

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

Date: 04/01/19  
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 436

**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, four contracts expired at the end of 2018.

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 -Lieutenants) – contract term ending 12/31/21
5. Law Enforcement Labor Union (LELS -Sergeants) – contract term ending 12/31/18

At this time, staff is asking Council to consider the draft contract for LELS - Sergeants whose members have voted to accept the proposed terms and conditions. Law Enforcement Labor Services represents the city’s employees in the classification of Police Sergeant. As part of the negotiation process, staff and union representatives looked at both internal and external market comparisons regarding wages and benefits. City staff and union members from both bargaining units have found common ground for a settlement on a contract that spans three years. The membership has voted to accept the contract terms with implementation effective upon City Council approval. The following are the substantive changes to the current terms:

Terms of the Contract

- **Contract Duration:** Term of 3 years from 1/1/2019 – 12/31/2021
- **Wages:** Cost of Living adjustment of 3.0% in 2019, 2020, and 2021. This is the same COLA approved for all other City employees in 2019. A 10-year step was created.
- **Insurance:** City contribution equal to that of non-union employees.
- **Memorandum of Understanding:** Post Employment Health Account

30 **POLICY OBJECTIVE**

31 Each year the City budgets wage and benefit adjustments for all employees. The adjustments stem  
32 from the best information known or anticipated from the metro labor market, labor settlements and  
33 consumer price indexing. Although there are no formal council policies relating to compensation for  
34 union negotiations, staff has historically utilized internal and external comparisons in order to reach  
35 a fair and equitable agreement for both sides. Considerations include maintaining salary structures  
36 within our compensation system, reviewing economic conditions to ensure salary levels remain  
37 competitive in the marketplace, and demonstrating appropriate relationship between positions  
38 internally and externally.

39 **BUDGET IMPLICATIONS**

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

43 **STAFF RECOMMENDATION**

44 Staff recommends approval of the 2019-2021 LELS – Sergeant contract terms.

45 **REQUESTED COUNCIL ACTION**

- 46 1. Motion to approve the proposed terms and conditions of the 2019-2021 collective bargaining  
47 agreement with LELS Local #436 and direct City staff to prepare the necessary documents  
48 for execution, subject to City Attorney approval.

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