



Legislation Text

File #: 19-0037R, **Version:** 1

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DULUTH AND DULUTH POLICE UNION LOCAL 807 FOR THE YEARS 2018-2020.

CITY PROPOSAL:

RESOLVED, that the proper city officials are hereby authorized to execute and implement a collective bargaining agreement with Duluth Police Union Local 807, substantially the same as that attached hereto as Exhibit A, covering the terms and conditions for Duluth Police Union Local 807 bargaining unit members for years 2018 through 2020.

STATEMENT OF PURPOSE: The city and the Duluth Police Union have been in negotiations for a successor agreement to the current 2015-2017 collective bargaining agreement. The parties tentatively agreed to a 2018-2020 collective bargaining agreement on December 19, 2018, and the Duluth Police Union Local 807 membership ratified this 2015-2017 collective bargaining agreement on January 3, 2019. The agreement is a three-year contract with general wage increases of 3% in 2018, 3% in 2019, and 3% in 2020. There is an additional market adjustment wage increase of 1% in 2018. The agreement allows for scheduling officers to work 11-hour shifts rather than 12 or ten hour shifts. Effective February 1, 2019, Employees not eligible for Employer-paid retiree health insurance (those hired on or after January 1, 2007) will receive an increase of 1% (from 2% of monthly pay to 3% of monthly pay). Effective January 1, 2018, starting officer annual pay (Pay Range 326, Step A) will be increased by \$3,500. Effective January 1, 2018, probationary employees can receive education incentive, and education incentive will be incorporated into base pay rather than an addition to base pay.