

**HOPKINS CITY COUNCIL
AGENDA
Tuesday, February 15, 2022
7:00 pm**

**THIS AGENDA IS SUBJECT TO CHANGE
UNTIL THE START OF THE CITY COUNCIL MEETING**

I. CALL TO ORDER

II. ADOPT AGENDA

III. PRESENTATIONS

1. Hopkins Westwind Concert Presentation

IV. CONSENT AGENDA

1. Minutes of the January 31, 2022 City Council Meeting Proceedings
2. Minutes of the February 8, 2022 City Council Work Session Proceedings
3. Second Reading of Ordinance 2022-1179; Imihy Bean
4. Approval of 2021-2023 Union Contract with Police Officers Association; Lenz

V. PUBLIC HEARING

1. 2022 Community Development Block Grant Program Funds, Youngquist

VI. OLD BUSINESS

VII. NEW BUSINESS

1. Request for Proposals – 102 10th Avenue South; Elverum
2. American Recuse Plan Act (ARPA); Bishop
3. Resolution Affirming the City of Hopkins Mission Statement and Adopting the 2022 Goals and Strategic Plan for the City of Hopkins; Mornson

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

- Next City Council Regular Meeting: Tuesday, March 1 at 7 p.m.
- Next City Council Work Session: Tuesday, March 8 at 6:30 p.m.

X. ADJOURN



CITY OF HOPKINS

City Manager

Memorandum

To: Honorable Mayor and Council Members
From: Mike Mornson, City Manager
Date: February 15, 2021
Subject: Hopkins Westwind Concert Band Presentation

The Hopkins Westwind Concert Band will provide information on the band's events over the past year and share plans for the upcoming year.

**HOPKINS CITY COUNCIL
REGULAR MEETING PROCEEDINGS
JANUARY 31, 2022**

CALL TO ORDER

Pursuant to due call and notice thereof a regular meeting of the Hopkins City Council was held on by virtual means pursuant to Minnesota Statute 13D.021 in response to the COVID-19 emergency on Tuesday, January 31, 2022 at 7:05 p.m.

Mayor Hanlon called the meeting to order with Council Members Balan, Beck, Garrido and Hunke attending. Others attending included City Manager Mornson, City Clerk Domeier, Public Works Director Stanley, Director of Planning and Development Elverum, Assistant City Manager Lenz, Finance Director Bishop, City Engineer Klingbeil and Management Analyst Imihy Bean.

ADOPT AGENDA

Motion by Garrido. **Second** by Balan.

Motion to Adopt the Agenda.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

CONSENT AGENDA

Motion by Balan. **Second** by Garrido.

Motion to Approve the Consent Agenda.

1. Minutes of the January 18, 2022 City Council Meeting Proceedings
2. Amendment to the 2022 City Council Meeting Schedule; Domeier
3. Ratify Checks Issued in January 2022; Bishop
4. Approval of Resolution 2022-008 Approving the 2022-2025 Residential Waste Reduction and Recycling Grant Agreement with Hennepin County; Hove

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

PUBLIC HEARING

V.1. Public Hearing Regarding an Educational Facility and Consenting to the Issuance of Revenue Obligations by the City of Columbus for the Benefit of the Blake School; Bishop

Finance Director Nick Bishop summarized Council Report 2022-012. The Blake School intends to issue approximately \$35 million of revenue bonds through the City of Columbus. The bonds will refinance a portion of existing revenue bonds issued by Hopkins in 2017 and finance the construction of an early learning center in Hopkins. In order for the City of Columbus to issue the revenue bonds under Minnesota Statute the Hopkins City Council must hold a public hearing, grant host approval and consent to the refunding of the 2017 bond issue. Dan Kelley CFO at Blake School thanked the City Council for their consideration.

**HOPKINS CITY COUNCIL
REGULAR MEETING PROCEEDINGS
JANUARY 31, 2022**

Discussion was held about the financing used for the project. It was confirmed that the type of funding proposed does not affect the City's bond rating.

Mayor Hanlon opened the public hearing. No comments were received.

Motion by Balan. **Second** by Hunke.

Motion to close the Public Hearing.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

Motion by Hunke. **Second** by Balan.

Motion to adopt Resolution 2022-007 Consenting to and Approving the Issuance by the City of Columbus of its Revenue Obligations for the Benefit of the Blake School and Taking Other Actions with Respect Thereto.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

NEW BUSINESS

VII.1. Approve Final Plans and Order Bids – 2022 Trunk Watermain Rehabilitation, City Project 2021-05; Klingbeil

City Engineer Klingbeil and Nick Amatuccio with Bolton and Menk summarized Council Report 2022-010. The project includes rehabilitation of the trunk watermain system in the area of our Water Treatment Plant and several watermain crossings under TH 7.

Brief discussion was held about the communication plan for the residents affected by the project.

Motion by Balan. **Second** by Hunke.

Motion to adopt Resolution 2022-04, Resolution Approving Plans and Specifications and Authorizing Advertisement for Bids, 2022 Trunk Watermain Rehabilitation, City Project 2021-05.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

VII.2. Declare Cost to be Assessed and Order Assessment Hearing – 2022 Street and Utility Improvements, City Project 2021-010; Klingbeil

City Engineer Klingbeil and Nick Amatuccio with Bolton and Menk summarized Council Report 2022-011. The bid opening for the 2022 Street and Utility Improvements was January 21, 2022. Assessment calculations will be prepared based on the lowest responsible bid and include construction contingency and indirect costs.

**HOPKINS CITY COUNCIL
REGULAR MEETING PROCEEDINGS
JANUARY 31, 2022**

Brief discussion was held regarding the benefit appraisals performed resulting in changes to the assessment amounts.

Motion by Balan. **Second** by Garrido.

Motion to adopt Resolution 2022-005, Declaring Cost to be assessed and Ordering Preparation of Proposed Assessment; and Resolution 2022-006, Resolution for Hearing on Proposed Assessments.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

VII.3. First Reading: Ordinance Amending Chapter 38 of the Hopkins City Code regarding electric assisted bicycles and motorized foot scooters and micromobility sharing options; Imihy Bean

Management Analyst Imihy Bean summarized Council Report 2022-013. The proposed new ordinance was created using model language from adjacent communities who also have agreements with vendors to operate micromobility vehicles. The language in Chapter 38, Article 6 is limited, as much of the details regarding operation will be reserved for a sharing agreement to be signed by a selected vendor and reviewed by the City Attorney.

The Council supported the mobility options proposed with one vendor for the pilot program. Brief discussion was held on the cost recovery mechanism. Ms. Imihy Bean stated the RFP covers the cost per trip fee paid to the City. She also talked about the impounding process.

Motion by Beck. **Second** by Balan.

Motion to adopt for First Reading Ordinance No. 2022-1179, Amending Chapter 38 of the Hopkins City Code regarding electric assisted bicycles and motorized foot scooters and micromobility sharing operations.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

ANNOUNCEMENTS

Mayor Hanlon provided the upcoming meeting schedule.

ADJOURNMENT

Motion by Hunke. **Second** by Garrido.

Motion to adjourn.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

**HOPKINS CITY COUNCIL
REGULAR MEETING PROCEEDINGS
JANUARY 31, 2022**

The meeting adjourned at 8:06 p.m.

Respectfully Submitted,
Amy Domeier, City Clerk

ATTEST:

Patrick Hanlon, Mayor

Amy Domeier, City Clerk

**HOPKINS CITY COUNCIL
WORK SESSION PROCEEDINGS
FEBRUARY 8, 2022**

CALL TO ORDER

Pursuant to due call and notice thereof a work session of the Hopkins City Council was held on by virtual means pursuant to Minnesota Statute 13D.021 in response to the COVID-19 emergency on Tuesday, February 8, 2022 at 6:30 p.m.

Mayor Hanlon called the meeting to order with Council Members Balan, Beck, Garrido and Hunke attending. Others attending included City Manager Mornson, City Clerk Domeier, Public Works Director Stanley, Director of Planning and Development Elverum, Assistant City Manager Lenz, City Planner Lindahl, Community Development Coordinator Youngquist and Management Analyst Imihy Bean.

ADOPT AGENDA

Mayor Hanlon proposed adding another discussion item for the mask mandate and virtual City Council meetings.

Motion by Balan. **Second** by Garrido.

Motion to Adopt the Agenda.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

PLANNING AND ZONING ACTIVITIES UPDATE

City Planner Lindahl and Planning Commission Chair Stiele provided an update on the Draft 2022 Annual Work Plan. City Planner Lindahl also provided the Zoning Regulations project update. He summarized all of the proposed updates some of which will require future Council consideration along with the community comments. Management Analyst Imihy Bean provided more information on the Equity Subcommittee.

Council Member Beck requested clarification on the definition of ADUs and duplexes. Mr. Beck shared his support of ADUs and noted concerns about duplexes on all properties. Council Member Balan shared his support of ADUs but did not have a strong opinion on duplexes. Council Members Hunke and Garrido shared similar comments and requested more information on duplexes. Mayor Hanlon supported ADUs and liked the option to add more housing noting that the proposed changes did not include a large number of properties.

Council Member Balan shared concerns about reducing the required parking in the commercial and industrial areas. Council Member Hunke supported the changes in parking requirements for the Downtown Overlay District. He supported reducing the parking requirement in the commercial and industrial areas. Council Member Garrido did not see issues with reducing parking but wanted to see more options for bike parking. Council Member Beck supported trying the changes to the Downtown Overlay District. Mayor Hanlon also supported expanding the Downtown Overlay District. He shared concerns about reducing parking without the infrastructure to support other modes of transportation.

**HOPKINS CITY COUNCIL
WORK SESSION PROCEEDINGS
FEBRUARY 8, 2022**

Council Member Beck shared had concerns about interior building requirements; requested a discussion on solar opportunities; supported the changes to the notification process; and the inclusionary housing policy. He suggested that the inclusionary housing policy should be discussed at a separate meeting.

Ms. Imihy Bean highlighted the policy items along with proposed timelines for discussion. Mayor Hanlon supported work session discussions on the future policy items.

2022 LEGISLATIVE PRIORITIES

City Manager Mornson presented the 2022 Legislative Policies. Council Member Beck and Mayor Hanlon supported the Shady Oak Station parking structure being in the policies. Brief discussion was held on the proposed priorities and timeline moving forward.

