

Management Committee

Meeting date: April 14, 2021

For the Metropolitan Council meeting of April 28, 2021

Subject: Labor Agreement with the Law Enforcement Labor Services (LELS) Local #432 (Full-Time Police)

District(s), Member(s): ALL

Policy/Legal Reference: Minn. Stat. 179.a (PELRA)

Staff Prepared/Presented: Marcy Cordes, Chief Labor Relations Officer, (651) 602-1582

Division/Department: Human Resource/Labor Relations

Proposed Action

That the Metropolitan Council authorize the Regional Administrator to enter into an agreement with the Law Enforcement Labor Services (LELS) Local #432 (Full-Time Police) effective for the period January 1, 2021 through December 31, 2023.

Background

The LELS #432 contract expired on December 31, 2020. LELS #432 represents 108 employees.

Rationale

The parties reached a tentative agreement on March 25, 2021 and LELS #432 membership ratified the agreement on April 7, 2021. Council policy requires the Council to approve all labor agreements.

Thrive Lens Analysis

Stewardship – As a settlement that falls within the financial parameters established by the Council for managing labor costs, the agreement demonstrates efficient and effective management of public financial resources.

Prosperity – The agreement represents a fair and reasonable wage settlement and demonstrates the Council's commitment to investment in its employees.

Funding

The labor agreement was negotiated within the parameters set by the Management Committee.

Known Support / Opposition

None