



CITY OF MARSHALL AGENDA ITEM REPORT

Presenter:	Sheila Dubs
Meeting Date:	Tuesday, December 17, 2024
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider Approval of the Labor Agreement Between the City and Law Enforcement Labor Services, Inc., Local No. 245
Background Information:	<p>The current collective bargaining agreements with Law Enforcement Labor Services, Inc. Local 245 expire on December 31, 2024.</p> <p>Tentative agreement with the union on contract terms for a new three-year agreement (2025-2027) has been reached. The general wage increases proposed in this tentative agreement are consistent with the general wage increases approved by the Council for the LELS Patrol contract and non-union employees.</p> <p>A summary of proposed contract amendments and a draft agreement is attached.</p> <p>There has been a reduction in the number of licensure eligible and licensed Police Officer applicants for our vacancies, as well as a significant number of law enforcement agencies that are hiring in the State of Minnesota, creating a unique attraction and retention concern for our Police department. The terms of the contract address these unique attraction and retention concerns.</p>
Fiscal Impact:	
Alternative/ Variations:	
Recommendations:	To approve Resolution 24-116 approving the 2025-2027 labor agreement and memorandum of agreement with Law Enforcement Labor Services, Inc. Local 245.