

# Business Item

Management Committee



Committee Meeting Date: August 14, 2024

For the Metropolitan Council: August 14, 2024

## Business Item: 2024-206 SW

Labor Agreement with Law Enforcement Labor Services (LELS) Local #203

<b>District(s), Member(s):</b>	All
<b>Policy/Legal Reference:</b>	Minn. Stat. 179.a (PELRA)
<b>Staff Prepared/Presented:</b>	Marcy Cordes, Chief Labor Relations Officer, 651-602-1582
<b>Division/Department:</b>	Regional Administration, Human Resources

### Proposed Action

That the Metropolitan Council authorize the Regional Administrator to enter into a labor agreement with the Law Enforcement Labor Services (LELS) Local #203 (Supervisors – Sergeants/Lieutenants), effective January 1, 2024 through December 31, 2026.

### Background

The contract expired December 31, 2023. The Labor Agreement with Law Enforcement Labor Services (LELS) Local #203 represents 23 sworn supervisory employees in the titles of Sergeant and Lieutenant.

### Rationale

The parties reached a tentative agreement on July 25, 2024 and LELS #203 membership ratified the agreement on July 30, 2024. Council policy requires the Council to approval 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.

### Small Business Inclusion

There are no direct impacts to small business with this action.

