



CITY COUNCIL MEETING

AGENDA ITEM

Prepared By: <i>Allie Polsfuss, City Administrator on behalf of the Personnel Committee</i>	Meeting Date: <i>09/14/2026</i>	Item Name: <i>Promotions from Police Officer to Police Officer/EMT</i>
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BACKGROUND

Breezy Point's Police Officer Paramedics and EMT program is aimed to employ police officers who are certified as Paramedics and Emergency Medical Technicians so they have the ability to administer advanced emergency care.

Officers Garbe and Salvevold are currently enrolled in training and are pursuing certification to obtain the Police Officer/EMT designation. It is anticipated that both officers will complete their certification in the Fall.

OVERVIEW

Per the LELS agreement *"An employee trained as a paramedic, who has been given authority by the City and the Medical Director to function as such, whether on or off duty, shall receive the appropriate pay grade according to the City's pay schedule to reflect the additional training and responsibility assigned to the employee."*

The Personnel Committee met on August 11th to review the promotions and associated pay increases. The change in title/promotion and associated pay increase becomes effective following authorization by the employer. The Personnel Committee recommends Salvevold and Garbe be promoted upon completion of certification of their EMT program and placed into the corresponding step in the Police Officer/EMT pay scale per the LELS union agreement.

BUDGET IMPACT

2026: The budget impact to 2026 is minimal (less than ~\$3,000.) This increase has been accounted for in the 2027 budget.

STAFF RECOMMENDATION:

Approve promotions as presented.