MASK MANDATE AND VIRTUAL CITY COUNCIL MEETINGS

Mayor Hanlon supported allowing the mask mandate to expire on February 13 and return to in person meetings. The City Council members generally agreed with Mayor Hanlon's statement.

ADJOURNMENT

Motion by Balan. **Second** by Hunke.

Motion to adjourn.

Ayes: Balan, Beck, Garrido, Hunke, Hanlon

Nays: None. Motion carried.

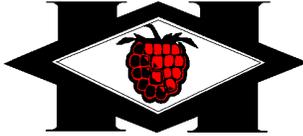
The meeting adjourned at 8:41 p.m.

Respectfully Submitted,
Amy Domeier, City Clerk

ATTEST:

Patrick Hanlon, Mayor

Amy Domeier, City Clerk



CITY OF HOPKINS

Memorandum

To: Honorable Mayor and Council Members
From: PeggySue Imihy Bean, Management Analyst
Copy: Mike Mornson, City Manager
Date: February 15, 2022
Subject: Second Reading of Ordinance 2022-1179

Staff recommends that the Council approve the following motion: Move to adopt for Second Reading Ordinance 2022-1179 An Ordinance Amending Chapter 38 of the Hopkins City Code Regarding Electronic Assisted Bicycles and Motorized Foot Scooters and Micromobility Sharing Options.

No changes have been made to the ordinance since the January 31 first reading.

Attachment:
Ordinance 2022-1179

CITY OF HOPKINS
COUNTY OF HENNEPIN

ORDINANCE NO. 2022-1179

ORDINANCE AMENDING CHAPTER 38
OF THE HOPKINS CITY CODE REGARDING ELECTRIC ASSISTED BICYCLES
AND MOTORIZED FOOT SCOOTERS AND MICROMOBILITY SHARING
OPERATIONS

THE CITY COUNCIL OF THE CITY OF HOPKINS HEREBY ORDAINS AS FOLLOWS:

SECTION 1. Hopkins City Code, Part II, Chapter 38, Article V is hereby created by adding the double-underlined language as follows:

ARTICLE V. ELECTRIC ASSISTED BICYCLES AND MOTORIZED FOOT SCOOTERS

Sec. 38-217. Definitions.

The following words, terms, and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Electric-assisted bicycle. Electric-assisted bicycle shall have the same definition as provided in Minn. Stat. Section 169.011 Subd. 27, as amended.

Motorized foot scooter. Motorized foot scooter shall have the same definition as provided in Minn. Stat. Section 169.011 Subd. 46, as amended.

Sec. 38-218. Permits.

- (a) No person shall ride a motorized foot scooter or electric-assist bicycle on any sidewalk, except when necessary to enter or leave adjacent property.
- (b) No person shall ride an electric-assisted bicycle or motorized foot scooter on any street, sidewalk, roadway, public path, or public property where signs have been erected prohibiting bicycle, electric-assisted bicycle, or motorized foot scooter riding.
- (c) Except as prohibited by this section or state law, a person may ride a bicycle, electric-assisted bicycle, or motorized foot scooter on any street, sidewalk, roadway, public path, or trail.

Sec. 38-219. Operation of bicycles, electric-assist bicycles and motorized foot scooters on bicycle lanes and paths.

- (a) Where a combination bicycle-pedestrian path has been established, people riding bicycles, electric-assist bicycles and motorized foot scooters shall yield the right-of-way to pedestrians;
- (b) When a person is operating an electric-assisted bicycle or motorized foot scooter within a bicycle lane they may overtake and pass motor vehicles operating in the traffic lane to the

person's left;

- (c) Whenever a bicycle lane or bicycle path is designated as one way only, no person shall operate an electric-assisted bicycle or motorized foot scooter within such lane or path in other than the designated direction.

Sec. 38-220. Application of traffic laws.

Every person operating an electric-assisted bicycle or motorized foot scooter pursuant to permit hereunder on designated roadways has all the rights and duties applicable to a driver of any other vehicle pursuant to the state highway traffic laws and regulations except when those provisions cannot reasonably be applied to motorized electric-assisted bicycle or motorized foot scooter except in compliance with this article and the provisions of M.S.A. ch. 171 pertaining to driver licenses.

Sec. 38-221 Parking.

- (a) No person shall park an electric-assisted bicycle or motorized foot scooter upon a street, highway, or alley other than at the edge of the developed portion of such street, or alley;
- (b) No person shall park an electric-assisted bicycle, or motorized foot scooter on a sidewalk other than in a bicycle rack or as near to the edge of the sidewalk as practicable so as to create the least possible obstruction to pedestrian traffic.

SECTION 2. Hopkins City Code, Part II, Chapter 38, Article VI is hereby created by adding the double-underlined language as follows:

ARTICLE VI. MICROMOBILITY SHARING OPERATIONS

Sec. 38-222. Definitions.

The following words, terms, and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Impoundment or *impound* as used in this chapter means removal of a micromobility vehicle to a storage facility or designated impound location by the City or a licensed City contractor in response to authorization from a police officer, traffic control agent, or other City employee who is designated by the director of public works to act under this section.

License agreement or *license* as used in this section shall mean a written contract or agreement issued by the City Manager or their designee, with approval by the City Council.

Micromobility vehicle as used in this section shall include bicycles, electric-assisted bicycles, motorized foot scooters, and any other transportation device identified as a micromobility vehicle pursuant to City Council action. A current list of all licensed micromobility vehicles included in this definition shall be kept on file by the City Manager or their designee and will be made readily available for public inspection.

Micromobility sharing or *micromobility sharing operation* as used in this section shall mean any

rental or lending service that:

- 1) Allows riders to temporarily use micromobility vehicles available from a fleet in exchange for a fee or other form of direct or indirect compensation; and
- 2) Encourages, allows, or is susceptible to micromobility vehicle vending, renting, or lending from City-maintained right-of-way or other City property.

Sec. 38-223. License Agreement Required.

- (a) Notwithstanding any other provision to the contrary, no person shall engage in the business of micromobility sharing from City-maintained right-of-way or other City property without a valid license agreement with the City.
- (b) Any micromobility vehicle that is part of a micromobility sharing operation not authorized by a license agreement under this section shall be deemed an unpermitted micromobility vehicle. Any person in possession of an unpermitted micromobility vehicle may ride such micromobility vehicle into and through the City, subject to all applicable state and local laws and rules. All unpermitted micromobility vehicle must be attended by the same user at all times while on City-maintained right-of-way or other City property. As used in this article, "attended" means a readily identifiable user is located within five (5) feet of the micromobility vehicle.

Sec. 38-224. Maintenance of equipment.

Licensee shall maintain safe operating condition of all micromobility vehicles rented, leased, or furnished by them.

Sec. 38-225. Control of right-of-way.

License agreements issued pursuant to this chapter shall not operate so as to transfer ownership or control of the public right-of-way to micromobility sharing operators, or to any other party.

Sec. 38-226 Compliance with laws.

Micromobility sharing operators and consumers shall comply with all applicable federal, state, and local laws, as they may be amended from time to time. The operation of a micromobility vehicle upon a public street, alley, highway, sidewalk, or other public property in the City shall be governed by the corresponding provisions of [Minn. Stat., Chapter 169](#).

Sec. 38-227 Attachment of micromobility vehicles prohibited.

Micromobility vehicles that are part of any micromobility sharing operation shall not, for any length of time, be secured, attached, or connected to a bicycle rack, or any other immovable object with a lock unless expressly permitted under a valid license agreement.

Sec. 38-228 Enforcement.

- (a) Micromobility vehicles may be deemed to be part of a micromobility sharing operation based on any of the following: marketing or advertising associated with a business logo attached to the vehicle; marketing or advertising associated with the overall appearance of the vehicle; the

existence of a locking mechanism that can be unlocked for a fee or other form of direct or indirect compensation; or any other indicator that would lead a reasonable person to believe that the vehicle is used for micromobility sharing as defined in this section.

- (b) Any micromobility vehicle deemed to be part of a micromobility sharing operation that is found illegally parked, or otherwise in violation of this section or the terms of a valid City license agreement, shall be subject to impoundment under subsection (38-xx) herein.
- (c) Any micromobility vehicle deemed to be part of a micromobility sharing operation that is left unattended on private property shall be subject to impoundment under subsection (38-xx) herein. Impoundment shall not occur unless and until a qualifying request to remove the micromobility vehicle is made by the owner or authorized representative of such property.
- (d) In addition to any other remedy available at equity or law, failure to comply with the provisions of this section, or with the terms of any license agreement issued pursuant hereto, may result in impoundment as provided in this section, license termination, suspension or cancellation, administrative fines, restrictions, or other penalties as provided herein.

Sec. 38-229 Impounding authorized.

- (a) Micromobility vehicles may be impounded by any traffic officer or duly authorized City employee because:
 - i. The micromobility vehicle was found improperly attached in violation of subsection (e) herein.
 - ii. The micromobility vehicle was found unattended and blocking traffic or public infrastructure, or otherwise compromising public safety.
 - iii. The micromobility vehicle is part of an unpermitted micromobility vehicle sharing operation or is found in violation of one or more provisions of this section.
 - iv. The micromobility vehicle is found in violation of one or more of the terms of a contract or license issued under subsection (38-xx b) herein.
- (b) All micromobility vehicles found in violation of this section are subject to impoundment without warning.
- (c) Not more than seventy-two (72) hours after impoundment of any micromobility vehicle, the City shall provide written notice to the owner of the micromobility vehicle, as disclosed by readily identifiable owner contact information attached to the micromobility vehicle. The notice shall be sent by either electronic or US mail. The notice shall contain the full particulars of the impoundment and redemption process. If a micromobility vehicle is redeemed prior to the submission of notice, or if the City is unable to readily identify the owner, then notice need not be sent. Saturdays, Sundays, and City holidays are to be excluded from the calculation of the seventy-two-hour period.
- (d) All micromobility vehicles impounded under this section shall be subject to an impounded fee that is sufficient to offset the City's costs of enforcement and storage for each such micromobility vehicle.

Sale of impounded micromobility vehicles. Any micromobility vehicle lawfully coming into the possession of the City and remaining unclaimed by the owner for a period of at least thirty (30)

days may be sold to the highest bidder at public auction or sale following reasonable published notice.

