

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #15-02-042

RESOLUTION TO APPROVE A 2-YEAR LABOR AGREEMENT WITH LELS-PATROL

WHEREAS, the current LELS-Patrol contract expires on December 31, 2014;
and

WHEREAS, city staff and LELS-Patrol have reached a tentative agreement on a two-year labor agreement, effective January 1, 2015 through December 31, 2016; and

WHEREAS, the City and LELS-Patrol have tentatively agreed to all articles within the contracts, and

WHEREAS, the City and LELS-Patrol have tentatively agreed to an updated salary schedule based on a two-percent COLA in 2015 and 2016 effective January 1, 2015 through December 31, 2016; and

WHEREAS, the City and LELS-Patrol have tentatively agreed to a market rate adjustment effective April 1, 2016 increasing the “top” patrol wage by two percent (2%) and increasing pro-pay to the comparable market; and

WHEREAS, the City and LELS-Patrol have tentatively agreed to continue the Memorandum of Understandings for health insurance based on updated figures, to continue the uniforms based on updated terms, to begin a Memorandum of understanding for a post-employment healthcare savings plan; and

WHEREAS, the City will administer the 2015-2016 labor agreement as follows:

ARTICLE TWENTY FIVE (25) DURATION:

2-years / January 1, 2015 through December 31, 2016

ARTICLE TWENTY THREE (23) SALARIES:

2015: 2% Increase to the 2014 wage scale, effective on 01-01-15, for a Cost of Living Adjustment.

2016: 2% increase to the 2015 wage schedule, effective on 01-01-16 for Cost of Living Adjustment.

April 1, 2016: Increase the “top” patrol wage by two percent (2%) and increase pro-pay to the comparable market as follows:

Proficiency Pay						
After 5	After 8	After 12	After 16			
35.436	36.123	36.809	37.496	January 1, 2016 Wages		
<u>\$0.490</u>	<u>\$0.349</u>	<u>\$0.238</u>	<u>\$0.031</u>	Plus Market Adjustment		
\$35.93	\$36.47	\$37.05	\$37.53	New Pro-pay Wages - April 1, 2016		

Field Training Officer Supplemental Pay: Employees assigned in writing by the Employer to fulfill this assignment shall receive \$2.50 per hour over base pay while working in that capacity.

The EMPLOYER will pay to the person(s) assigned to Investigator positions \$250.00/month.

ARTICLE FOURTEEN (14) VACATION: An Employee's accrued or "banked" vacation leave must be equal to or less than two times the yearly accrual by December 31st of each year; any accruals exceeding this amount will be forfeited.

ARTICLE SEVENTEEN (17) HOLIDAYS: Employees required to work on any of the holidays of: Martin Luther King's Day, President's Day, Memorial Day, Independence Day (4th of July), Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Eve Day, Christmas Day, New Year's Day shall receive an additional 1/2 time for the time they work on such holiday. All holidays specified in this paragraph will be paid in dollars, rather than time accumulation. An employee who is required to work overtime on a holiday shall receive pay at two (2) times the Employees base pay rate for that time worked in addition to their regular shift.

ARTICLE (19): HEALTH INSURANCE: The employer will make the following contributions toward group health insurance coverage for employees working 30 hours per week or more; as well as to purchase \$20,000 of basic life insurance for full-time regular employees working 30 hours per week or more.

Memorandum of Understanding -- Health Insurance:

2015 Health Insurance Contributions

Employee Only.....\$871.74
Employee + Spouse.....\$1142.00
Employee + Children.....\$1226.00
Family.....\$1358.00
Credit in Lieu of Coverage.....\$345.00

2016 Health Insurance Contributions

Employee Only.....\$871.74

Plus a maximum of the capped rate increase for 2016 (estimated at 11.6%)

Employee + Spouse\$1167.00
Employee + Children.....\$1251.00
Family.....\$1358.00
Credit in Lieu of Coverage.....\$370.00

*The City's 2015 and 2016 VEBA contribution includes the \$4.30 monthly claims fee

**Employees that elect to waive health insurance must agree to providing proof of other coverage; as well as agree to come back on the City's health plan if the City requires them to do so.

***All of the above listed amounts are equal to the amounts offered to all three bargaining units.

Memorandum of Understanding -- Uniforms:

- 1) The City will annually provide a monetary uniform allowance to each Union member.
- 2) The annual uniform stipend will be paid to eligible employees in one payment through their regular biweekly payroll disbursement. This stipend will be included in the employees' taxable earnings and applicable taxes will be withheld according to Internal Revenue Source.
- 3) The uniform allowance for 2015 and 2016 will be \$140, and will be paid on the second payroll March.
- 4) The City will continue to provide "uniforms (including boots) and equipment and replacement" under the premise that such items are not taxable.

Memorandum of Understanding -- Healthcare Savings Plan:

Effective January 1, 2015 – December 31, 2016 Law Enforcement Labor Services Patrol Union employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the employer (City of Ramsey) on the behalf of the employee will be deposited into the employee's post-employment health care savings plan account. All related fees will be paid by the employees. Employees have agreed to contribute an ongoing percent of pay as: All employees shall contribute 2% of pay.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA, as follows:

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2-years / January 1, 2015 through December 31, 2016

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Motion to adopt resolution#15-02-042, to settle a two-year lobar Labor Agreement between the City of Ramsey and LELS-Patrol as follows:

The motion for the adoption of the foregoing resolution was duly seconded by Council Member, _____, and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 10th day of February 2015.