

**CITY OF SPRING LAKE PARK**

**RESOLUTION NO. 22-02**

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT BETWEEN THE CITY OF SPRING LAKE PARK AND LELS LOCAL #265, REPRESENTING THE PATROL SERGEANTS BARGAINING UNIT, FOR CALENDAR YEARS 2022-2023**

**WHEREAS**, representatives of the City of Spring Lake Park and representatives of LELS Local #265, representing the Patrol Sergeants bargaining unit of the City have negotiated a 2 year labor agreement for the term of January 1, 2022 through December 31, 2023; and

**WHEREAS**, the attached document summaries the substantive agreement between the parties.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Spring Lake Park, Minnesota that the City Council approves and ratifies the tentative agreement and that the appropriate individuals designated by the City are authorized and directed to execute the original contracts.

The foregoing Resolution was moved for adoption by Councilmember .

Upon Vote being taken thereon, the following voted in favor thereof:

And the following voted against the same:

Whereon the Mayor declared said Resolution duly passed and adopted the 3rd day of January, 2022.

APPROVED BY:

\_\_\_\_\_  
Robert Nelson, Mayor

ATTEST:

\_\_\_\_\_  
Daniel R. Buchholtz, City Administrator

**APPENDIX A**

**TENTATIVE AGREEMENT BETWEEN CITY OF SPRING LAKE PARK  
AND LELS LOCAL #265**

- 1. Article #25: Two year contract for 2022 and 2023 calendar years
- 2. Appendix A: Implementation of following compensation table

	<u>1/1/22</u>	<u>2.5%</u> <u>1/1/23</u>
<b>STEP 1 START</b>	<b>\$6,983.72</b>	<b>\$7,158.31</b>
<b>STEP 2 After 6 Months of Service</b>	<b>7,228.15</b>	<b>7,408.85</b>
<b>STEP 3 After 1 Year of Service</b>	<b>7,481.13</b>	<b>7,668.16</b>
<b>STEP 4 After 2 Years of Service</b>	<b>7,742.97</b>	<b>7,936.55</b>
<b>STEP 5 After 3 Years of Service</b>	<b>8,013.98</b>	<b>8,214.33</b>
<b>STEP 6 After 4 Years of Service</b>	<b>8,294.47</b>	<b>8,501.83</b>
<b>STEP 7 After 5 Years of Service</b>	<b>8,584.77</b>	<b>8,799.39</b>

During the term of this contract, and exclusively in the calendar year after an employee reaches Step 7, the employee shall receive a market rate adjustment payment of \$1,500. The market rate adjustment payment shall become a part of the employee’s annual salary will be paid in equal installments on the employee’s bi-weekly pay check.

- 3. Appendix B: Uniform Allowance                      Increase to \$910 in 2022 and \$930 in 2023
- 4. Appendix B: Insurance                                      Continue same health care language
- 5. Appendix B: Education                                      Add the following language: *One member each year shall be allowed to attend the LELS Annual Conference during work hours. The cost of registration and hotel shall be paid by LELS. Meals and transportation for the day or days of training shall be paid by the City in accordance with its reimbursement policy. For purposes of this provision, only hours in which the conference is in session shall be considered work hours. The member shall be responsible for notifying the Police Chief of the dates of the Annual Conference and ensuring coverage of his/her work duties during the Annual Conference.*

6. Article 15: Overtime

Increase maximum accrual of compensatory time from 44 hours to 60 hours; amend language to state that employees will have overtime paid out on their regular bi-weekly pay check; amend language allowing employee to periodically convert compensatory time to overtime.

7. Article 19: Holidays

Add language stating if the Minnesota State Legislature adds Juneteenth to the list of holidays under M.S. 645.44, subd. 5, the City will include Juneteenth as a holiday under Article 21, Section 1 (A).