

ANOKA COUNTY

MANAGEMENT COMMITTEE AGENDA
and Meeting of the Anoka County Board of Commissioners**

Commissioners West (Chair), Braastad, Reinert, and Schulte

FOR THE SEPTEMBER 13, 2022, MEETING

8:45 A.M.

County Board Room #705 - Government Center

1. Public Comment: Public comments are welcome at this time. In consideration of others wishing to speak, please limit comments to 2 minutes. Questions directed to the committee will not be answered immediately; however, whenever possible, all appropriate questions will be responded to in a timely and effective manner by county staff.
2. In accordance with the Personnel Rules and Regulations, and/or the Travel Policy, and at the request and recommendation of the respective department heads, consider approving the consent items. **See attached** consent items.
3. Consider recommending adopting Resolution #2022-M16, A Resolution Approving The Tentative Agreement Between The County Of Anoka And Law Enforcement Labor Services, Inc. Representing The Sheriff's Office Licensed Sergeants Bargaining Unit For The Calendar Years 2022-2024 (Contract #C0009474). **See attached** resolution.

If approved by the Management Committee, this item may move directly to the county board for approval on September 13, 2022.

4. Consider recommending adopting the following resolutions relating to Anoka County Library donations:
 - A. Resolution #2022-M17, Resolution Accepting Donations from Patrons (July 2022). **See attached** resolution.
 - B. Resolution #2022-M18, Resolution Accepting Donations from Patrons (August 2022). **See attached** resolution.

*** Actions taken by this Committee do not bind the County Board. In addition to the County Commissioners appointed to this committee, additional County Commissioners may attend. Non-committee Commissioners may choose to participate in the discussions and/or ask questions, but they will **not** vote on any item, nor will they agree to take a specific action on business conducted by the committee. If their attendance and limited participation in the committee meeting is considered a meeting of the County Board, this shall serve as notice of a County Board meeting. This shall also serve as notice of a County Board Meeting for any committee comprised of four or more members of the board.*

ANOKA COUNTY

CONSENT ITEMS

FOR THE SEPTEMBER 13, 2022, MANAGEMENT COMMITTEE MEETING

*Consent items will be voted on as one item.
At the request of any commissioner, a consent item may be
moved to the regular agenda for discussion purposes.*

1. Travel requests at the request and recommendation of the respective department heads in accordance with the Travel and Expense Policies:
 - A. Carol Anderson, Imaging Specialist - Administration/Information Technology - to attend OnBase System Administration Course - Online Training - 5 days, September 2022 - costs to include \$3,300 registration.

Travel and training forms are available in Administration for review.

RESOLUTION #2022-M16

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT
BETWEEN THE COUNTY OF ANOKA AND
LAW ENFORCEMENT LABOR SERVICES, INC.
REPRESENTING THE SHERIFF'S OFFICE
LICENSED SERGEANTS BARGAINING UNIT
FOR THE CALENDAR YEARS 2022-2024
(CONTRACT #C0009474)**

WHEREAS, representatives of Anoka County and representatives of Law Enforcement Labor Services, Inc. representing the licensed sergeants unit of Anoka County, have negotiated a three-year labor agreement for the term January 1, 2022 through December 31, 2024; and,

WHEREAS, the attached document (Exhibit A) summarizes the substantive agreement between the parties on the tentative agreement:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby approve the tentative agreement and that the chief negotiator for the Anoka County Board of Commissioners is authorized and directed to prepare contract documents incorporating this tentative agreement, and further, that upon receipt of the three original contracts executed by the union, the Anoka County Board Chair, County Administrator, Chief Human Resources Officer, labor negotiator and other appropriate individuals be authorized and directed to execute the original contracts and documents.

To: Anoka County Board of Commissioners
From: Scott Lepak, Chief Labor Negotiator
Date: August 22, 2022
Re: Sheriff's Office Tentative Agreements for Licensed Sergeants

As you know, representatives of the County and Law Enforcement Labor Services, Inc. (LELS) undertook a significant review and rework of the Anoka County Sheriff's Office bargaining unit contracts for the union contracts beginning in 2022. The Anoka County Sheriff's Office has six (6) bargaining units that are all represented by LELS (with different locals).

The impetus behind this overhaul was a recognition that the County's pay plans were negatively impacting recruitment and retention in the increasingly difficult to hire positions within law enforcement. As part of this overall review, the County expressed a desire to also have these groups move away from the sick and vacation model in place for some of these bargaining units for well over four decades and onto the County's Preferred Benefit Program. Finally, the parties undertook negotiations with a goal of making the collective bargaining agreements more uniform in language and location of the various provisions within the union contracts while recognizing that each union contract needed to retain unique language in other areas that is applicable to that particular bargaining unit.

Five of the six bargaining units previously ratified agreements. The remaining bargaining unit, the licensed sergeants group notified the County that they ratified their agreement.