SECTION 3. In accordance with Section 3.03 of the City Charter and Minn. Stat. § 412.191, subd. 4, due to the significant length of this Ordinance, City staff shall have the following summary printed in the official City newspaper in lieu of the complete ordinance:

On February 15, 2022, the Hopkins City Council adopted Ordinance 2022-1179 **AN ORDINANCE AMENDING CHAPTER 38 OF THE HOPKINS CITY CODE REGARDING ELECTRIC ASSISTED BICYCLES AND MOTORIZED FOOT SCOOTERS AND MICROMOBILITY SHARING OPERATIONS.**

A printed copy of the ordinance is available for inspection during regular business hours at Hopkins City Hall and is available online at the City's web site located at www.hopkinsmn.com.

SECTION 4. The effective date of this ordinance shall be the date of publication.

First Reading:	January 31, 2022
Second Reading:	February 15, 2022
Date of Publication:	February 24, 2022
Date Ordinance Takes Effect:	February 24, 2022

By: _____
Patrick Hanlon, Mayor

ATTEST:

Amy Domeier, City Clerk



Approval of 2021-2023 Union Contract with Police Officers Association

Proposed Action: Staff recommends the following motions: Move approval of the 2021-2023 Contract with Police Officers Association.

This will ratify a three year contract with Police Officers Association.

Overview

The contract calls for a 2.0% wage increase effective January 1, 2021, a 2.0% increase effective January 1, 2022 and an additional 0.5% increase for July 1, 2022, and a 3.5% increase for January 1, 2023. The wages are within budget for 2021 and 2022 and insurance contributions are consistent with other settled unions and the 2019/2020 arbitration award. Contract will be effective retroactively to January 1, 2021.

Primary Issues to Consider

- What other economic issues are included in the new contract?
- How does this agreement fit with the 2021/2022 Budget?

Analysis of Issues

What other economic issues are included in the new contract?

We added President's Day and Veteran's day as recognized holidays. These holidays were recognized in other units and the union had previously received holiday pay equivalent to these dates. They were not however receiving holiday premium pay for hours worked on those day. They will going forward. We also clarified some language regarding overtime worked on holidays.

We added an option for non-routine on-call situations to have a pay method when we ask officers to be on standby in non-routine situations and adjusted the amount for on-call pay for routine duties (Appendix A. b.).

We added Fire Arms, Use of Force and Taser Instructors to the Field Training Officer definition and increased the compensation to \$3.25/hour from \$3.00.

We also changed the Officer in Charge to a percentage versus a reference from the Sergeants contract.

How does this agreement fit with the 2021 and 2022 Budget?

The cost of the contract is within the 2021 and 2022 budget.

Alternatives

1. Approve the contract.

2. Do not approve the contract. Staff would have to renegotiate the contract, like leading to arbitration (this agreement was reached in required mediation through the bureau of mediation services).

Staff recommends Alternative #1.



Ari Lenz, Assistant City Manager

Financial Impact: \$ <u>Approx. 370,000</u> Budgeted Y/N: <u>Y</u> Source: <u>General Fund</u> Notes: Full copy of contract attached.
--

MASTER LABOR AGREEMENT

BETWEEN

CITY OF HOPKINS

AND

HOPKINS POLICE OFFICER'S ASSOCIATION

January 1, 2021 through December 31, 2023

TABLE OF CONTENTS

ARTICLE 1. PURPOSE OF AGREEMENT	4
ARTICLE 2. RECOGNITION	4
ARTICLE 3. DEFINITIONS	4
ARTICLE 4. EMPLOYER SECURITY	6
ARTICLE 5. EMPLOYER AUTHORITY	6
ARTICLE 6. BULLETIN BOARDS	6
ARTICLE 7. PAYROLL DEDUCTION FOR DUES	6
ARTICLE 8. EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE	7
ARTICLE 9. SAVINGS CLAUSE	12
ARTICLE 10. SENIORITY	12
ARTICLE 11. DISCIPLINE	13
ARTICLE 12. CONSTITUTIONAL PROTECTION	14
ARTICLE 13. WORK SCHEDULES	15
ARTICLE 14. OVERTIME	15
ARTICLE 15. COURT TIME	17
ARTICLE 16. CALL BACK TIME	17
ARTICLE 17. WORKING OUT OF CLASSIFICATIONS	17
ARTICLE 18. INSURANCE	17
ARTICLE 19. STANDBY PAY	19
ARTICLE 20. UNIFORMS	19
ARTICLE 21. OFFICER IN CHARGE AND FIELD TRAINING OFFICER	20

Police Officers

ARTICLE 22. INJURY ON DUTY	20
ARTICLE 23. LONGEVITY	21
ARTICLE 24. WAIVER	21
ARTICLE 25. SUPPLEMENTAL RETIREMENT	22
ARTICLE 26. HOLIDAYS	22
ARTICLE 27. FLEX LEAVE	22
ARTICLE 28. ADVANCE RESIGNATION NOTICE PROGRAM	23
ARTICLE 29. TUITION REIMBURSEMENT PROGRAM	23
ARTICLE 30. COMPENSATORY TIME PAYOUT	23
ARTICLE 32. DURATION	24
Vice President	24
Treasurer/Secretary	24
APPENDIX A.....	25
APPENDIX B	27

ARTICLE 1. PURPOSE OF AGREEMENT

This agreement is entered into on February 15, 2022 between City of Hopkins, hereinafter called the EMPLOYER, and the HOPKINS POLICE OFFICER'S ASSOCIATION, hereinafter called the ASSOCIATION. It is the intent and purpose of this AGREEMENT to:

- 1.1 Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application; and
- 1.2 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this AGREEMENT.

ARTICLE 2. RECOGNITION

2.1 The EMPLOYER recognizes the ASSOCIATION as the exclusive representative, under Minnesota Statutes, Section 179.71, Subdivision 3, for all police personnel in the following job classifications:

- Detective
- Patrol Officer
- Canine (K-9) Officer
- DWI Officer
- School Resource Officer

2.2 In the event the EMPLOYER and the ASSOCIATION are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

ARTICLE 3. DEFINITIONS

- 3.1 ASSOCIATION: The Hopkins Police Officer's Association.
- 3.2 ASSOCIATION MEMBER: A member of the Hopkins Police Officer's Association.

Police Officers

- 3.4 BASE PAY RATE: An employee's wage without additional pay such as longevity or any additional incentives.
- 3.4 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.5 DEPARTMENT: The Hopkins Police Department.
- 3.6 EMPLOYER: The City of Hopkins.
- 3.7 CHIEF: The Chief of the Hopkins Police Department.
- 3.8 ASSOCIATION OFFICER: Officer elected or appointed by the Hopkins Police Officer's Association.
- 3.9 OVERTIME: Work performed at the express authorization of the EMPLOYER in excess of the employee's scheduled shift.
- 3.10 SCHEDULED SHIFT: A consecutive work period including rest breaks and a lunch break.
- 3.11 REST BREAKS: Periods during the SCHEDULED SHIFT during which the employee remains on continual duty and is responsible for assigned duties.
- 3.12 LUNCH BREAKS: A period during the SCHEDULED SHIFT during which the employee remains on continual duty and is responsible for assigned duties.
- 3.13 STRIKE: Concerted action in failing to report to duty, the willful absence from one's position, the stoppage of work, slow down, or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purpose of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment.
- 3.14 CONTINUOUS VACATION PERIOD: A period of time in which the employee uses at least three (3) days of vacation time between two scheduled shifts.

ARTICLE 4. EMPLOYER SECURITY

The ASSOCIATION agrees that during the life of this AGREEMENT that the ASSOCIATION will not cause, encourage, participate in or support any strike, slowdown or other interference with the normal function of the EMPLOYER.

ARTICLE 5. EMPLOYER AUTHORITY

5.1 The EMPLOYER retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct, and determine the number of personnel; to establish work schedules, and to perform any inherent managerial functions not specifically limited by this AGREEMENT.

5.2 Any term and condition of employment not specifically established or modified by this AGREEMENT shall remain solely within the discretion of the EMPLOYER to modify, establish, or eliminate.

ARTICLE 6. BULLETIN BOARDS

6.1 The City shall provide reasonable bulletin board space for use by the Association in posting notices of Association business and activities; said bulletin board space shall not be used by the Association for political purposes other than Association elections.

ARTICLE 7. PAYROLL DEDUCTION FOR DUES

7.1 Dues Deductions. The City shall, upon request of any employee in the unit, deduct such sum as the Association may specify as the regular dues of the Association. The City shall remit monthly such deductions to the appropriate designated officer of the Association.

Police Officers

- 7.2 Fair Share Fee Deductions. In accordance with *Minnesota Statutes* § 179A.06, Subd. 3, the City agrees that upon notification by the Association it shall deduct *a fair share fee* from all certified employees who are not members of the Association. This fee shall be an amount equal to the regular membership dues of the Association, less the cost of benefits financed through the dues and available only to members of the Association, but in no event shall the fee exceed eighty-five percent (85%) of the regular membership dues. The Association shall certify to the City, in writing, the current amount of the fair share fee to be deducted as well as the names of bargaining unit employees required by the Association to pay the fee.
- 7.3 Hold Harmless Provision. The Association will indemnify, defend and hold the City harmless against any and all claims made and against any suits instituted against the City, its officers or employees, by reason of deductions under this Article.

ARTICLE 8. EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE

8.1 DEFINITION OF A GRIEVANCE

A Grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this AGREEMENT.

8.2 ASSOCIATION REPRESENTATIVES

The ASSOCIATION may designate employees from the bargaining unit to act as Steward and an alternate and shall inform the EMPLOYER in writing of such choice and change in the position of Steward and/or alternate.

The EMPLOYER will recognize REPRESENTATIVES designated by the ASSOCIATION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article.

8.3 PROCESSING OF A GRIEVANCE

It is recognized and accepted by the ASSOCIATION and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the EMPLOYEES and shall therefore be accomplished during normal working hours only when consistent with such EMPLOYEE duties and responsibilities. The aggrieved EMPLOYEE AND ASSOCIATION REPRESENTATIVE shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the EMPLOYER during normal working hours provided that the EMPLOYEE and the ASSOCIATION REPRESENTATIVE have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the EMPLOYER.

