



REQUEST FOR COUNCIL ACTION

MEETING DATE: March 7, 2022
PREPARED BY: Human resources
AGENDA ITEM: Approval of LELS local 308 police sergeant union contract

PREVIOUS ACTIONS:
None

RECOMMENDED COUNCIL ACTION:

Motion to authorize the approval of the labor agreement between the City of Maple Grove and LELS local 308 representing police sergeants for the period of 1/1/2022 through 12/31/2024.

COMMENTS:

As of 1/1/2022 the city has entered into a labor agreement with LELS local 132 which represents the city's the police officers. The market wage adjustments provided for in the police officer contract have caused compensation compression issues with the police sergeants groups. Therefore, the city and the union have agreed to enter into a memorandum of agreement to cancel the existing labor agreement dated 1/1/2020 – 12/31/2021 and have agreed to replace it with a new three-year agreement covering 1/1/2022 through 12/31/2024.

The details of the tentative agreement are as follows:

Wages:

2022: restructure to 3 step schedule, provide an external market adjustment of 9%
2023: 3% general wage adjustment
2024: 3% general wage adjustment

Holidays:

Add language that provides a sergeant that is called from their scheduled time off on a City holiday, or who works a holiday in a patrol capacity to be paid 8 hours of holiday pay plus 2 times base rate for actual hours worked on the holiday. This provision does not apply to voluntary shift switching.

Hours of Work/Overtime:

Allow for mandatory meetings to count towards overtime for hours worked when scheduled on regular days or hours off.

Annual sick leave payout:

Revise the annual sick leave payout to provide for a mandatory payout at the cap of 1728 hours of sick leave of 1/3 of the balance above the cap once per year. This payout will be deposited into the employee's health care savings plan.

This language change is consistent with the three union agreements settled in 2021.

Advanced resignation notice:

Agree to a memorandum of understanding for the union to adopt the city policy on advanced resignation notice incentives, pending minor language changes to the use of paid time of provisions of the current policy.

ATTACHMENTS:

None