

To: **Mayor and City Council**
 Through: **Nate Burkett, City Manager**
 From: **Debra Gieseke, Human Resources Director**
 Date: **August 9, 2021**

2021 Market Survey – LELS, Inc. Local Unions #72 & #80

BACKGROUND INFORMATION:

It is stated in the LELS Local #72 Union Contract that a wage review would be completed for 2021. “A re-opener for 2021 to negotiate details of market adjustment if below average.”

It is stated in the LELS Local #80 Union Contract that a wage review would be completed for 2021. “Market Adjustment 2021-The City will conduct a compensation analysis to determine if the job class is in line with the market. If below the market, it will be brought up to the market prior to applying the 2.75% increase effective 1-1-21.”

The City conducted the Market Analyses using a list of cities in Minnesota that had previously been established by the City and the Unions.

Upon review of the contracts and negotiations with the Union Business Agents and the Union representatives, the following wage increases are proposed to fulfill the agreement to adjust the wages of the following groups up to average.

LELS Local #72 – Police. 1.43% adjustment to the wages effective January 1, 2021.
 LELS Local #80 – Sergeants. 2.7% adjustment to the wages effective January 1, 2021.

FISCAL IMPACT:

| Fund | Department | Account | Amount |
|------|------------|-------------------------|----------|
| 101 | 42100 | Payroll related expense | \$40,147 |
| | | | |

STAFF RECOMMENDATION:

The staff encourages the Council to approve this wage adjustment effective January 1, 2021.