8.4 PROCEDURE

Grievances, as defined by Section 8.1, shall be resolved in conformance with the following procedures:

Step 1. An EMPLOYEE claiming a violation concerning the interpretation or application of this AGREEMENT shall within twenty-one (21) calendar days after such alleged violations have occurred, present such grievance in writing to the EMPLOYEE'S supervisor as designated by the EMPLOYER. The EMPLOYER designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the AGREEMENT allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the EMPLOYER designated representative's final answer in Step 1. Any

Police Officers

grievance not appealed in writing to Step 2 by the ASSOCIATION within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the ASSOCIATION and discussed with the EMPLOYER designated Step 2 representative. The EMPLOYER designated representative shall give the ASSOCIATION the EMPLOYER'S Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the EMPLOYER designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the ASSOCIATION within ten (10) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the ASSOCIATION and discussed with the EMPLOYER designated Step 3 representative. The EMPLOYER designated representative shall give the ASSOCIATION the EMPLOYER'S answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the EMPLOYER designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the ASSOCIATION within ten (10) calendar days shall be considered waived.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the ASSOCIATION shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971. The selection of an arbitrator shall be made in accordance with the Bureau of Mediation Services.

8.5 ARBITRATOR'S AUTHORITY

A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and the ASSOCIATION, and shall have no authority to make a decision on any other issue not so submitted.

B. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the ASSOCIATION and shall be based solely on the arbitrator's interpretation or application of the express terms of this agreement and to the facts of the grievance presented.

C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the ASSOCIATION provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

8.6 WAIVER

If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYER'S last answer. If the EMPLOYER does not answer a grievance or an appeal thereof within the specified time limits, the ASSOCIATION may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and the ASSOCIATION in each step.

8.7 CHOICE OF REMEDY

If, as a result of the written EMPLOYER response in Step 3, the grievance remains unresolved, and if the grievance involved the suspension, demotion, or discharge of an employee who had completed the required probationary period, the grievance may be appealed either to Step 4 of the Article 8 or to the Police Review Committee. If appealed to the Police Review Committee, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article 8. The aggrieved employee shall indicate in writing which procedure is to be utilized Step 4 of Article 8 or another appeal procedure and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 4 of Article 8.

Nothing in this contract shall prevent the employee from pursuing an Equal Employment Opportunity Commission (EEOC) claim and a grievance.

ARTICLE 9. SAVINGS CLAUSE

This AGREEMENT is subject to the laws of the United States, the State of Minnesota and the City of Hopkins. In the event any provision of this AGREEMENT shall be held to be contrary to law by a court of competent jurisdiction from whose final judgement or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions of this AGREEMENT shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party.

ARTICLE 10. SENIORITY

- 10.1 Seniority shall be determined by the employee's length of continuous employment with the Police Department as a full time sworn Police Officer, except that employees re-entering the Police Department after less than one year from the date of severance shall have their original date of hire adjusted forward by the number of days they were separated from the Department. Seniority rosters may be maintained by the Chief on the basis of time in grade and time within specific classifications.
- 10.2 During the probationary period a newly hired or rehired employee may be discharged at the sole discretion of the EMPLOYER. During the probationary period a promoted or reassigned employee may be replaced in his/her previous position at the sole discretion of the EMPLOYER.
- 10.3 A reduction of work force will be accomplished on the basis of seniority. Employees shall be recalled from layoff on the basis of seniority. An employee on layoff shall have an opportunity to return to work within two years of the time of his layoff before any new employee is hired.

Police Officers

10.4 Senior employees will be given preference with regard to transfer, job classification assignments and promotions when the job relevant qualifications of employees are equal.

10.5 Shift assignments for employees assigned to the patrol functions of the DEPARTMENT shall expire four times each year, and shall be re-bid at least one month prior to such expiration. Senior qualified employees shall be given shift assignment preference after twelve (12) months of continuous full-time employment. For the purposes of training newly hired officers during their probationary year, the Department may assign the least senior non-probationary employee off the team desired by the administration to accommodate training the probationary employee if there are no volunteers available. The Department may not assign the same senior qualified officer off of their requested shift for more than one (1) quarter in any year to accommodate training of the probationary employee. Employees classified or assigned by EMPLOYER as Investigator, Canine Officer, or Narcotics Officer shall work shift assignments as determined by the department head.

10.6 One continuous vacation (at least three (3) days) period shall be selected on the basis of seniority until March 31 of each calendar year.

ARTICLE 11. DISCIPLINE

11.1 The EMPLOYER will discipline employees for just cause only. Discipline will be in one or more of the following forms:

- a) oral reprimand;
- b) written reprimand;
- c) suspension;
- d) demotion; or
- e) discharge.

Police Officers

- 11.2 Suspension, demotions and discharges will be in written form.
- 11.3 Written reprimands, notices of suspension, and notices of discharge which are to become part of an employee's personnel file shall be read and acknowledged by signature of the employee. Written documentation of administrative memos and coaching documentation are to be removed from the employee's personnel file by the Employer after one year from the date the document was created if the behavior does not continue.
- 11.4 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 11.5 Discharges will be preceded by a five (5) day suspension without pay.
- 11.6 Employees under investigation will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have an ASSOCIATION representative present at such questioning.
- 11.7 Grievances relating to this ARTICLE shall be initiated by the ASSOCIATION in Step 3 of the grievance procedure under Article 8.

ARTICLE 12. CONSTITUTIONAL PROTECTION

Employees shall have the rights granted to all citizens by the United States and Minnesota State Constitutions.

ARTICLE 13. WORK SCHEDULES

13.1 The normal work year is two thousand and eighty hours (2,080) to be accounted for by each employee through:

- a) hours worked on assigned shifts;
- b) holidays;
- c) assigned training;
- d) authorized leave time.

13.2 Holidays and authorized leave time is to be calculated on the basis of the actual length of time of the assigned shifts.

13.3 Nothing contained in this or any other Article shall be interpreted to be a guarantee of a minimum/maximum number of hours the EMPLOYER may assign employees.

ARTICLE 14. OVERTIME

14.1 Employees will be compensated at one and one-half (1 1/2) times the employee's regular base pay rate for hours worked in excess of the employee's regularly scheduled shift. Changes of shifts do not qualify an employee for overtime under this Article. Employees may elect to take comp time in lieu of overtime pay. Employees taking comp time will be compensated with paid time off at one and one-half (1 1/2) the amount of overtime worked. Comp time shall be taken in the same manner as vacation or flex time. Employees shall be allowed up to a maximum of 48 hours of accrued comp time. Any amount of accrued comp time over the maximum amount will be paid to the employee at the standard overtime rate. Any employee leaving the municipal service in good standing after giving proper notice of such termination of employment shall be compensated for all comp time accrued to the date of separation at the standard overtime rate.

14.2 Assigned overtime (overtime not created by a late arrest, court appearance or other

Police Officers

circumstances unique to a specific officer) will generally be assigned by the Employer on the basis of seniority, meaning that overtime opportunities will be offered first to the most senior, available officer and overtime assignments for which no volunteers are forthcoming may be assigned by inverse seniority. The department may select and assign personnel to special overtime details such as neighborhood meetings, police outreach programs and interview panels regardless of seniority. However, overtime assignments immediately following the conclusion of a scheduled shift shall first be offered to officers working such shift by seniority.

- 14.3 The department will compensate officers at the standard overtime rate for all in-house training, mandatory training, and mandatory Department meetings. With the permission of their supervisor, an officer may elect to take comp time in lieu of overtime pay. SWAT Team Training on days off shall be compensated with Comp time unless the employee will exceed the maximum allowed comp time accrual. Any hours above the maximum accrual will be paid as overtime. All other training time will be compensated by direct exchange time or by pay at the regular straight time wage rate.
- 14.4 For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked.
- 14.5 Overtime will be calculated to the nearest one-tenth of an hour.
- 14.6 Employees have the obligation to work overtime or call backs if requested by the EMPLOYER unless unusual circumstances prevent the employee from so working.

ARTICLE 15. COURT TIME

An employee shall receive one hour of overtime for cancellation of a court appearance within 24 hours of the scheduled appearance. If an employee had been on standby for court and the appearance is canceled, compensation shall be the greater of one hour of overtime or the standby pay earned.

ARTICLE 16. CALL BACK TIME

An employee who is called to duty during scheduled off-duty time shall receive a minimum of two (2) hours pay at one and one-half (1 1/2) times the employee's base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the two (2) hour minimum. An officer called back for court appearance will receive a minimum of three (3) hours pay at one and one-half (1 1/2) times the employee's base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the three (3) hour minimum.

ARTICLE 17. WORKING OUT OF CLASSIFICATIONS

Employees assigned by the EMPLOYER to assume the full responsibilities and authority of a higher job classification shall receive the salary schedule of the higher classification for the duration of the assignment.

ARTICLE 18. INSURANCE

18.1 Effective January 1, 2021, the EMPLOYER will contribute the following per month per employee based on their election:

Single	\$1,077.59
Single +1	\$1,769.63
Single +Children	\$1,756.50
Family	\$1,801.70

Police Officers

18.2 Effective January 1, 2022 the EMPLOYER will contribute the following per month per employee based on their election:

Single	\$1,077.59
Single +1	\$1,769.63
Single +Children	\$1,756.50
Family	\$1,801.70

18.3 Effective January 1, 2023, the EMPLOYER will contribute based on the most expensive insurance plan, the City will increase its contribution by:

- Single - 95% of the amount of the premium increase
- Single + 1 - 75% of the amount of the premium increase
- Single + Children - 75% of the amount of the premium increase
- Family - 60% of the amount of the premium increase

However, in no event shall the ratio of total exposure to the Employee (Calculated by the city's contribution divided by combining total premium, deductible and co-pay (if applicable)) fall below:

- Single – 95% Employer contribution / 5% Employee contribution
- Single + 1 - 75% Employer contribution / 25% Employee contribution
- Single + Children - 75% Employer contribution / 25% Employee contribution
- Family - 60% Employer contribution / 40% Employee contribution

If the ratios for any of these categories (single, single+, family) drop below these percentages, the employer shall increase its contribution to at least these minimums.

18.4 All employees shall receive a minimum of single group health insurance coverage. Employees with single insurance coverage, who were hired prior to September 1, 2004, will be eligible to commit the difference between single coverage expense and the EMPLOYER contribution to obtain certain mutually agreed appropriate benefits, such as deferred compensation, additional insurance, or cash. If the benefit is taken as cash, the amount will be reduced by payroll taxes.

