

TO: Mayor Robinson and City Council

FROM: Jeffrey L. McCormick, Chief of Police

SUBJECT: LELS 2015-2017 Collective Bargaining Agreement

DATE: December 31, 2015

BACKGROUND

The current LELS collective bargaining agreement was approved in December 2014 and is for the 2015 to 2017. The agreement has a reopening provision for the wages for 2016 and 2017.

LELS has agreed to a 2.5 percent increase on January 1, 2016. This is the same increase approved by the City Council for non-collective bargaining employees at the December 15, 2015 meeting.

The Personnel Committee was conferred with during the negotiation process and has approved this wage increase.

STAFF RECOMMENDATION

I would recommend approving of the MOU for 2016 wages for the LELS Collective Bargaining Agreement.

REQUESTED COUNCIL ACTION

Motion and approval of the MOU for 2016 wages for the LELS Collective Bargaining Agreement.

MEMORANDUM OF AGREEMENT

This memorandum of Agreement is entered into between the City of Cannon Falls (hereafter City) and Law Enforcement Labor Services, Inc. (hereafter Union) representing L.E.L.S.(Local #145) Cannon Falls Police Officers.

WHEREAS, the City and the Union are parties to a January 1, 2015 to December 31, 2017 Collective Bargaining Agreement having certain benefits surrounding wages, specifically Article 22 Wages and Appendix A Pay Schedule; and

WHEREAS, parties negotiated changes surrounding the pay schedule for 2016 and desire a memorialization of the changes.

NOW, THEREFORE, the City and the Union agree to a general wage increase for the year 2016 of 2.5% and the following wage schedule:

Steps	1	2	3	4	5	6	7
2016 Grade 10 1-1-16	21.80	22.61	23.39	24.19	24.99	25.79	26.59

Officer's above range / grade 10 step 7	1/1/2016
Officer Berg	\$28.07 per hour
Officer Ekstrom	\$28.07 per hour
Officer TerBeest	\$27.68 per hour

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement on this 14th day of December, 2015.

FOR THE CITY OF CANNON FALLS

**FOR LAW ENFORCEMENT
LABOR SERVICES, INC.**
