

RESOLUTION NO. R21-114

**A RESOLUTION OF THE CITY COUNCIL APPROVING CERTAIN REVISIONS
TO THE CBA THROUGH A MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF
LAUREL AND LOCAL UNION LOCAL 303, AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFSCME.**

WHEREAS, the City of Laurel and the above Union negotiated a Collective Bargaining Agreement (“CBA”) which was approved by the Union and City Council; and

WHEREAS, the City and Union agreed to amend the CBA to add an Animal Control and Parking Position and to clarify the pay provisions for Patrolman and Communication Officers; and

WHEREAS, the Mayor, Chief of Police, and Union Representatives agreed that modifying the CBA as shown in the attached documents is in the best interest of both parties; and

WHEREAS, approving the resolution will enable the Chief of Police to locate and hire a full-time candidate to serve in the Animal Control and Parking Position for the City and provide clarification for City Staff in regard to calculation of pay for Patrolmen and Communication Officers.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Laurel, Montana:

Section 1: Approval. The attached amendments to the existing CBA between the Union and City are hereby approved. The amendments are effective upon approval by the City Council.

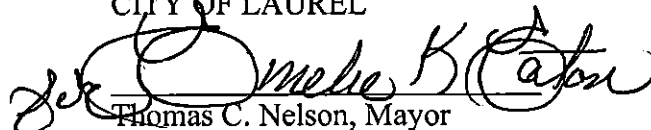
Section 2: Execution. The Mayor and Clerk-Treasurer are given authority to execute the amendments on behalf of the City.

Introduced at a regular meeting of the City Council on October 26, 2021, by Council Member Stokes.


PASSED and APPROVED by the City Council of the City of Laurel this 26th day of October 2021.

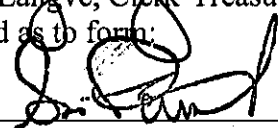
APPROVED by the Mayor this 26th day of October 2021.

CITY OF LAUREL


Thomas C. Nelson, Mayor

ATTEST:


Bethany Langve, Clerk-Treasurer
Approved as to form:


Sam S. Painter, Civil City Attorney

**ADDENDUM "A"
CLASSIFICATION**

GRADE	CLASSIFICATION
1	
2	Animal Control & Parking Attendant
3	Communications Officer I
4	Communications Officer II
5	Communications Officer III
6	Police Officer, Patrolman
7	Police Officer, Senior Patrolman
8	Police Officer, Master Patrolman
9	

ADDENDUM "B" WAGES

1. Effective July 1, 2021 each bargaining unit employee shall receive a two percent (2%) increase to their current base rate: police officers - 2%, dispatchers - 2%
2. Effective July 1, 2022 each bargaining unit employee shall receive a two percent (2%) increase to their current base rate: police officers - 2%, dispatchers - 2% - animal control & parking 2%
3. Effective July 1, 2023 each bargaining unit employee shall receive a three percent (3%) increase to their current base rate: police officers - 3%, dispatchers - 3% - animal control & parking 3%
4. This contract will remain in effect until June 30, 2024 at which time it will be renegotiated under the terms of this Agreement
5. The Employer shall compensate a newly hired employee one-dollar (\$1.00) per hour below that of the base rate for his/her classification grade for the first twelve (12) months of employment. After employee's successful completion of his/her twelve (12) month probation period, the Employer shall compensate employee in accordance with the position's pay schedule.
6. Employees will receive differential pay of seventy-five cents (\$.75) per hour for the afternoon shift and one dollar (\$1.00) per hour for the night shift in addition to any other compensation.

Afternoon shift shall be hours between 3 p.m. and 11 p.m. Night shift shall be hours between 11 p.m. and 7 a.m.
7. When an employee is temporarily assigned to a higher grade, the employee shall receive the wage rate of the step of the higher grade corresponding to his/her current step for each hour worked in the higher grade, provided however, that if such employee works four (4) hours or more in the higher grade in the same shift. The employee shall receive the higher rate of pay for the full shift.

ADDENDUM "B" (continued)

Grade	Position	7/01/21 To 6/30/22	7/01/22 To 6/30/23	7/01/23 To 6/30/24
1				
2	Animal Control & Parking Attendant/Vacant - Grade and salary to be negotiated when filled through future negotiations	\$16.50	\$16.83	\$17.33
3	Communications Officer I	\$21.80/hr	\$22.24/hr	\$22.91/hr
4	Communications Officer II	\$22.88/hr	\$23.34/hr	\$24.04/hr
5	Communications Officer III	\$24.18/hr	\$24.66/hr	\$25.40/hr
6	Police Officer, Patrolman	\$24.59/hr	\$25.08/hr	\$25.83/hr
7	Police Officer, Senior Patrolman	\$25.67/hr	\$26.18/hr	\$26.97/hr
8	Police Officer, Master Patrolman	\$27.30/hr	\$27.85/hr	\$28.69/hr
9				

A. Senior Patrolman wage is a minimum of \$1.00 per hour over Patrolman's base wage. Master Patrolman wage is a minimum of \$2.50 per hour over Patrolman's base wage.

B. Communication Officer II wage is a minimum of \$1.00 per hour over Communication Officer I base wage. Communication Officer III wage is a minimum of \$2.20 per hour over Communication Officers I base wage.

ADDENDUM "F"
POLICE/DISPATCH ~~ANIMAL CONTROL/PARKING~~
RETENTION SYSTEM

Years of Service = \$.05/hour increase beginning 2nd year of employment
\$.10/hour increase beginning year 11-15 and then returns to \$.05/hour.

Years	Increase/Hour	Yearly Increase
1	\$.00	\$.00
2	\$.05	\$ 104.00
3	\$.10	\$ 208.00
4	\$.15	\$ 312.00
5	\$.20	\$ 416.00
6	\$.25	\$ 520.00
7	\$.30	\$ 624.00
8	\$.35	\$ 728.00
9	\$.40	\$ 832.00
10	\$.45	\$ 936.00
11	\$.55	\$1,144.00
12	\$.65	\$1,352.00
13	\$.75	\$1,560.00
14	\$.85	\$1,768.00
15	\$.95	\$1,976.00
16	\$ 1.00	\$2,080.00
17	\$ 1.05	\$2,184.00
18	\$ 1.10	\$2,288.00
19	\$ 1.15	\$2,392.00
20	\$ 1.20	\$2,496.00
21	\$ 1.25	\$2,600.00
22	\$ 1.30	\$2,704.00
23	\$ 1.35	\$2,808.00
24	\$ 1.40	\$2,912.00
25	\$ 1.45	\$3,016.00

Amounts will not compound. This is for all 303 Members. This amount is based on work year of 2080 hours/year. Yearly amount will depend on regular hours worked. There is no cap on years of service.