Police Officers

18.5 Employees who choose to opt out of the City's health insurance program will receive \$325.00 to obtain certain mutually agreed appropriate benefits. Employees wishing to opt out must provide proof of insurance coverage through another provider. In lieu of the \$325.00, employees hired after September 1, 2004 will receive \$100.00 per month if they opt out of the City's health insurance program.

ARTICLE 19. STANDBY PAY

Employees required by the EMPLOYER to standby shall be paid for such standby time at the rate of one hour's pay for each hour on standby.

ARTICLE 20. UNIFORMS

The EMPLOYER shall provide required uniform and equipment items to all new employees as stated in Appendix B. The Employer shall provide the initial issue uniform and equipment in the event of a mandatory change in uniform or equipment. The specific items provided by the employer will be limited to those that are required to be replaced due to the mandatory change, according to Appendix B and including any additions to Appendix B. All employees shall receive an annual uniform and equipment allowance of \$900.00.

The allowance shall be paid on or near January 1 annually as a separate check. An employee employed less than twelve months shall receive a prorated amount of allowance. Items purchased with this allowance are intended solely for use as an employee of the city. Uniform allowance may be used to purchase any items not expressly prohibited by the department. If any items need replacement after an employee's allowance has been exhausted, such replacement is the responsibility of the employee.

ARTICLE 21. OFFICER IN CHARGE AND FIELD TRAINING OFFICER

- 21.1 Effective January 1, 2021 An officer specifically designated "Officer in Charge," shall be paid at a rate equal to the wage rate of a temporary or probationary sergeant.
- 21.2 Effective January 1, 2022 An officer specifically designated "Officer in Charge," shall be paid at a rate equal to the 7.5% their base pay rate.
- 21.3 Effective January 1, 2021 An officer specifically designated "Field Training Officer" which includes the Firearms, Use of Force and Taser Instructors, shall be paid \$3.00 per hour above their regular pay rate. F.T.O. pay would be paid to officers who are trained in their discipline during the hours that they are actually training officers.
- 21.4 Effective January 1, 2022 An officer specifically designated "Field Training Officer" which includes the Firearms, Use of Force and Taser Instructors, shall be paid \$3.25 per hour above their regular pay rate. F.T.O. pay would be paid to officers who are trained in their discipline during the hours that they are actually training officers.
- 21.5 Officers may not earn OIC and FTO pay concurrently. If absent a Sergeant, the senior officer acting in the role as an FTO does not qualify for OIC pay, the next senior qualified Officer shall act as OIC and receive the OIC pay rate.

ARTICLE 22. INJURY ON DUTY

Employees injured during the performance of their duties for the EMPLOYER and thereby rendered unable to work for the EMPLOYER will be paid the difference between the employee's regular pay and Worker's Compensation insurance payments for a period not to exceed ninety (90) working days (720 hours) per injury, after a five (5) working day initial waiting period per injury. The five (5) working day waiting period shall be charged to the employee's sick leave account less Worker's Compensation insurance payments.

ARTICLE 23. LONGEVITY

- 23.1 After four (4) years of employment each employee shall be paid supplementary pay of three percent (3%) of the employee's base rate.
- 23.2 After seven (7) years of employment each employee shall be paid supplementary pay of six percent (6%) of the employee's base rate.
- 23.3 After ten (10) years of employment each employee shall be paid supplementary pay of eight percent (8%) of employee's base rate.
- 23.4 After thirteen (13) years of employment each employee shall be paid supplementary pay of ten percent (10%) of the employee's base rate.

ARTICLE 24. WAIVER

- 24.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this AGREEMENT, are hereby superseded.
- 24.2 The parties mutually acknowledge that during the negotiations, which resulted in this AGREEMENT, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this AGREEMENT. The EMPLOYER and the ASSOCIATION each voluntarily and un-qualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this AGREEMENT or with respect to any term or condition of employment not specifically referred to or covered by this AGREEMENT, even though such terms or conditions may not have been within the knowledge or contemplation of either or both of the parties at the time this contract was negotiated or executed.

ARTICLE 25. SUPPLEMENTAL RETIREMENT

The EMPLOYER agrees to provide an additional retirement contribution of \$25.00 per month per sworn officer for a variable annuity retirement plan approved by the Police Civil Service Commission and the 1971 Hopkins City Council.

ARTICLE 26. HOLIDAYS

Employees shall receive twelve (12) holidays per year (96 hours) toward the two thousand and eighty (2,080) hour work year requirement. An EMPLOYEE required to work a shift on New Year's Day, President's Day, Martin Luther King's Birthday, Easter, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day, the Day After Thanksgiving, Christmas Eve or Christmas, shall be eligible for holiday pay. For the purpose of this section, if 50% or more of a full work shift falls on one of the holidays, the full shift shall be compensated at holiday pay. If less than 50% of any full shift falls on one of the above holidays, no holiday pay shall be paid. Holiday pay shall be 1/2 times the basic hourly rate, making the full compensation for a holiday shift one and one-half (1 1/2) times the basic hourly pay rate. However, for hours worked in excess of the employee's regularly scheduled shift on a holiday, employees shall be compensated at two (2) times their regular base rate of pay. Under no circumstances will the total compensation for the work on a holiday exceed two (2) times the basic pay rate. Employees can carry over (8) hours of holiday time from year to year.

ARTICLE 27. FLEX LEAVE

27.1 Flex Leave Adopted. The City of Hopkins Flex Leave Program is hereby adopted.

27.2 No Diminution of Benefits. The employer will not diminish or decrease benefits available under the Flex Leave Program while this Agreement is in effect.

ARTICLE 28. ADVANCE RESIGNATION NOTICE PROGRAM

The City of Hopkins Advance Resignation Notice Program is hereby adopted.

ARTICLE 29. TUITION REIMBURSEMENT PROGRAM

Employees will be eligible to use the City's Tuition Reimbursement Program pursuant to the Citywide tuition reimbursement policy.

ARTICLE 30. COMPENSATORY TIME PAYOUT

Prior to the start of each calendar year, employees may elect to receive up to 48 hours of compensatory time to be earned in the next calendar year in taxable compensation in that next calendar year. Once the calendar year to which the election relates has begun, the election is irrevocable. Compensatory time elected to be received in cash shall be the first compensatory time hours earned in the calendar year. The cash shall be paid through payroll at the time it would have been earned thereby ensuring payment shall be made within 2.5 months following the end of the calendar year in which the cash payment is due.

ARTICLE 31. POST EMPLOYMENT HEALTH CARE SAVINGS PLAN

31.1 All members of POA will participate in the Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP) pursuant to Minnesota Statute 352.98, which shall be administered as provided by law.

31.2 Each member of the union shall contribute the following amounts to the Plan:

- 2% of gross salary

31.3 The plan will be also be funded by 100% of severance pay and/or accumulated flex leave due to the employee upon separation from employment with the City.

31.4 With thirty days (30) days' advance notice, the association may remove the post-employment health care savings plan.

Police Officers

ARTICLE 32. DURATION

This AGREEMENT shall be effective as of January 1, 2021 except as herein noted, and shall remain in full force and effect until the thirty-first day of December 2023. In witness whereof, the parties have executed this AGREEMENT on the 15th day of February 2022.

FOR THE CITY OF HOPKINS

FOR THE ASSOCIATION

City Manager

President

Assistant City Manager

Vice President

Mayor

Treasurer/Secretary

Police Officers

APPENDIX A

WAGES

**Monthly
Percent
Increase**

	2.0%	2.0%	0.05%	3.50%
	<u>1/1/2021</u>	<u>1/1/2022</u>	<u>7/1/2022</u>	<u>1/1/2023</u>
Start	\$ 5,627.94	\$ 5,740.50	\$ 5,769.20	\$ 5,971.13
1 Year	\$ 6,195.83	\$ 6,319.74	\$ 6,351.34	\$ 6,573.64
2 Year	\$ 6,708.66	\$ 6,842.84	\$ 6,877.05	\$ 7,117.75
3 Year	\$ 7,223.64	\$ 7,368.11	\$ 7,404.95	\$ 7,664.13

**Hourly
Percent
Increase**

	2.0%	2.0%	0.05%	3.50%
	<u>1/1/2021</u>	<u>1/1/2022</u>	<u>7/1/2022</u>	<u>1/1/2023</u>
Start	\$ 32.47	\$ 33.12	\$ 33.28	\$ 34.45
1 Year	\$ 35.75	\$ 36.46	\$ 36.64	\$ 37.92
2 Year	\$ 38.70	\$ 39.48	\$ 39.68	\$ 41.06
3 Year	\$ 41.67	\$ 42.51	\$ 42.72	\$ 44.22

(a) Employees classified or assigned by the EMPLOYER as Investigators, Narcotics Officer or School Resource Officer will receive Three Hundred (\$300.00) per month or Three Hundred (\$300.00) pro-rated for less than a full month in addition to their regular wage rate. The Employer shall assign schedules based upon the needs of the department and specific position.

(b) On-Call Pay

1. In the circumstance of non-routine on-call situations of an emergency nature, the department will post for non-routine on-call pay.

2. Employees shall be compensated for one (1) hour at time and one-half (1-1/2) for each day they are required to be on-call duty. Employees shall be compensated for two (2) hours at time and one-half (1-1/2) for each Holiday they are required to be on-call duty. Hours actually worked shall be paid at time and one-half (1-1/2).

Police Officers

3. Effective Jan. 1, 2021, positions listed in sub-point A, who are subject to on-call requirements, shall receive on-call pay of \$25 per day on-call.

4. Effective Jan. 1, 2022, positions listed in sub-point A, who are subject to on-call requirements, shall receive one (1) hour at time and one-half (1-1/2) for each day they are required to be on-call duty. Employees shall be compensated for two (2) hours at time and one-half (1-1/2) for each Holiday they are required to be on-call duty. Hours actually worked shall be paid at time and one-half (1-1/2).

(c) Any officer assigned to care for a dog as a K-9 officer will receive 1/2 hour maintenance credit for each day that officer personally maintains a canine. Such hours shall not qualify for time and one-half premium overtime compensation unless required under the Fair Labor Standards Act.

