



CITY OF LAKE FOREST PARK

CITY COUNCIL

AGENDA COVER SHEET

Meeting Date	March 27, 2025
Originating Department	Executive
Contact Person	Phillip Hill, City Administrator Michael Harden, Chief of Police Shannon Moore, Human Resources Director
Title	Resolution 25-2008/Authorizing the Mayor to sign a Collective Bargaining Agreement between the City of Lake Forest Park and the Lake Forest Park Police Guild for the term January 1, 2025, through December 31, 2027

Legislative History

- First Presentation: City Council Regular Meeting Closed Session, 10/10/2024
 - Second Presentation/Action: City Council Regular Meeting, 03/27/2025
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Attachments:

1. Resolution 25-2008
 2. Collective Bargaining Agreement between the City of Lake Forest Park and the Lake Forest Park Police Guild for the term January 1, 2025, through December 31, 2027.
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Executive Summary

The City Administration and Lake Forest Park Police Guild have bargained in good faith and reached agreement on a Collective Bargaining Agreement for January 1, 2025, through December 31, 2027.

Background

The previous Collective Bargaining Agreement between the City of Lake Forest Park and the Lake Forest Park Police Guild expired on December 31, 2024. In September 2024, the City Administration and the Lake Forest Park Police Guild began negotiations for a successor collective bargaining agreement.

The three-year contract provides for the following wage adjustments:

Commissioned Employees

Effective January 1, 2025, wage rates shall increase by 7.0% (3% COLA, 4% market adjustment) (includes retro pay)

Effective July 1, 2025, wage rates shall increase by 2.0% (market adjustment)

Effective January 1, 2025, wage rates shall increase by 4.5% (3.0% COLA, 1.5% market adjustment)

Effective January 1, 2027, wage rates shall increase by 4.0% (3.0% COLA, 1.0% market adjustment)

Non-Commissioned Employees

Effective January 1, 2025, wage rates shall increase by 7.0% (3% COLA, 4% market adjustment) (includes retro pay)

Effective July 1, 2025, wage rates shall increase by 2.0% (market adjustment)

Effective January 1, 2025, wage rates shall increase by 4.5% (3.0% COLA, 1.5% market adjustment)

Effective January 1, 2027, wage rates shall increase by 4.0% (3.0% COLA, 1.0% market adjustment)

The contract includes the following changes to incentive pay, for a maximum of two incentive pays, not inclusive of Field Training Officer (FTO) pay:

- Adds Specialty Bilingual Pay at \$1,000 per year.
- Adds Specialty pay for Special Weapons and Tactics (SWAT), Hostage Negotiations Team (HNT)/Independent Investigations Team (IFIT) at 5% above base wage pay.
- Adds an Officer in Charge Specialty pay of 5% above the base wage rate for that shift.

The other change is uniform allowance increases from \$625.00 to \$850.00 on January 1, 2026.

Fiscal & Policy Implications

The budget for 2025 is sufficient for the salary and benefit costs associated with this agreement. However, the budget for 2026 will likely require review during the 2025 mid-biennial budget process, depending on actual realized costs in the first half of the biennium.

Alternatives

<i>Options</i>	<i>Results</i>
<ul style="list-style-type: none"> • Decline to ratify the Collective Bargaining Agreement. 	Continue to collectively bargain with the Guild. City would most likely face an unfair labor practice charge for failure to bargain in good faith.
<ul style="list-style-type: none"> • Authorize the Mayor to sign the Collective Bargaining Agreement. 	The City and Police Guild will have a 3-year Collective Bargaining Agreement in place.

Staff Recommendation

The Administration recommends that the City Council adopt Resolution 25-2008 authorizing the Mayor to sign the Agreement by and between the City of Lake Forest Park and the Lake Forest Park Police Guild, dated January 1, 2025, through December 31, 2027.