



CITY OF LAKE FOREST PARK

CITY COUNCIL

AGENDA COVER SHEET

Meeting Date	May 25, 2023
Originating Department	Executive
Contact Person	Phillip Hill, City Administrator
Title	Resolution 23-1898/Authorizing the Mayor to Sign a Memorandum of Agreement to the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement between the City of Lake Forest Park and the Lake Forest Park Police Guild

Legislative History

- First Presentation: City Council Regular Meeting Closed Session 4/14/2022
 - Second Presentation/Action: City Council Regular Meeting 4/28/2022
 - Third Presentation: City Council Regular Meeting Closed Session 3/23/2023
 - Fourth Presentation/Action: City Council Regular Meeting 5/25/2023
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Attachments:

1. Resolution 23-1898
 2. Memorandum of Agreement to the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement between the City of Lake Forest Park, and Lake Forest Park Police Guild
 3. Collective Bargaining Agreement between City of Lake Forest Park and Lake Forest Park Police Guild dated January 1, 2022, through December 31, 2024.
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Executive Summary

The City Administration and Lake Forest Park Police Guild have bargained in good faith and reached a Memorandum of Agreement to the Collective Bargaining Agreement for January 1, 2022, through December 31, 2024.

Background

The previous Collective Bargaining Agreement (CBA) between the City of Lake Forest Park and the Lake Forest Park Police Guild expired on December 31, 2020. The Guild approached the City in 2020 and asked to extend that contract by one (1) year to December 31, 2021, agreeing to a 0% wage increase considering the uncertainty of City finances due to the COVID-19 epidemic. In July 2021, the City Administration and the Lake Forest Park Police Guild began negotiations for a successor collective bargaining agreement.

The three-year contract, executed April 28, 2022, provided for the following wage adjustments:

Commissioned Employees

1/1/2022: 3.0% COLA (includes retro pay)

7/1/2022: 3.0% Market adjustment

(This is an effective rate of 4.5% for 2022)

1/1/2023: 3.0% COLA

1/1/2024: 3.0% COLA

Non- and Special-Commissioned Employees

1/1/2022: 4.0% (includes retro pay)

1/1/2023: 3.0%

1/1/2024: 3.0%

Given the early execution of the current CBA and the uncertainty of future inflation at the time, many cities in the region bargained contracts with market adjustments well above what this agreement contains. This in tandem with the tight labor market has made it difficult to attract qualified talent and has also played a role in the loss of seasoned officers.

The administration made a proposal on May 2, 2023, to the Guild as follows:

- Wages for commissioned, and non- and special-commissioned members would increase 5% effective June 1, 2023. This is in addition to the January 1 COLA.
- Article 6 of the current CBA would be amended, allowing the Chief additional latitude in moving officers from one squad to another based on operational needs.
- Article 7 of the current CBA would be amended clarifying the assigning of Off-Duty overtime.
- Article 10 of the current CBA would be amended with respect to the donation of sick leave, to mirror the employee handbook and expand the use of such leave for care of family members.

The administration was notified later the same day that the Guild had accepted the proposal in its entirety. Upon authorization of this proposal by the Council, all noted changes will become effective. The salary increase will place salaries just above the average for the seven comparison cities, resulting in the third highest pay scale. Comparison cities are selected based on 50%+/- of population and assessed value.

The pay increase will extend to the Lieutenants' as well, to avoid salary compression between that position and the position of Sergeant. The two lieutenant positions would also be increased by 5.0%. The amendments to the 2023 and 2024 Budgeted Positions and Salary Schedule adopted with the 2023-2024 Biennial Budget are proposed to Council by separate ordinance.

Fiscal & Policy Implications

The total 2023 annual salary increase to the budget is approximately \$97,000 including the two lieutenant positions. With an effective date of June 1, will result in a 2023 increase of roughly \$57,000. There is sufficient salary budget in the police department to cover this increase in 2023. The salary

increase in 2024 will be roughly \$100,000. If necessary, the police salary budget for 2024 will be amended during the mid-biennial budget process.

Alternatives

<i>Options</i>	<i>Results</i>
• Authorize the mayor to enter into a Memorandum of Agreement with the Guild.	Changes noted above will become effective and officer salary will be more in line with the market.
• Do not authorize the mayor to enter into a Memorandum of Agreement with the Guild.	No changes will take effect, resulting in greater pay disparity between LFP and the comparable cities.

Staff Recommendation

Adopt Resolution 23-1898, authorizing the Mayor to enter into a Memorandum of Agreement to the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement between the City of Lake Forest Park and the Lake Forest Park Police Guild.