(c) New officers with experience may be hired at a rate above the "Start" wage rate.

- Officer with one year of experience - 1 year wage rate.
- Officer with two years of experience - 2 year wage rate.
- Officer with three plus years of experience - 3 year wage rate.

New officers will not be given lateral seniority or vacation/flex leave rights. New officers will not be accelerated on the longevity pay steps.

(d) Flex Leave Accrual Schedule (see full Flex Leave Policy for official guidelines).

Flex Leave Accrual Schedule										
Year	Leave		Year	Leave		Year	Leave		Year	Leave
	Hrs/Days			Hrs/Days			Hrs/Days			Hrs/Days
1	152 / 19		6	184 / 23		11	208 / 26		16	232 / 29
2	160 / 20		7	192 / 24		12	208 / 26		17	232 / 29
3	168 / 21		8	192 / 24		13	216 / 27		18	232 / 29
4	176 / 22		9	200 / 25		14	224 / 28		19	232 / 29
5	184 / 23		10	200 / 25		15	232 / 29		20	232 / 29
									21	232 / 29
									22	232 / 29
									23	232 / 29
									24	232 / 29
									25	272 / 34

APPENDIX B

UNIFORMS

- 2 Pair Uniform Cargo Pants - Class B
- 2 Short Sleeve Shirts - Navy Class B
- 2 Long Sleeve Shirts - Navy Class B
- 1 Pair Boots/Shoes
- 1 Pair Uniform Pants - Class A
- 1 Long Sleeve Shirt - Navy Class A
- 1 Short Sleeve Shirt - Navy Class A
- 1 Winter Weight Duty Jacket
- 1 Light Weight Duty Jacket
- 1 Raincoat and Rain Hat Cover
- 1 Traffic Vest
- 1 Winter Hat
- 1 Summer Hat
- 1 Hat Badge
- 2 Shirt/Jacket Badges
- 2 Name Plates
- 1 Clip-on Uniform Tie
- 1 Pair Winter Weight Gloves
- 2 Pair Dress Socks
- 1 Ballistic Vest (and all necessary replacements)
- 1 Department Issue Service Weapon **
- 1 Full Set of Leather Gear and equipment:
 - Duty Belt
 - Inner Belt
 - Cuff Case, Handcuffs and Keys
 - Mace Case and Chemical Agent
 - Double Magazine Case and 3 Magazines
 - Radio Holder and Radio with 2 Batteries
 - Flashlight Holder and Flashlight
 - Taser Holster
 - Firearm Holster
 - Glove Pouch Key Holder

* The Employee may elect to substitute a leather duty jacket for the winter weight duty jacket with the Employee to pay the difference in price.

**ONLY if new hires elect to carry department issued service weapon. Otherwise, this cost is assumed by the new hire.



2022 Community Development Block Grant Program Funds

Proposed Action

Staff recommends adoption of the following motion: Move that the Council adopt Resolution 2022-009, Resolution Approving Proposed Use of 2022 Urban Hennepin County Community Development Block Grant Program Funds and Authorizing Execution of Subrecipient Agreement with Urban Hennepin County and any Third Party Agreements.

With this motion, the Community Development Block Grant application will be submitted to Hennepin County for review and approval.

Overview

The Community Development Block Grant (CDBG) is a federal program through the U.S. Department of Housing and Urban Development that helps communities meet community development needs, particularly that benefit low and moderate income households. As a participating city in the Urban Hennepin County CDBG program, Hopkins is eligible to receive a preliminary estimate of \$84,111 in CDBG funds for the 2022 program year. The funds will be received on July 1, 2022 and must be expended by December 31, 2023.

Staff is proposing to allocate this funding to the Housing Rehabilitation Program, which provides deferred loans to low and moderate income homeowners to make improvements or repairs that affect the safety and habitability of their home or upgrade the home's energy efficiency.

CDBG funding for public service activities will be awarded through a single combined, competitive RFP, issued by Hennepin County that will cover all the cities in the Urban Hennepin County CDBG program. Fifteen percent of the overall Urban Hennepin County CDBG allocation will be set-aside for this purpose. City staff will participate on a public service selection committee, which will determine how the funds will be granted to nonprofits and community partners.

As a requirement of the CDBG funding process, the City must hold a public hearing on the proposed use of funds prior to approving the attached resolution.

Primary Issues to Consider

- What is the intended use of CDBG funds?
- What activities are being recommended for funding?

Supporting Information

- Resolution 2022-009

A handwritten signature in blue ink, appearing to read 'Jan Youngquist', is written over a horizontal line.

Jan Youngquist, AICP
Community Development Coordinator

Analysis of Issues

What is the intended use of CDBG funds?

CDBG funds may be used to support a variety of housing and community development activities. The intent of the program is to fund primarily "bricks and mortar" projects versus social service programs. Activities must meet at least one of the following objectives of the CDBG program:

- Benefiting low and moderate income persons
- Prevention or elimination of slums and blight
- Meeting a particularly urgent community development need

Additionally, CDBG funds must be used to address priority goals and needs identified in Hennepin County's 2020-2024 Consolidated Plan.

What activities are being recommended for funding?

Resolution 2022-009 allocates the estimated 2022 CDBG funds of \$84,111 to housing rehabilitation activities. This activity helps meet the goal of Homeowner Rehabilitation and addresses the priority needs to Preserve/Create Single Family Homeownership and to Encourage Neighborhood Revitalization as identified in Hennepin County's 2020-2024 Consolidated Plan.

The Housing Rehabilitation Program is important in its assistance to low and moderate income homeowners and is consistent with Housing Goal 4 from the 2040 Comprehensive Plan—Cultivate Hopkins, which is to maintain the quality, safety and character of the existing housing stock.

It is anticipated that these funds will assist 3 to 4 households. There are currently 18 households on the waiting list to receive funds through the Housing Rehabilitation Program.

**CITY OF HOPKINS
HENNEPIN COUNTY, MINNESOTA**

RESOLUTION 2022-009

**RESOLUTION APPROVING PROPOSED APPLICATION FOR 2022 URBAN HENNEPIN
COUNTY COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM FUNDS
AND AUTHORIZING EXECUTION OF SUBRECIPIENT AGREEMENT WITH
URBAN HENNEPIN COUNTY AND ANY THIRD PARTY AGREEMENTS**

WHEREAS, the City of Hopkins, through execution of a Joint Cooperation Agreement with Hennepin County, is cooperating in the Urban Hennepin County Community Development Block Grant Program; and

WHEREAS, the City of Hopkins has developed a proposal for the use of 2022 Urban Hennepin County Community Development Block Grant funds;

BE IT RESOLVED, that the City Council of Hopkins approves the following project for funding from the 2022 Urban Hennepin County Community Development Block Grant Program and authorizes submittal of the proposal to Urban Hennepin County/Consolidated Pool.

<u>Activity</u>	<u>Budget</u>
Housing Rehabilitation	\$84,111

BE IT FURTHER RESOLVED, that the City Council hereby authorizes and directs the Mayor and its City Manager to execute the Subrecipient Agreement and any required Third Party Agreement on behalf of the City to implement the 2022 Community Development Block Grant Program.

BE IT FURTHER RESOLVED, that should the actual amount of FY2022 CDBG funds available to the City be different from the preliminary amount provided to the City, the City Council hereby authorizes the City Manager to adjust the project budget to reflect the actual amount of funding available.

Adopted by the City Council of the City of Hopkins this 15th day of February, 2022.

By: _____
Patrick Hanlon, Mayor

ATTEST:

Amy Domeier, City Clerk

REQUEST FOR PROPOSALS – 102 10TH AVENUE NORTH

Proposed Action

Staff recommends adoption of the following motion: Move to authorize staff to prepare a Request for Proposals for the disposition of 102 10th Avenue North (Lot #800).

With this motion, the Request for Proposals (RFP) will be prepared and shared with the City Council prior to it being issued.

Overview

The City of Hopkins owns the property at 102 10th Avenue North, currently used as a municipal parking lot. It serves as free parking for employees and customers of downtown Hopkins and recently as a temporary park and ride location for Metro Transit. The lot is underutilized for parking and at the January 7, 2022, goal setting session of the Hopkins City Council, support was shown for soliciting proposals for a development on this site.

There has been interest shown in this site from both residential and commercial developers in the past and developing the site is in conformance with the goals of growing the City’s tax base, supporting transit investment, and better utilization of land.

The discussion at the February 15, 2022, City Council meeting will focus on discussing the specifics of the RFP so that staff can draft a clear set of expectations for the preferred development.

Primary Issues to Consider

- What are the desired goals for the development?
- What are the specific requirements for development?
- What is the proposed process for soliciting proposals and selecting the preferred developer?

Kersten Elverum, Director of Planning & Development

Financial Impact: \$__0_____ Budgeted: Y/N ____ Source: _____
Related Documents (CIP, ERP, etc.): _____
Notes: _____

Analysis of the Issues:

- **What are the preferred goals for the development?**

The following are the suggested goals for future development:

- Maximize tax base
- Support the economy of Downtown Hopkins
- Support ridership on the SW LRT line
- Create a welcoming gateway to Hopkins from the Lake Minnetonka LRT Regional Trail
- Provide employment and/or owner-occupied housing opportunities
- Provide appropriate transition from the historic downtown to the Avenues neighborhood

Additional design goals for the development could include:

- Provide structured automobile parking in order to minimize surface parking
- Support numerous multi-modal opportunities including biking, walking, electric vehicles, transit and car sharing
- Provide green space for both public and private use
- Attractive architecture that compliments the surrounding neighborhood and if a commercial use, establishes the design aesthetic for future commercial uses in the area
- Building and site design that incorporates many sustainable elements
- Eliminate at least one access point into the site from a main road

For a proposed housing development:

- Maximizing the number of housing units within a 2.5 story limit
- Providing ownership opportunities

For a commercial development proposal:

- Businesses that would bring living wage jobs
- Compatibility with the surrounding single family homes
- Office use vs. retail
- Preference for existing businesses

- **What are the specific requirements for development?**

Because the site is owned by the City of Hopkins, through the Hopkins Housing and Redevelopment Authority, the selection of the developer and the type of project to be built can be decided based on community goals. City staff is interested in getting feedback on specific outcomes the City Council would like to achieve including the following:

Affordability of housing. The City could require that housing units, all or some, are affordable to households at a certain percent of area median income.

