

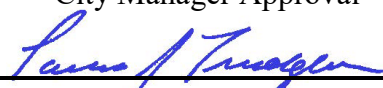
ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: May 22, 2023
Item No.: 10.k

Department Approval



City Manager Approval



Item Description: Approve Memorandum of Understanding with LELS Local 436 regarding compensatory time

BACKGROUND

The purpose of this staff report is to provide an overview and recommendation regarding the approval of a Memorandum of Understanding (MOU) between the City and the Police Sergeant’s Union. The proposed MOU aims to update the contract language pertaining to the accrual and carry-over of compensatory time for police personnel.

Compensatory time is a critical component of labor agreements and ensures that employees are adequately compensated for extra hours worked. In order to maintain a fair and efficient workforce, it is essential to establish clear guidelines for the accrual and carry-over of compensatory time. Currently, the existing contract language between the City and the Union requires revision to address any potential gaps, inconsistencies, or ambiguities that may hinder effective time management and employee well-being.

POLICY OBJECTIVE

The general policy objective for approving the MOU with the Police Union is to enhance the clarity, fairness, and operational efficiency regarding the accrual and carry-over of compensatory time for police personnel.

BUDGET IMPLICATIONS

There are no budget implications.

RACIAL EQUITY IMPACT SUMMARY

There have been no racial equity impacts identified at this time.

STAFF RECOMMENDATION

Staff recommends authorizing the City Manager to enter into a Memorandum of Understanding with LELS Local 436 regarding accrual and carry-over of compensatory time.

REQUESTED COUNCIL ACTION

Staff recommends authorizing the City Manager to enter into a Memorandum of Understanding with LELS Local 436 regarding accrual and carry-over of compensatory time.

Prepared by: Rebecca Olson, Assistant City Manager
Attachments: A: Memorandum of Understanding

MEMORANDUM OF UNDERSTANDING

Between

CITY OF ROSEVILLE

And

LELS Local 436

This Memorandum of Understanding sets forth the mutual agreement between all members of LELS Local 436 ("Union") and the City of Roseville ("City") regarding accrual, carry-over, and payout of compensatory time off.

WHEREAS, certain members did not receive final payout of compensatory time that exceeded the 2022 year-end maximum accrual pursuant to the Collective Bargaining Agreement (CBA); and

WHEREAS, the parties now wish to amend the current CBA (1/1/22 – 12/31/24) regarding compensatory time off and approve a payout to certain members.

The parties agree as follows:


- 1. Article 13.7 of the CBA is repealed and replaced with the following:
 Compensatory time may be accrued up to one hundred (100) hours for any overtime earned under the provisions of this contract (including holidays). The employee may choose either cash payment or compensatory time up to the one hundred (100) hour maximum. Overtime beyond the maximum will be paid in cash. The employee may carry over eighty (80) hours of compensatory time into the following year. Compensatory time beyond eighty (80) hours will be calculated with the final payroll of each calendar year.
- 2. The City will pay 20 hours of compensatory time at the hourly rate of \$53.85 to Kyle Eckert and Michael Holtmeier, and the City will pay 20 hours of compensatory time at the hourly rate of \$45.16 to Jacob Swanson. The compensatory time banks for these members will be reduced accordingly.
- 3. No other provisions of the parties' CBA are intended to be, nor shall be construed to be, amended in any other manner by way of this Memorandum of Understanding.

FOR THE CITY OF ROSEVILLE


Patrick Trudgeon Date
City Manager

Rebecca Olson Date
Assistant City Manager

FOR LELS LOCAL 436

 5/17/2023

Tim Gannon Date
Business Representative

 05/17/2023

Tom Pitzl Date
Union Steward