

**TO:** Mayor Robinson and City Council

**FROM:** Jeff McCormick, Chief of Police

**SUBJECT:** LELS Collective Bargaining Items

**DATE:** 11-15-17

### **BACKGROUND**

We have been working to finalize the terms of the Law Enforcement Labor Services (LELS) collective bargaining agreement between the City and LELS and have agreement for the following items.

At the October 17, 2017 Personnel Committee Meeting, the Committee finalized the LELS transition to the new pay system, the LELS Post Employment Health Care Savings Plan (PEHCSP) and the LELS 2018-2020 agreement, except for COLA increases. At the Personnel Committee Meeting November 7, 2017, the Personnel Committee prepared a counter proposal for the COLA increase for LELS to consider. These increase percentages were the same ones Council reached consensus on during the budget work session.

On 11-8-2017, I presented the counter offer to LELS. On 11-12-2017, I was notified by LELS that the membership has voted to accept the agreement with the COLA presented. The COLA increase is as follows: January 1, 2018 / 2.5%, January 1, 2019 / 2.75%, January 1, 2020 / 3%

As part of moving to the new pay system, the Personnel Committee and LELS reached agreement and the attached Memorandum of Agreement (MOA) was prepared to cover the transition of LELS employees to the new City pay system. This MOA is for the current 2015-2017 Agreement and has an effective date of October 1, 2017.

The Personnel Committee had directed that if LELS accepted the proposed counter offer on COLA terms, that the agreement and other items of negotiations was to be brought to the City Council at the November 21, 2017 meeting with unanimous agreement to approve the agreements from the Personnel Committee.

### **REQUESTED COUNCIL ACTION**

Motion and approval of the following three interconnected parts of the collective bargaining agreement with LELS:

- 1)- Memorandum of Agreement with Law Enforcement Labor Services (LELS) for 2015-2017;
- 2) Adopt the Resolution for LELS Post-employment Health Care Savings Plan (PEHCSP);
- 3) Approve the 2018-2020 LELS Agreement.