

CITY OF SPRING LAKE PARK

RESOLUTION NO. 2025-36

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT BETWEEN THE
CITY OF SPRING LAKE PARK AND LELS LOCAL #265, REPRESENTING THE
SERGEANT BARGAINING UNIT FOR CALENDAR YEARS 2026-2027**

WHEREAS, representatives of the City of Spring Lake Park and representatives of LELS Local #265, representing the Sergeant 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.

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 6th day of October, 2025.

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 2026 and 2027 calendar years

2. Appendix A: Implementation of following compensation table

	<u>1/1/2026</u>	<u>1/1/2027</u>
STEP 1 – START	\$ 8,070.92	\$ 8,393.76
STEP 2 – 6 months service	8,353.41	8,689.55
STEP 3 – 1 year service	8,645.77	8,991.60
STEP 4 – 2 years service	8,948.38	9,306.32
STEP 5 - 3 years service	9,261.57	9,632.03
STEP 6 – 4 years service	9,585.72	9,969.15
STEP 7 – 5 years service	9,921.23	10,318.08
LONGEVITY – After 7 years service	10,302.65	10,714.76
LONGEVITY – After 9 years service	10,684.08	11,111.44

3. Appendix A: Employees who were members of the bargaining unit on January 1, 2026, and who remain actively employed in the bargaining unit on July 1, 2027, shall receive a one-time employee retention payment of \$1,000.00. The payment will be issued in the first full payroll period following July 1, 2027, and will be subject to all applicable taxes and withholdings.

4. Appendix A: Allow employees assigned to perform Field Training Officer duties to receive one-hour compensatory time or one hour overtime per shift worked, or pro rata portion thereof.

5. Appendix B: Increase uniform allowance to \$1,050 in 2026 and \$1,100 in 2027

6. Appendix B: Increase City's maximum contribution to health insurance \$1,689.58 per month, per employee starting January 1, 2026; increase HSA contribution to \$3,700/year; split increases in premium or deductible on a 50/50 basis with the employee.

7. Appendix B: 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.
8. Appendix C Add new Appendix C to incorporate the Health Care Savings Plan Policy into the Contract.