

CITY OF SPRING LAKE PARK

RESOLUTION NO. 2025-35

A RESOLUTION APPROVING THE TENTATIVE AGREEMENT BETWEEN THE CITY OF SPRING LAKE PARK AND LELS LOCAL #7, REPRESENTING THE PATROL OFFICER BARGAINING UNIT FOR CALENDAR YEARS 2026-2027

WHEREAS, representatives of the City of Spring Lake Park and representatives of LELS Local #7, representing the Patrol Officer 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 #7

1. Article #26: Two year contract for 2026 and 2027 calendar years

2. Appendix A: Implementation of following compensation table

CLASSIFICATION (Patrol Officer)	<u>1/1/2026</u>	<u>1/1/2027</u>
Patrol Officer – Beginning	\$6,841.05	\$7,114.69
Patrol Officer – 6 months service	7,080.48	7,363.70
Patrol Officer – 1 year service	7,328.30	7,621.43
Patrol Officer – 2 years service	7,584.79	7,888.18
Patrol Officer - 3 years service	7,850.25	8,164.26
Patrol Officer – 4 years service	8,125.02	8,450.02
Patrol Officer – 5 years service	8,472.99	8,811.91
Patrol Officer – 7 years service (Longevity)	8,831.08	9,184.33
Patrol Officer – 9 years service (Longevity)	9,189.17	9,556.74
CLASSIFICATION (Investigator)	<u>1/1/2026</u>	<u>1/1/2027</u>
Patrol Officer – Beginning	\$7,114.68	\$7,399.27
Patrol Officer – 6 months service	7,363.70	7,658.25
Patrol Officer – 1 year service	7,621.42	7,926.28
Patrol Officer – 2 years service	7,888.17	8,203.70
Patrol Officer - 3 years service	8,164.26	8,490.83
Patrol Officer – 4 years service	8,450.01	8,788.01
Patrol Officer – 5 years service	8,745.77	9,095.60
Patrol Officer – 7 years service (Longevity)	9,151.25	9,517.30
Patrol Officer – 9 years service (Longevity)	9,556.73	9,939.00

3. Appendix B: Uniform Allowance Increase to \$1,050 in 2026 and \$1,100 in 2027

4. Appendix B: Insurance

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.

5. Appendix B: Education

Increase annual contribution for continuing education to \$1,000 per employee per year for employees who use the program exclusively for education and training purposes. If employee elects to use program funds for health club/physical fitness expenses, maximum contribution is \$500 per year per employee.

6. Appendix B: Paid Medical Leave

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.