Particular market(s) type of housing. The City could indicate a preference for a certain market type of housing including senior, first-time homebuyers, family or owner-occupied.

Equity. The City could require the developer to address how the proposed development would be equitable, how it would serve to provide opportunities to the full community and/or first-generation home buyers, or how the developer would create opportunities for minority and/or women-owned businesses.

Sustainability. Specific features, like solar installation or EV charging stations, could be specified or the City could require that the developer obtain an environmental certification such as LEED or WELL for the building(s).

Access. The RFP could dictate where access to the site would be located and which access points would need to be removed.

Building Height. The draft zoning code would call for a minimum height of one story for a commercial use, maximum of 2.5 stories and a minimum of two stories for a residential development with a maximum of 2.5 stories. The City could be more specific of the desired height through the RFP.

Materials. The zoning code will have some parameters around materials for commercial and residential structures. If the City Council has expectations for materials that go beyond the zoning requirements, that should be stated in the RFP.

Setbacks. The City could be specific on the setback requirements for both residential and commercial uses.

Establishing value. The City Council/HRA can set a minimum sale price based on estimated market value or elect to ask proposers to state the purchase price they are willing to offer. If the City Council/HRA desires to establish a minimum sale price, the value could be determined through a formal land appraisal or rely on the Hennepin County Assessor for a more informal estimation of value.

Another option would be to state upfront that the City is willing to accept less than market value, if needed, for an affordable housing development and that the purchase price would be negotiated based on need.

- **What is the proposed process for soliciting proposals and selecting the preferred developer?**

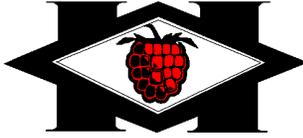
If the City Council directs staff to prepare a RFP, staff will spend the next 30 days preparing the RFP using existing templates and information from the February 15, 2022, City Council discussion. It will be brought back for City Council/HRA approval before being issued to the development community. The RFP will include background, City goals for the site, specific requirements and/or preferred elements and submittal information requested including the following:

The proposals will be accepted for 60 days following the issuance of the RFP and presented to the City Council/HRA after the 60 day periods ends. The City Council/HRA will review the proposals and may decide to interview some or all of the proposing developers. It will be at the sole discretion of the City Council/HRA to elect to enter into a development agreement.

Alternatives:

The City Council has the following options regarding this issue:

- Elect to direct staff to prepare a Request for Proposals for Lot #800
- Elect not to direct staff to prepare a Request for Proposals for Lot #800 at this time
- Elect to modify the process to dispose of the property in another manner such as listing with a Real Estate Broker or issuance of a Request for Qualifications or a request for interest.



CITY OF HOPKINS

Memorandum

To: Honorable Mayor and Council Members
Mike Mornson, City Manager

From: Nick Bishop, Finance Director

Date: February 15, 2022

Subject: American Rescue Plan Act (ARPA)

PURPOSE

The purpose of this update is to review the preliminary results of the ARPA web survey, give an overview of staff requests and receive any input from City Council concerning an ARPA spending plan.

INFORMATION

On Wednesday, February 2nd the City began advertising a short web survey seeking input on community priorities. The survey was advertised on Facebook, Twitter and Hopkins Connections. The survey results are intended to be one factor in coming to a decision. The preliminary results of the survey (through February 9th) are attached.

The following requests were received from Departments for potential uses of ARPA Funds. The City has the ability to claim all ARPA funds a revenue loss and use for any governmental purpose.

Arts Center, Depot, Parking and Pavilion Funds (\$923,039)

- The Arts Center, Depot, Parking and Pavilion Funds felt the economic impact of the pandemic through reduced revenue. Staff is proposing replenishing each fund with the reduced revenue as compared to 2019 in charges for service, fines and other miscellaneous revenue. The following amounts are based on actual 2020 results and preliminary 2021 results:
 - Arts Center - \$402,471
 - Depot - \$258,904
 - Parking - \$63,817
 - Pavilion - \$197,847

Administration Department Requests (total of \$200,000)

- Youth Workforce Development Pilot Program (\$100,000) Staff would work with Hopkins Public Schools to develop a three-year pilot program (Summer 2022-2024) focused on youth workforce readiness. The goals of the program would be:
 - To increase exposure of the underrepresented communities/youth with barriers to employment in public service by developing a career exploration program in partnership between the City of Hopkins and Hopkins Public School
 - To help develop a recruitment pathway with our youth community to careers with the City of Hopkins or in Local Government
 - To meet future recruiting challenges in professions where there is a competitive job market/ hiring challenges
 - To work on creating a city staff that is reflective of the community we serve
- Equity Capacity Building for Staff (\$100,000) The funds would be used to kick-start citywide Diversity, Equity and Inclusion (DEI). Plan would be to start at the leadership level in 2022 and work on putting in place an equity plan in 2023 and 2024. Funds would focus on opportunities to build internal capacity related to DEI efforts over the next three years.

Police Department Requests (total of \$52,400)

- 4 Automatic License Plate Readers (\$20,000) – Stationary camera systems placed on or near public roadways to locate stolen vehicles or wanted persons and to track vehicles for traffic impact studies.
- Recon Throwbot 2 (\$19,400) - A remote controlled robot which can be utilized on patrol and in a tactical capacity.
- Aardvark breaching tool (\$10,000) - A mechanical kinetic breacher to contribute to the SWAT consortium.
- Training for Forensic Analysis (\$3,000) - Training a second person to be certified in Oxygen Forensic Analysis (computers/cell-phones/cloud accounts).

Planning and Economic Development

- Moveable parklets (\$20,000) – A moveable parklet system to add gathering spaces to public streets or provide additional seating for local restaurants

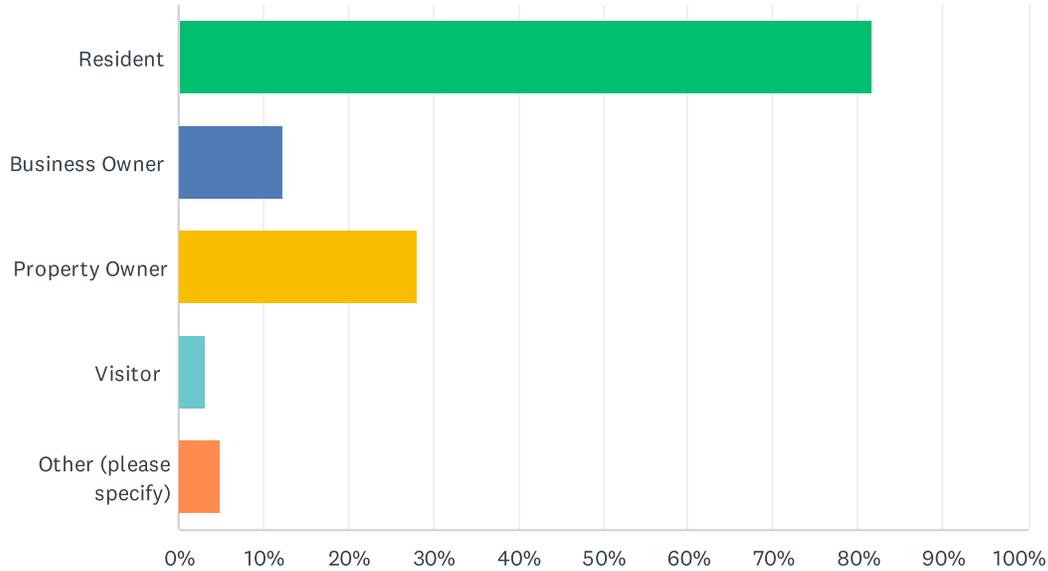
FUTURE ACTION

The March 8th Work Session is scheduled as a date for staff to present a proposed ARPA Spending Plan based on input received. The April 4th City Council Meeting is being proposed to approve the plan. City staff would begin implementing the plan on April 5th.

Preliminary Results (2/2 - 2/9/2022)

Q1 Please select what best describes your involvement in Hopkins (select all that apply)

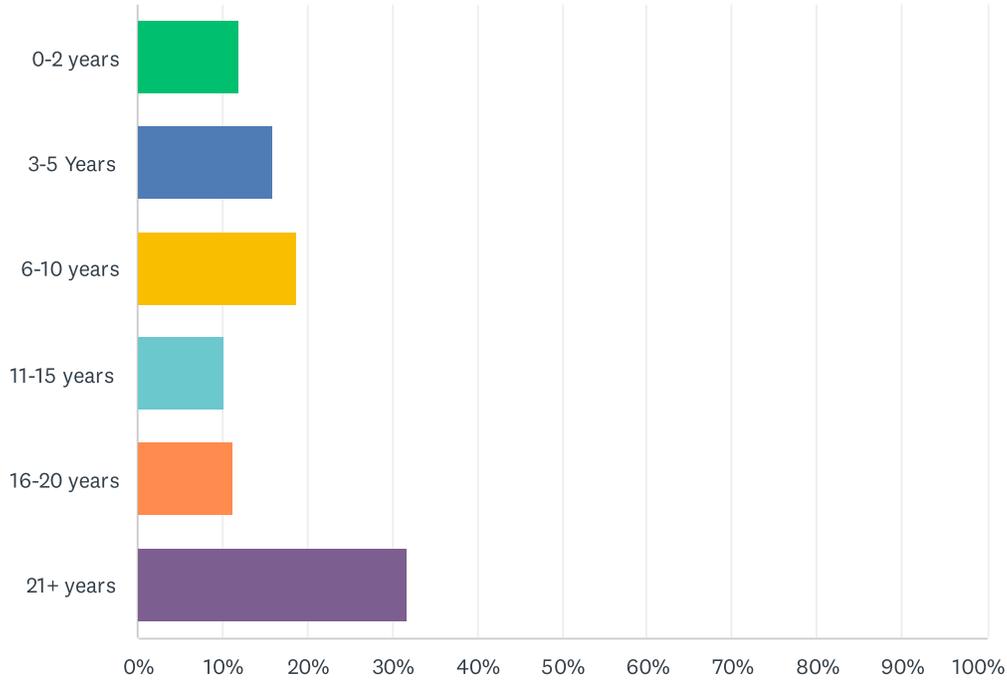
Answered: 185 Skipped: 1



ANSWER CHOICES	RESPONSES	
Resident	81.62%	151
Business Owner	12.43%	23
Property Owner	28.11%	52
Visitor	3.24%	6
Other (please specify)	4.86%	9
Total Respondents: 185		

Q2 If you answered Resident, Business Owner or Property Owner above, how long have you been in Hopkins?

