



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, June 11, 2019
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider approval of labor agreements between the City of Marshall and LELS Local No. 245
Background Information:	<p>The existing labor agreement with LELS Local 245 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 (Cover page and Article 28)—3-year contract---January 1, 2019 – December 31, 2021 2) Union Security (Article 5)—technical change relating to the payment of dues by union members; language was proposed by the City as recommended by our labor attorney 3) Insurance (Article 12)—reflect contract years—2019, 2020, 2021. 4) Uniforms (Article 13)—addition of Appendix B—Equipment List. Every item on the list has been standard issue for employees working in the Sergeant position. 5) Vacation (Article 15)—deletion of a clause that restricted new employees from using their vacation accruals in the first six months of employment. This amendment is consistent with the Patrol Officer’s agreement. Language is proposed that requires an employee to provide a 2-week notice prior to resignation or retirement to be eligible to receive accumulated vacation pay at retirement/resignation. 6) Severance Pay (Article 17)—This amendment terminates each new employee’s eligibility for severance pay effective 01/01/2022. This provision is consistent with the Personnel Policy manual pertaining to non-union employees and the AFSCME agreement language. 7) Leaves of Absence (Article 20)— 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. 8) Overtime (Article 22)—these amendments eliminate the Sergeant’s eligibility to accrue compensatory time. All overtime will be paid on a bi-weekly basis. 9) Wages (Article 25 and Appendix A): <ul style="list-style-type: none"> • 25.1 (Appendix A)--2% general wage increase for 2019 plus a \$0.60 market adjustment added to each step; 3.25% general wage increase for 2020, and 3.25% general wage increase for 2021. • Increase in shift differential from \$0.30 to \$0.50 per hour. • Deletion of Field Training Office clause—Sergeants oversee the FTO training program, they do not act as Field Training Officers. 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).

	Staff recommends approval.
Fiscal Impact:	<ul style="list-style-type: none"> ▪ The 2% general wage increase in 2019 is the same as that approved for the the non-union, AFSCME, and LELS Patrol unit increases, as well as 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 AFSCME and LELS Patrol employee groups across the same duration. ▪ In 2019, the proposed \$0.60 market adjustment has an estimated cost impact of \$2,955.26. ▪ The estimated cost impact of the shift differential increase is \$170.00 per year. ▪ Fiscal savings: eliminating an employee's eligibility to accrue compensatory time results in a cost savings to the department, as no additional overtime will be paid to an employee to replace coverage while a Sergeant is utilizing comp time. ▪ Fiscal savings: elimination of the severance pay benefit for employees hired after 12/31/2021.
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 245 and authorizes proper City officials to sign the agreements.