 and its members have given their consent to the MOU.

Council Action

Staff recommends that the City Council approve the attached memorandum of understand with LELS Local #359 setting 2024 and 2025 wages.