



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	Ordinance 23-1266/Amending the 2023 Budgeted Positions and Salary Schedule incorporated in Ordinance No. 1256 adopting the 2023-2024 Biennial Budget.

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. Ordinance 23-1266
 2. Exhibit A - Adopted Salary Schedule and Amended Salary Schedule
 3. 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
 4. 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 ("MOA") to the Collective Bargaining Agreement for January 1, 2022, through December 31, 2024. Authorization for the MOA is being considered by the City Council at this May 25, 2023, meeting. The Police Department and Administration are requesting that the pay increase in the MOA be extended to the Lieutenants' as well, to avoid salary compression between that position

and the position of Sergeant. Wages for commissioned, non- and special-commissioned members, and the two Lieutenant positions would increase 5% effective June 1, 2023. The proposed Ordinance amends the 2023 Budgeted Positions and Salary Schedule that was incorporated into Ordinance No. 1256 adopting the 2023-2024 biennial budget.

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 for 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 the 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 Police Department and Administration propose that the pay increase 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%.

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 a sufficient salary budget in the police department to cover this increase in 2023.

This chart shows the current salaries above and the proposed new salaries below:

Police							
Police Chief	1.00						15,129
Lieutenant - Current	2.00	7,920	8,449	8,976	9,504	10,032	11,332
Lieutenant - New	2.00	8,316	8,871	9,425	9,979	10,534	11,898
Sergeant 2	3.00						9,025
Sergeant 2	4.00						9,475
Sergeant 1	1.00						8,573
Sergeant 1	0.00						9,002
Police Officer	9.00	6,105	6,587	7,111	7,628		
Police Officer	9.00	6,409	6,916	7,467	8,009		
Detective	2.00	6,715	7,246	7,822	8,391		
Detective	2.00	7,050	7,608	8,213	8,810		
Traffic	1.00	6,410	6,916	7,467	8,010		
Traffic	1.00	6,730	7,262	7,840	8,409		
K-9	1.00	6,410	6,916	7,467	8,010		
K-9	1.00	6,730	7,262	7,840	8,409		
Support Services Officer	1.00	4,850	5,197	5,542	5,898		
Support Services Officer	1.00	5,093	5,457	5,820	6,193		
Records Specialist	2.00	4,680	4,847	5,013	5,177	5,342	5,508
Records Specialist	2.00	4,914	5,089	5,264	5,436	5,609	5,784
Domestic Violence Advocate	0.35	4,823	5,145	5,466	5,788	6,110	6,431

Alternatives

<i>Options</i>	<i>Results</i>
Adopt Ordinance No. 23-1266	The salary amendments in the Memorandum of Agreement with the Police Guild will be shown in the 2023 Budgeted Positions and Salary Schedule. The salary increase will also be extended to the Lieutenant position and shown in the 2023 Budget Positions and Salary Schedule.
Do not adopt Ordinance No. 23-1266	No changes will take effect, resulting in greater pay disparity between LFP and the comparable cities.

Staff Recommendation

Adopt Ordinance No. 23-1266, amending the 2023 Budgeted Positions and Salary Schedule that was incorporated into Ordinance No. 1256 adopting the 2023-2024 biennial budget.