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MEMORANDUM

TO: HONORABLE MAYOR AND CITY COUNCIL
FROM: JOSHUA TETZLAFF, CITY ADMINISTRATOR
SUBJECT: LABOR AGREEMENT FOR 2024 WITH LAW ENFORCEMENT SERVICES, INC. AND POLICE UNION
DATE: DECEMBER 28, 2023

Attached for your review is the proposed Labor Agreement for 2024 with Law Enforcement Labor Services, Inc. (LELS) and the City's Police Union. I have attached both a clean copy and a redlined copy from the previous agreement.

The Agreement contains the following changes from the prior Labor Agreement:

- Dates updated for 2024 timeframe;
- Format changes;
- Juneteenth added as an official holiday, as mandated by the State of Minnesota;
- Convert vacation from accrual on a bi-weekly basis to accrual on a bi-weekly basis while front-loading expected vacation time in January;
- Increasing annual vacation carryover from 80 hours to 120 hours;
- Adding a provision that allows the union to discuss health insurance before the end of the contract should the existing plan no longer become available;
- Allow the SRO to earn an additional \$2 per hour while acting as the SRO;
- Add in longevity pay for officers who have at least 8 years of service;
- Increase uniform allowance by \$50; and
- Update Schedule A, the compensation scale, to change from an 11-step scale to an 8-step scale.

The Police Union has reviewed the Final Agreement and has approved the document prior to this meeting.

Recommendation

Staff recommends approval of the 2024 Labor Agreement with LELS and the City Police Union.