Answered: 176 Skipped: 10



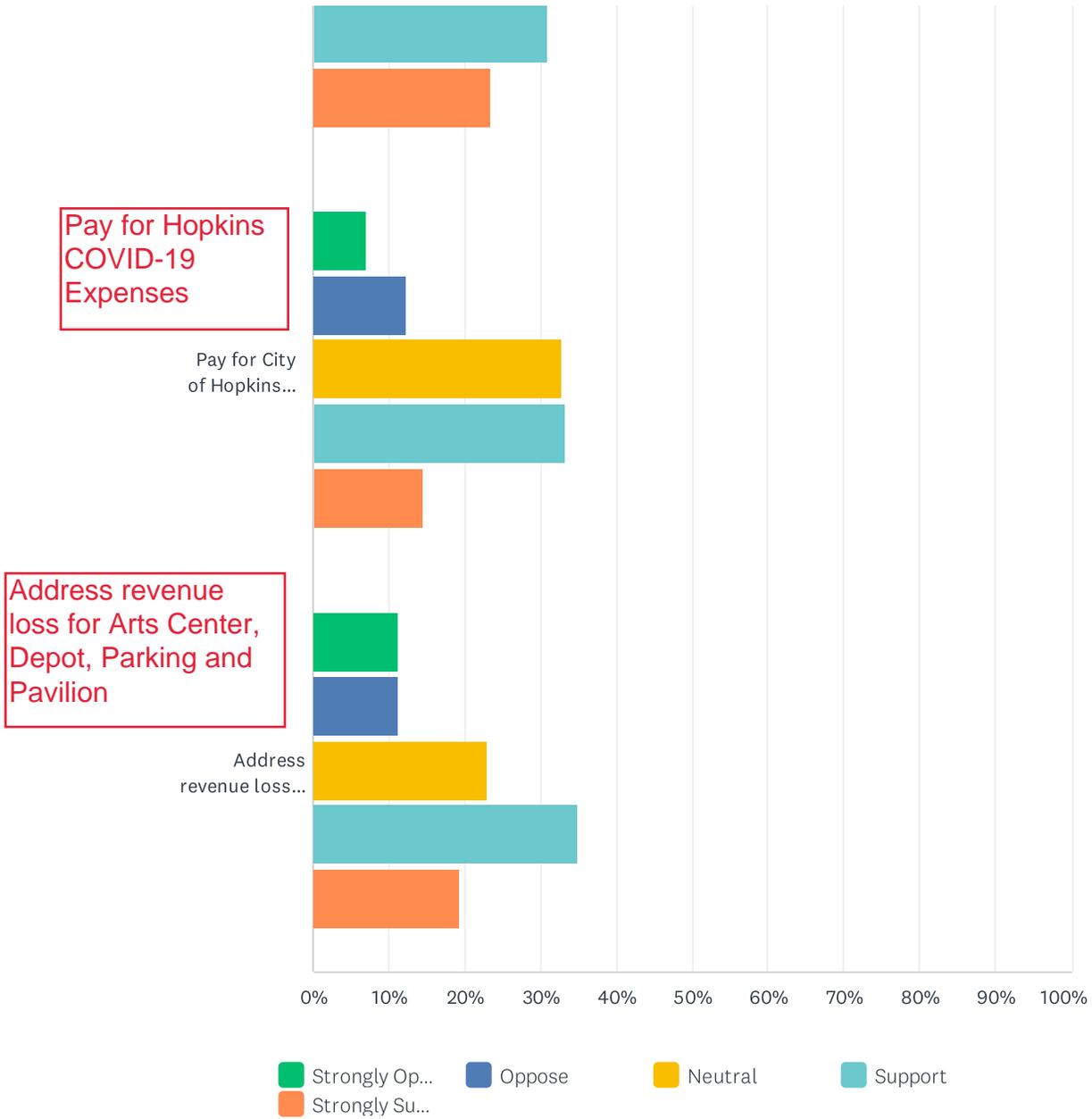
ANSWER CHOICES	RESPONSES	
0-2 years	11.93%	21
3-5 Years	15.91%	28
6-10 years	18.75%	33
11-15 years	10.23%	18
16-20 years	11.36%	20
21+ years	31.82%	56
TOTAL		176

Q3 Below is a list of projects that fit into ARPA guidelines. Please indicate your level of support for each:

Answered: 186 Skipped: 0



City of Hopkins American Rescue Plan Act Survey



City of Hopkins American Rescue Plan Act Survey

	STRONGLY OPPOSE	OPPOSE	NEUTRAL	SUPPORT	STRONGLY SUPPORT	TOTAL	WEIGHTED AVERAGE
Support local businesses and community organizations impacted by the pandemic with grants or other assistance	5.41% 10	4.32% 8	14.59% 27	44.86% 83	30.81% 57	185	3.91
Provide financial support to organizations helping residents who are recovering from the economic impacts of the pandemic	9.19% 17	9.73% 18	15.68% 29	36.76% 68	28.65% 53	185	3.66
Invest in improved outdoor spaces for healthier living environments (Parks or other Public Spaces)	11.41% 21	9.78% 18	24.46% 45	29.89% 55	24.46% 45	184	3.46
Fund Water and Sewer Infrastructure Projects	7.61% 14	6.52% 12	31.52% 58	30.98% 57	23.37% 43	184	3.56
Pay for City of Hopkins COVID-19 Expenses and Support City Operations	6.99% 13	12.37% 23	32.80% 61	33.33% 62	14.52% 27	186	3.36
Address revenue losses in the Arts Center, Depot, Parking and Pavilion Funds	11.29% 21	11.29% 21	23.12% 43	34.95% 65	19.35% 36	186	3.40

Q4 Do you have any other comments or suggestions about how Hopkins can use ARPA funding to best serve the community?

Answered: 67 Skipped: 119



**Resolution Affirming the City of Hopkins Mission Statement
and Adopting the 2022 Goals and Strategic Plan for the City of Hopkins**

Proposed Action.

Staff recommends that the Council approve the following motion: Move to adopt Resolution 2022-003, Affirming the City of Hopkins Mission Statement and Adopting the 2022 Goals and Strategic Plan for the City of Hopkins.

Adoption of this motion will publicly state the goals and strategic plan for 2022.

Overview:

The City Council held session on January 6 and 7 to discuss previous goals and evaluate new goals and the strategic plan. On a regular basis, it is critical to create and assess the goals and objectives of the community. The goals and strategic plan publicly state those items the City Council wishes to accomplish above and beyond the normal operations and everyday services provided by the City.

Staff recommends approval of Resolution 2022-003 approving the 2022 goals and strategic plan.

Primary Issues to Consider:

- How were the 2022 Goals and Action Plan arrived at?

The City Council and City staff discussed various issues affecting the City of Hopkins. They held the goal setting meetings on January 6 and 7.

Supporting Information:

- Resolution 2022-003
- Summary of Goals

A handwritten signature in blue ink, appearing to read 'Michael J. Mornson'.

Michael J. Mornson
City Manager

**CITY OF HOPKINS
HENNEPIN COUNTY, MINNESOTA**

RESOLUTION 2022-003

**AFFIRMING THE CITY OF HOPKINS MISSION STATEMENT AND ADOPTING
THE 2022 GOALS AND STRATEGIC PLAN FOR THE CITY OF HOPKINS**

WHEREAS, the Hopkins City Council believes it is necessary for an effective local government to clearly establish its overall mission and to prescribe the goals and objectives necessary to accomplish that mission; and

WHEREAS, the Hopkins City Council has reviewed and will be following its mission to:

- Inspire
- Educate
- Involve
- Communicate

WHEREAS, the Hopkins City Council has previously adopted the following goals:

- Goal I: Preserve the Home Town Feel of Hopkins
- Goal II: Promote a Resilient Community
- Goal III: Take it to Them

WHEREAS, the Hopkins City Council has identified certain goals, objectives and action steps for the year 2022.

NOW THEREFORE BE IT RESOLVED, that the City Council of the City of Hopkins does hereby adopt the mission statement and formally adopts the listed goals, and that the City Council, City Manager and staff are hereby committed to the accomplishment of these goals and its action plan.

Adopted by the City Council of the City of Hopkins this 15th day of February, 2022.

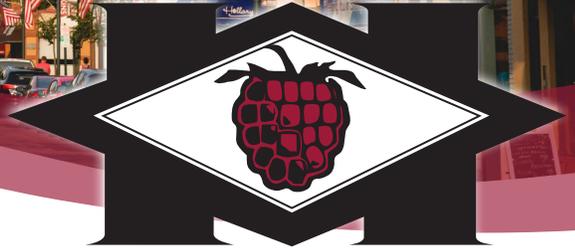
By: _____
Patrick Hanlon, Mayor

ATTEST:

Amy Domeier, City Clerk



City of Hopkins 2022



MISSION

Inspire. Educate. Involve. Communicate.

VISION

Creating a spirit of community where...

All people feel safe and respected, and diversity is celebrated.

Business growth is supported and a vibrant downtown is maintained.

People enjoy exceptional government services, neighborhoods and outstanding schools.

GOALS

STRATEGIES

Preserve the Hometown Feel of Hopkins

Enhance community pride by providing accessible, friendly and efficient services

Support a vibrant business community

Promote Hopkins as a destination and enhance city events

Maintain high quality public safety services

Promote a Resilient Community

Maintain physical assets and infrastructure

Practice environmental responsibility

Strengthen walking and biking infrastructure in the city

Support a range of housing options and opportunities for affordability

Support transit-oriented sustainable development and growth

Take It To Them

Foster true inclusion through community engagement and involvement

Engage underrepresented populations: communities of color and rental community

Embrace and strengthen partnerships

ACTION STEPS

Priorities for the year ahead

Develop multi-modal policy

Update Zoning Code

Roll out Think Hopkins marketing campaign

Review climate and sustainability goals

Explore affordable housing policy options

Create parks master plan

Develop American Rescue Plan Act Spending Plan

Reduce Art Center debt

Discuss History Center/907 Mainstreet

Prioritize community engagement and equity strategies