

**ROSEVILLE**  
**REQUEST FOR COUNCIL ACTION**

Date: January 4, 2021  
Item No.: 9.i

Department Approval



City Manager Approval



Item Description: Approve the 2021 Labor Agreement between the City of Roseville and the International Association of Fire Fighters Local No. 5051

**BACKGROUND**

The City of Roseville has five collective bargaining units. The City works with representatives of each unit to negotiate the terms of an agreement which lay out conditions of employment. This agreement is then brought to the respective union members for a vote, and sent to the City Council for review, discussion and approval. Of those five bargaining units, the contract with Roseville Firefighters ended on 12/31/2020.

The five bargaining units are as follows:

1. International Association of Fire Fighters (IAFF) – contract term ending 12/31/20
2. International Union of Operating Engineers (IUOE) – contract term ending 12/31/21
3. Law Enforcement Labor Union (LELS-Officers ) – contract term ending 12/31/21
4. Law Enforcement Labor Union (LELS -Sergeants) – contract term ending 12/31/21
5. Law Enforcement Labor Union (LELS -Lieutenants) – contract term ending 12/31/21

At this time, staff is asking the City Council to consider and approve the draft contract with IAFF Local 5051 that will cover Roseville Fire Fighters, Inspectors, Lieutenants, and Battalion Chiefs.

City staff and union members from IAFF have found common ground for a settlement on a contract. The following are the substantive changes to the current contract:

Terms of the Contract for IAFF Local 5051

- **Contract Duration:** Term of 1 year (1/1/2021 – 12/31/2021)
- **Wages:** Cost of Living adjustment of 1% for 2021. Due to wage disparities with peer fire departments, a 2.5% wage adjustment for all classifications covered by the contract has been incorporated
- **Working of Out of Classification:** Employees working out of their classification will receive an additional \$1.25 per hour for time working out of classification
- **Holidays:** Under the pre-existing contract, employees receive a bank of 200 Holiday hours in recognition that they often work on actual city holidays. Under this contract, employees will still receive a bank of 200 Holiday hours at the beginning of the year, but will be required to pay back a prorated amount of holiday hours used over 16.66 hours per month. As an example, if an employee leaves employment in July and has used all 200 hours of Holiday at the time they end employment they will be required to payback 99.96 hours (6 months x 16.66 hours) of Holiday time at their current rate of pay.

31 ➤ **Memorandum of Understandings (MOUs):** A MOU regarding discussion of 40-hour work  
32 weeks for certain employees and a MOU regarding the implementation of wellness and  
33 fitness standards are included as part of the contract. The MOUs will allow for additional  
34 time for these items to be considered and discussed during the term of the contract.

35 **POLICY OBJECTIVE**

36 Each year the City budgets wage and benefit adjustments for all employees. The adjustments stem  
37 from the best information known or anticipated from the metro labor market, labor settlements and  
38 consumer price indexing.

39 Objectives considered when negotiating this contract stemmed from several factors including  
40 utilizing internal and external comparisons in order to reach a fair and equitable agreement for both  
41 sides. Additionally, a cost analysis, market survey, and review of current economic conditions were  
42 conducted and considered along with compliance with the Minnesota Pay Equity Act.

43 **BUDGET IMPLICATIONS**

44 The 2021 budget has sufficient funds allocated to cover the cost of the proposed agreement.

45 **STAFF RECOMMENDATION**

46 Staff recommends approval of the 2021 IAFF Local 5051 contract.

47 **REQUESTED COUNCIL ACTION**

48 Motion to approve the 2021 IAFF Local 5051 contract.

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