



COUNCIL CONFERENCE MEETING

February 14, 2022

6:00 PM

Fridley Civic Center, 7071 University Avenue N.E.

AGENDA

1. Resolution No. 2022-16, Approving and Authorizing Signing an Agreement with Patrol Officers (Local #119) for the City of Fridley Public Safety Department for the Years 2022, 2023, and 2024
2. Review of Liquor License for Two Stooges Sports Bar & Grill
3. I-694 Noise Wall (Proposed in New Brighton Adjacent to Innsbruck Townhomes)

The City of Fridley will not discriminate against or harass anyone in the admission or access to, or treatment, or employment in its services, program, or activities because of race, color, creed, religion, national origin, sex, disability, age, marital status, sexual orientation or status with regard to public assistance. Upon request, accommodation will be provided to allow individuals with disabilities to participate in any of Fridley's services, programs, and activities. Hearing impaired persons who need any interpreter or other persons with disabilities who require auxiliary aids should contact Roberta Collins at (763) 572-3500. (TTD/763-572-3534).



AGENDA REPORT

Meeting Date: February 14, 2022

Meeting Type: City Council Meeting

Submitted By: Rebecca Hellegers, Director of Employee Resources

Title

Resolution No. 2022-16, Approving and Authorizing Signing an Agreement with Patrol Officers (Local #119) for the City of Fridley Public Safety Department for the Years 2022, 2023, and 2024

Background

A three-year tentative agreement has been reached between the City of Fridley (City) and the Police Patrol Officer's bargaining unit (L.E.L.S Local #119) for the contract years 2022, 2023, and 2024. At 32 members, it is the largest unit in the City.

The City and L.E.L.S Local #119 entered negotiations this winter, and both parties reached what we believe is a positive and fair settlement. The Labor Market for this group has experienced wide fluctuations in settlements due to many social factors and a very low supply of labor. Negotiations were positive and collaborative. The unit has taken a vote and have approved the tentative agreement, which is summarized below.

Summary of Changes

1. Article 39 – Duration: Three contract years (2022-2024).
2. Article 17 – Insurance: Employees in this bargaining unit will receive the same insurance benefit package as all other city employees, which includes the health, dental, life, and disability insurance and alternatives (cash option or benefit leave). Having the same benefit package for all city employees has been a long-standing pattern and valued practice at the City and remains an important strategy in maintaining fairness between all groups.
3. Article 22 – Wages: Both parties agree to a general increase of three percent (3%) plus a \$.50/hour market wage adjustment for 2022, a general increase of three percent (3%) plus a \$.50/hour market wage adjustment for 2023, and a general increase of three percent (3%) for 2024. The market adjustment is supported by the City's compensation study.
4. Article 26 – Wellness Leave: Employees in this bargaining unit will be awarded forty-eight (48) hours of Wellness Leave at the start of the calendar year for participation in the Public Safety Wellness Program, which includes specific goals that address overall wellness for law enforcement professionals. They will not be required to earn the benefit in advance. Approximately 80% of the members currently earn the benefit so the impact to scheduling is minimal. They will no longer be eligible to participate in the City-wide Wellness Program which reduces City costs. Wellness Leave hours must be used in the calendar year in which they are awarded, and unused hours after

Vision Statement

We believe Fridley will be a safe, vibrant, friendly and stable home for families and businesses.

December 31 of the year will be forfeited. Wellness Leave hours will be pro-rated at 1.846 hours per pay period for those who leave employment prior to the end of the year, or for those who start employment after the start of the year.

Financial Impact

The costs for the proposed contract for 2022-2024 are estimated at \$33,280. This amount reflects what was not already budgeted in the 2022 General Fund. The Department will need to offset costs in other areas to assure a balanced budget. The amount is manageable based on previous year-end balances. In 2023 and 2024, amounts will be adjusted according to the provisions of the contract. In 2021, regular base wages for patrol officers were \$2,642,405 for 32 officers.

Recommendation

Staff recommend the approval of Resolution No. 2022-16.

Focus on Fridley Strategic Alignment

☐ Vibrant Neighborhoods & Places	☐ Community Identity & Relationship Building
☐ Financial Stability & Commercial Prosperity	☐ Public Safety & Environmental Stewardship
☒ Organizational Excellence	

Attachments and Other Resources

- Resolution No. 2022-16

Vision Statement

We believe Fridley will be a safe, vibrant, friendly and stable home for families and businesses.

Resolution No. 2022 - 16

Approving and Authorizing Signing an Agreement with Patrol Officers for the City of Fridley Public Safety Department for the Years 2022, 2023 and 2024

Whereas, the Law Enforcement Labor Services, Inc. as bargaining representative of the Police Patrol Officers, Local #119, of the City of Fridley (Union), has presented to the City of Fridley (City) various requests relating to the wages and working conditions of Police Patrol Officers of the Public Safety Department of the City; and

Whereas, the City presented various requests to the Union and to the employees relating to wages and working conditions of Police Patrol Officers of the Public Safety Department of the City; and

Whereas, representatives of the Union and the City have met and negotiated in good faith regarding the requests of the Union and the City; and

Whereas, representatives of the Union and the City were able to reach an agreement to settle the 2022, 2023 and 2024 contract; and

Whereas, the 2022, 2023 and 2024 contract is the result of that collective bargaining process.

Now, therefore be it resolved, that the City Council of the City of Fridley hereby approves said agreement and the Mayor and the City Manager are hereby authorized to execute the Agreement relating to wages and working conditions of Police Patrol Officers of the City of Fridley.

Passed and adopted by the City Council of the City of Fridley this 14th day of February, 2022.

Scott J. Lund – Mayor

Attest:

Melissa Moore – City Clerk