

TO: Mayor Robinson and City Council

FROM: Jeff McCormick, Chief of Police

SUBJECT: LELS Collective Bargaining Agreement

DATE: 12/11/17

BACKGROUND

At the November 21, 2017 City Council Meeting, the Council approved the 2018-2020 LELS Collective Bargaining Agreement. In preparing that material for the Council packet I calculated the 2018-2020 hourly rate, but failed to have the calculations double checked by payroll. LELS had done their own calculations and the figures did not match on all the numbers. While the difference was only a penny and only impacted a couple steps, it compounds the problem through the term of the contract. What that means is that Council members and LELS members were looking at different figures, which should not be the case.

In talking with payroll the suggestion was made since the Agreement places LELS employees at Grade 10, there is no reason to list the steps for each year within Appendix A. I have spoken with LELS and the City Administrator and the consensus was that payroll has a point and that the easiest fix would be to remove those figures from Appendix A. The Agreement has been approved, but not yet signed, so this would provide an easy solution to correct the calculation errors.

Attached is a replacement for page 18 of the Agreement, all other provisions of the Agreement remain the same provided for the November 21, 2017 meeting. LELS has reviewed and approved the replacement page for Appendix A and accepts with all the other previously approved pages of the Agreement.

Attached in the replacement page and below that is a marked up page to see what has changed.

I am requesting that the City Council review and approve the replacement page for Appendix A, accept that replacement with all the other previously approved pages of the Agreement and authorize the signing of said Agreement.

REQUESTED COUNCIL ACTION

Motion and approval of the replacement page of Appendix A, accept that replacement with all the other previously approved pages of the Agreement and authorize the signing of said Agreement.

APPENDIX A

EMPLOYER and LELS mutually agree to the pay system implemented by the City 10/1/2017, with LELS employees located at Grade 10. The EMPLOYER and LELS further mutually agree that the cost of living increase for each year of the term of this agreement shall be: 2018 2.5%, 2019 2.75%, 2020 3%, applied on January 1 of each year.

APPENDIX A

CITY OF CANNON FALLS PAY SYSTEM

~~Sworn Officers are Grade 10 Hourly Rate~~

Step	1	2	3	4	5	6	7	8	9
10/1/2017	23.45	24.16	24.88	25.63	26.40	27.19	28.01	28.85	29.71
1/1/2018	24.03	24.76	25.50	26.27	27.06	27.86	28.71	29.57	30.45
1/1/2019	24.69	25.44	26.20	26.99	27.80	28.62	29.49	30.38	31.28
1/1/2020	25.43	26.20	26.98	27.79	28.63	29.50	30.37	31.29	32.21

EMPLOYER and LELS mutually agree to the ~~above~~ pay system implemented by the City 10/1/2017, with LELS employees located at Grade 10. The EMPLOYER and LELS further mutually agree that the cost of living increase for each year of the term of this agreement shall be: 2018 2.5%, 2019 2.75%, 2020 3%, applied on January 1 of each year.