

2019 MEMORANDUM OF UNDERSTANDING  
By and Between  
The City of Lake Forest Park  
and  
The Lake Forest Park Police Employees Guild  
(Representing the Law Enforcement Employees)

This Memorandum of Understanding ("MOU") is entered into by and between the City of Lake Forest Park (the "City") and the Lake Forest Park Police Employees Guild (the "Guild"), and shall apply to the collective bargaining agreement ("CBA") effective from January 1, 2018 through December 31, 2020. The parties mutually agree that all terms and conditions of the aforementioned CBA, subject to the modifications stated below, shall continue in full force and effect through December 31, 2020.

Effective January 1, 2018, Articles 7.3 of the CBA shall be modified as follows, with changes from the original CBA shown with **bold, underlined font**, and with deletions shown with ~~strikethrough font~~.

- 7.2 Limitations on Overtime: An employee shall be allowed to accrue a maximum of 200 hours of banked compensatory time. An employee may require the City to purchase up to eighty (80) hours of compensatory time per year. The City may, elect to purchase up to eighty (80) hours of the employees compensatory time per year, provided the Employer's action will not drop the employees compensatory time balance below eighty (80) hours. **Notwithstanding the above, Officer Jim Carswell will be allowed to accrue a maximum of 250 hours of banked compensatory time for the remainder of his employment with the City. No other employee will be allowed to accrue more than 200 hours of banked compensatory time.**

Dated this 24<sup>th</sup> day of October, 2019.

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Jeff Johnson, Mayor

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Craig Teschlog, Guild President