



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, March 26, 2019
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider approval of labor agreements between the City of Marshall and LELS Local No. 190
Background Information:	<p>The 2016-2018 labor agreement with LELS Local 190 expired on December 31, 2018. Tentative agreement with the union on contract terms for a new three-year agreement (2019-2021) has been reached.</p> <p>Summary of contract amendments:</p> <ol style="list-style-type: none"> 1) Duration: January 1, 2019 – December 31, 2021 2) Union Security—technical change relating to the payment of dues by union members; language was proposed by the City as recommended by our labor attorney 3) Wages: increase in shift differential from \$0.30 to \$0.50 per hour; increase in Field Training Officer pay from \$1.00 to \$1.25 per hour for actual hours worked in this role. 4) Overtime—increase in maximum compensatory time accrual limit from 45 to 50 hours. 5) Insurance—amended contract years. 6) Vacation—deletion of a clause that restricted new employees from using their vacation accruals in the first six months of employment. 7) Holidays—amended clause to allow an employee to elect holiday pay in lieu of time off on a holiday; where employees do not elect pay for holidays, contract language has been added which pays out unused holiday hours on the first payroll check of December each year. 8) Leaves of Absence: added reference to three laws that may be applicable to employees requesting a leave of absence; the consideration for approval or denial of employee leaves will continue to be administered in accordance with both state and federal laws. 9) Wages: 2% general wage increase for 2019 plus a \$0.40 market adjustment added to each step; 3.25% general wage increase for 2020, and 3.25% general wage increase for 2021. 10) Memorandum of Understanding—identifies the effective dates of the proposed wage schedule for the term of the agreement (effective 1st day of the pay period that includes January 1). 11) Memorandum of Agreement regarding the accrual of compensatory time; this agreement will expire on December 31, 2021. The language in this agreement is consistent with the current administration of earned accruals. <p>If approved, staff will amend the wage schedules in accordance with the labor agreement.</p>
Fiscal Impact:	<ul style="list-style-type: none"> • Shift Differential—approximate increase of \$3,175 per year. • Field Training Officer (FTO) Pay—approximate increase of \$232.88 per year. • Wages:

	<ul style="list-style-type: none"> ▪ The 2% general wage increase in 2019 is consistent with the non-union and AFSCME increases and the 2019 budget approved by the Council. ▪ The general wage increase package over the 3-year contract duration (2019-2021) is the same as that approved by the Council for the AFSCME employee group across the same duration. ▪ The proposed \$0.40 market adjustment in 2019 has an estimated cost impact of \$16,747.
Alternative/ Variations:	None recommended.
Recommendations:	The adoption of RESOLUTION NUMBER XXXX, SECOND SERIES approving a collective bargaining agreement, memorandum of understanding, and memorandum of agreement between the City of Marshall and LELS Local 190 and authorizes proper City officials to sign the agreements.