The major substantive changes to the prior contract is much the same as the other Sheriff's Office groups and are as follows:

1. Duration. 3 year agreement – January 1, 2022 – December 31, 2024.
2. Pay Scale. The prior modified step and merit based systems in place for the bargaining units has been replaced with a more uniform step system.
 - The new system will be five (5) years to top (time in rank). This is similar to the detectives and detention sergeants groups. This compares to the seven (7) years to top for the licensed deputies and the two (2) years to top for the licensed and detention deputies.
 - A primary impact of the new systems is that the starting pay will be greater than under the prior systems. While the maximum pay will remain largely consistent with the prior pay plans, individuals will be able to uniformly move to this maximum pay more quickly.

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Charles M. Seykora
Beverly K. Dodge
James D. Hoefl
* Joan M. Quade
* John T. Buchman
Scott M. Lepak
William F. Huefner

Bradley A. Kletscher
Timothy D. Erb
Karen K. Kurth
Adriel B. Villarreal
Tammy J. Schemmel
Carole Clark Isakson
Joseph J. Deuhs, Jr.

Jennifer C. Moreau
Cathryn D. Reher
Jason C. Brown
Thomas R. Wentzell
Herm L. Talle
David R. Schaps
Lindsay K. Fischbach

Nicole R. Wiebold
Tyler W. Eubank
Bobbi Hermanson-Albers
Erik C. Ordahl
Stephany J. Elmer
Georgia S. Kellogg
Mikael J. Ingvaldson

Of Counsel
Michael F. Hurley
Elizabeth A. Schading
James H. Wills

* Also Licensed
in Wisconsin

- The different pay plans under the prior agreements created leapfrogging issues in which newer promoted members of the bargaining unit would move past incumbents who had been in the position longer. The new uniform pay system should address that issue as the pay systems are more consistent and promotional increases from bargaining unit to bargaining unit are more uniform.
3. Benefits Programs. The differing benefits programs in the collective bargaining agreements will be replaced by a uniform benefit. Employees in the bargaining units will be covered by the Flexible Time Off (“FTO”) and Extended Medical Benefit (“EMB”) policies within the County’s Preferred Benefit Program as outlined in the Anoka County Rules and Regulations Manual. In the event that the County reduces the rates of accrual, eligibility for use, or carryover amounts within those policies during the term of the collective bargaining agreement, the Union may reopen the collective bargaining agreement for the limited purpose of negotiating the continued application of the policies amended by the County. Any such reopener shall be initiated by the Union submitting such request to the County in writing.
 4. Severance. The parties negotiated common language that largely provides the same benefit as nonunion employees with some elements unique to the Sheriff’s Office. An employee who separates from County employment by retirement, death, layoff, or resignation in good standing shall receive pay equal to the amount of accumulated FTO up to 360 hours earned at the date of severance from employment. A deceased employee’s severance pay shall be paid in accordance with any applicable state and federal laws. For purposes of this Article, good standing will be defined as the employee giving the Sheriff at least fourteen (14) calendar days’ prior notice subject to the following exceptions and application:

An employee who resigns in lieu of an anticipated discharge is deemed to have resigned in not good standing.

An employee who is absent from work without authorization for a period of three consecutive working days shall be deemed to have voluntarily resigned. The same may apply when an employee fails to return to work within three working days of the expiration of an authorized leave.

The Sheriff also may waive the written notice, time frame and other exceptions noted above when it is deemed to be in the best interest of the County.

This group also negotiated a single limited time exception to this general application to one individual who has identified an upcoming retirement. The parties agree that in the event that the identified bargaining unit member retires from the Anoka County Sheriff’s Office as a licensed sergeant in good standing during the period of June 1, 2022 through December 31, 2022, he will receive pay equal to the amount of accumulated FTO up to 392 hours (rather than the stated 360 hour cap) earned at the date of severance from employment.

5. Language and other provisions. The parties also negotiated a more uniform location of the various common articles and sections so that they can be more quickly. The parties also attempted to make the actual language of various provisions more uniform. For example, the management rights, grievance procedure and discipline provisions are now more consistent across the groups.

RESOLUTION #2022-M17

RESOLUTION ACCEPTING DONATIONS FROM PATRONS

WHEREAS, patrons have donated the following totaling \$866.39 for the month of July 2022 in cash to the Anoka County Library:

Lillian Beck	\$250.00
Goodwill Donation Box/Book Carts	\$616.39

WHEREAS, Minn. Stat 465.03 requires the county to accept donations by resolution expressed in terms prescribed by the donor:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby accept the donations of cash.

BE IT FURTHER RESOLVED that the Anoka County Board of Commissioners hereby wishes to extend it grateful appreciation to the patrons for their generous cash donations to the Anoka County Library.

RESOLUTION #2022-M18

RESOLUTION ACCEPTING DONATIONS FROM PATRONS

WHEREAS, patrons have donated the following totaling \$1931.86 for the month of August 2022 in cash to the Anoka County Library:

Julie Linnihan	\$1000.00
Goodwill Donation Box/Book Carts	\$931.86

WHEREAS, Minn. Stat 465.03 requires the county to accept donations by resolution expressed in terms prescribed by the donor:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby accept the donations of cash.