


REQUEST FOR COUNCIL ACTION

Date: **2/11/2019**
Item No.: **9.e**

Department Approval

City Manager Approval



Item Description: Approve the 2019-2021 Labor Agreements between the City of Roseville and Law Enforcement Labor Services, Inc. Local 112

1 **BACKGROUND**

2 The City of Roseville has five collective bargaining units. The City works with representatives of
3 each unit to negotiate the terms of an agreement which lay out conditions of employment. This
4 agreement is then brought to the respective union members for a vote, and sent to the City Council
5 for review, discussion and approval.

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7 The five bargaining units are as follows:

- 8 1. International Association of Fire Fighters (IAFF) – contract term ending 12/31/20
- 9 2. International Union of Operating Engineers (IUOE) – contract term ending 12/31/21
- 10 3. Law Enforcement Labor Union (LELS-Officers) – contract term ending 12/31/18
- 11 4. Law Enforcement Labor Union (LELS -Sergeants) – contract term ending 12/31/18
- 12 5. Law Enforcement Labor Union (LELS -Lieutenants) – contract term ending 12/31/21

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14 City Council approved the contracts for IUOE and LELS – Lieutenants at the January 28, 2019 City
15 Council meeting. At this time, staff is asking Council to consider the draft contract for LELS -
16 Officers whose members have voted to accept the proposed terms and conditions.

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18 Law Enforcement Labor Services represents the city’s employees in the classification of Police
19 Officer, and Detective. As part of the negotiation process, staff and union representatives looked at
20 both internal and external market comparisons regarding wages and benefits. City staff and union
21 members from both bargaining units have found common ground for a settlement on a contract that
22 spans three years. The membership has voted to accept the contract terms with implementation
23 effective upon City Council approval. The following are the substantive changes to the current
24 terms:

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26 Terms of the Contract

- 27 ➤ **Contract Duration:** Term of 3 years from 1/1/2019 – 12/31/2021
- 28 ➤ **Wages:** Cost of Living adjustment of 3.0% in 2019, 2020, and 2021. This is the same COLA
29 approved for all other City employees in 2019.
- 30 ➤ **Court Cancellation Pay:** Allows for 3 hours pay if an employee is scheduled to testify in

31 court during off-duty time, but the court appearance is cancelled with less than 24 hours
32 notice.

- 33 ➤ **Insurance:** City contribution equal to that of non-union employees.
- 34 ➤ **Memorandums of Understanding:** Post Employment Health Account

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. Although there are no formal council policies relating to compensation for
39 union negotiations, staff has historically utilized internal and external comparisons in order to reach
40 a fair and equitable agreement for both sides. Considerations include maintaining salary structures
41 within our compensation system, reviewing economic conditions to ensure salary levels remain
42 competitive in the marketplace, and demonstrating appropriate relationship between positions
43 internally and externally.

44 **BUDGET IMPLICATIONS**

45 The Personnel Services proposed budget is sufficient to cover the cost of the proposed collective
46 bargaining agreement for 2019. The City Council will need to provide adequate funding for the
47 subsequent years.

48 **STAFF RECOMMENDATION**

49 Staff recommends approval of the 2019-2021 LELS – Officer contract terms.

50 **REQUESTED COUNCIL ACTION**

- 51 1. Motion to approve the proposed terms and conditions of the 2019-2021 collective bargaining
52 agreement with LELS - Officers and direct City staff to prepare the necessary documents for
53 execution, subject to City Attorney approval.

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