

**CITY OF SPRING LAKE PARK**

**RESOLUTION NO. 2026-04**

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT BETWEEN THE CITY OF SPRING LAKE PARK AND IUOE LOCAL 49, REPRESENTING THE PUBLIC WORKS BARGAINING UNIT, FOR CALENDAR YEARS 2026-2027**

**WHEREAS**, representatives of the City of Spring Lake Park and representatives of I.U.O.E. Local 49, representing the Public Works bargaining unit of the City, have negotiated a 2 year labor agreement for the term of January 1, 2026 through December 31, 2027; 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 2nd day of February, 2026.

APPROVED BY:

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Robert Nelson, Mayor

ATTEST:

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Daniel R. Buchholtz, City Administrator

## APPENDIX A

### TENTATIVE AGREEMENT BETWEEN CITY OF SPRING LAKE PARK AND IUOE LOCAL 49

1. Article #17: Two year contract for 2026 and 2027 calendar years
2. Article #8 Increase vacation standby duty pay to one and one-half hours of overtime pay per week day.

Employees who respond to operational emergencies by phone or electronic coordination, without a physical call-out and while not on standby, shall receive 0.25 hours of compensatory time per incident.

3. Article #9 Increase City's maximum contribution to health insurance \$1,689.58 per month, per employee starting January 1, 2026; split increases in premium or deductible on a 50/50 basis with the employee.
4. Article #10: Implementation of following compensation table

<i>Maintenance Worker</i>		
	4.00% COLA+ 1% market rate adj. 1/1/2026	4.00% 1/1/2027
Step 1	\$32.06	\$33.34
Step 2 (6 months)	\$33.14	\$34.46
Step 3 (1 year)	\$34.26	\$35.63
Step 4 (2 years)	\$35.42	\$36.83
Step 5 (3 years)	\$36.62	\$38.09
Step 6 (4 years)	\$37.85	\$39.37
Step 7 (5 years)	\$39.14	\$40.71

<i>Maintenance Worker/Mechanic</i> <i>(\$3.50/hour stipend above Maintenance Worker</i>		
	1/1/2026	1/1/2027
Step 1	\$35.56	\$36.84
Step 2 (6 months)	\$36.64	\$37.96
Step 3 (1 year)	\$37.76	\$39.13
Step 4 (2 years)	\$38.92	\$40.33
Step 5 (3 years)	\$40.12	\$41.59
Step 6 (4 years)	\$41.35	\$42.89
Step 7 (5 years)	\$42.64	\$44.21

<i>Lead Maintenance Worker</i>		
	4.00% COLA+ 1% market rate adj. 1/1/2026	4.00% 1/1/2027
Step 1	\$35.88	\$37.31
Step 2 (6 months)	\$37.10	\$38.58
Step 3 (1 year)	\$38.36	\$39.89
Step 4 (2 years)	\$39.67	\$41.26
Step 5 (3 years)	\$41.01	\$42.65
Step 6 (4 years)	\$42.41	\$44.11
Step 7 (5 years)	\$43.86	\$45.61

5. Article 11: Add Backflow Assembly Test Certification to list of Certifications.  
  
Increase compensation to \$0.35/hour for each eligible certification, up to a maximum of \$1.40/hour.
6. Article 12: Increase uniform allowance to \$875.00 in 2026 and \$900.00 in 2027.
7. New Article: Minnesota Paid Leave Law language. City and employees will equally share premium cost for Minnesota Paid Medical Leave law and City has the right to meet its obligations under the law through the state-administered program or through a private plan that complies with all applicable provisions of Minnesota law.