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Mr. Dean Mann  
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Law Enforcement Labor  
Services, Inc.  
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St. Paul, MN 55130-4039

Mr. Frank J. Madden  
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Suite 295  
505 North Highway 169  
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Re: The Arbitration Between  
Law Enforcement Labor Services, Inc., and  
The City of Minnetonka  
Minnesota Bureau of Mediation Services  
Case No. 09-PN-0698  
(Interests)

Gentlemen:

Mr. Madden, the representative of the Employer in the matter referred to above, has requested a clarification of my Award, which is dated September 2, 2009. In response to that request, Mr. Mann, the representative the Union, states that "the language proposed by the City further outlines the process that is used when calculating any Market Adjustment and may be helpful to the parties in the future" and that the Union has no objection that language.

Accordingly, I amend the Award by changing the indented language on its thirteenth and fourteenth pages. That indented language appears immediately after my page 13 statement -- "Thus, the contract language covering the market adjustment shall be the following." In place of that indented language, the following language shall be substituted:

For 2009, the market adjustment will be determined using the 2008 League of Minnesota Cities Metro Area Salary Survey. The comparison cities will be Bloomington, Eden Prairie, Edina, Richfield and St. Louis Park.

Minnetonka's 2008 maximum wage rate for public safety dispatchers as listed in the 2008 survey will be multiplied by the base pay increase (2.75% for 2009) awarded in the September 2, 2009 "interests" arbitration

proceeding between the parties. The 2008 weighted mean for public safety dispatchers for the above-noted comparison cities will be multiplied by the base pay increase (2.75% for 2009) awarded in the "interests" arbitration proceeding between the parties. If Minnetonka's maximum wage rate is above the weighted mean, no market adjustment will be made in 2009. If Minnetonka's maximum wage rate is below the weighted mean, the public safety dispatchers' maximum wage rate will be adjusted by the percentage difference between Minnetonka's maximum wage rate and the weighted mean of the comparison group. Each remaining wage step will be adjusted accordingly.

For 2010, the market adjustment will be determined using the 2009 League of Minnesota Cities Metro Area Salary Survey. The comparison cities will be Bloomington, Eden Prairie, Edina, Richfield and St. Louis Park.

Minnetonka's 2009 maximum wage rate for public safety dispatchers as determined in the award of September 2, 2009, in the "interests" arbitration proceeding between the parties will be multiplied by the base pay increase (1.00% for 2010) awarded in the September 2, 2009 "interests" arbitration proceeding between the parties. The 2009 weighted mean for public safety dispatchers for the above-noted comparison cities will be multiplied by the base pay increase (1.00% for 2010) awarded in the "interests" arbitration proceeding between the parties. If Minnetonka's maximum wage rate is above the weighted mean, no market adjustment will be made in 2010. If Minnetonka's maximum wage rate is below the weighted mean, the public safety dispatchers' maximum wage rate will be adjusted by the percentage difference between Minnetonka's maximum wage rate and the weighted mean of the comparison group. Each remaining wage step will be adjusted accordingly.

I am waiving any additional fees for providing the parties with this clarification. I am sending a copy of this letter to the Minnesota Bureau of Mediation Services.

Yours very truly,



Thomas P. Gallagher