



## **REQUEST FOR COUNCIL ACTION**

**AGENDA DATE:** 2-12-24

**AGENDA ITEM:** Consider approving Memorandum of Understandings (MOU) with the Patrol and Sergeant Unions

**PREPARED BY:** Tom Pagel, City Administrators

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### **BACKGROUND:**

Attached are MOUs with the Patrol and Sergeant Unions related to modifications on years of service benefits. Generally, these MOU's will reduce pay rates from 10, 15, and 20 years of service to 6, 7, and 8 years of service. This will be identical to Itasca County's pay scales for years of service. In addition, the MOU for the Patrol Union will grant 1:1 years of service credit to new employees who worked at a different agency.

With this adjustment to sergeants, it is necessary to increase Captain Jeremy Nelson's wage to \$101,933.97 to eliminate wage compression.

### **REQUESTED COUNCIL ACTION:**

Make a motion to approve MOU's with the Patrol and Sergeant Unions with edits by Susan Hanson, Labor Attorney, if necessary and increase Jeremy Nelson's salary to \$101,933.97 effective the first full pay period after council approval.