



Memorandum

To: Mayor Nelson and Members of the City Council
From: Daniel R. Buchholtz, MMC, Administrator, Clerk/Treasurer
Date: December 27, 2019
Subject: LELS Local #7 – Patrol - Union Contract

This is to inform you that on December 13, 2019, the LELS Local #7 – Patrol - Union employees accepted the following offer negotiated by the Police-Patrol Negotiation Committee:

1. **Article 25 – Duration:** January 1, 2020 through December 31, 2021

2. **Appendix A – Compensation**

2020 – 3%

2021 – 3%

Market rate adjustment payment of \$500.00 for each year of the contract payable the first payroll in January.

3. **Appendix B – Uniform Allowance**

\$870.00 for 2020

\$890.00 for 2021

4. **Appendix B – Education**

Add language to Appendix B – Education:

“One department member shall be allowed to attend the POST accredited MPPOA Annual Conference and MPPOA Legislative Conference during work hours. The cost of registration and hotel shall be paid by LELS. Meals and transportation for the day or days of training shall be paid by the City in accordance with its then reimbursement policy. For purposes of this provision, only hours in which the conference is in session shall be considered work hours. The Steward shall be responsible for notifying his/her superiors of such meetings and ensuring coverage of his/her work duties during such meetings.”

5. Add HCSP Language to Appendix C

Employees will contribute 2% of gross pay to HCSP. 100% of severance payment (sick hours paid pursuant to Article 17, Section 2; vacation hours, holiday hours, compensatory time) will be deposited into HCSP.

6. Article 4, Section 7

Add language to Article 4, Section 7:

”Notwithstanding the terms of Section 7, the Union Steward will not need to punch out when engaged in contract negotiations and discipline matters when representing union members if such meeting occurs during the Steward’s regularly scheduled shift. The Steward shall be responsible for notifying his/her superiors of such meetings and ensuring coverage of his/her work duties during such meetings. The Steward shall only be entitled to compensation for regularly scheduled work hours only, regardless if meeting extends beyond Steward’s regularly scheduled shift.”

The Negotiation Committee is recommending that the City Council ratify the 2020/2021 union contract as outlined.

If you have any questions, please don’t hesitate to contact me at 763-784-6491.