



CITY COUNCIL MEETING

AGENDA ITEM

Prepared By: <i>Allie Polsfuss, City Administrator on behalf of the Personnel Committee</i>	Meeting Date: <i>11/3/2025</i>	Item Name: <i>Approve Law Enforcement Labor Services Union #359 Agreement for 2026, 2027, 2028</i>
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BACKGROUND

The current agreement with LELS #359 Union, representing our Police Officers, is set to expire on December 31, 2025. After negotiations, the Personnel Committee and union representatives have reached a tentative agreement on the terms of a new three-year contract covering the period from January 1, 2026, through December 31, 2028.

OVERVIEW

The LELS #359 Business agent and union members presented their initial proposal on July 29, 2025. The proposal was then presented to the Personnel Committee consisting of Council member Moroni and (alternate) Council member Jensen. Negotiations continued until a final agreement was reached on September 30, 2025. The updated contract covers the period from January 1, 2026 through December 31, 2028. A redlined version of the agreement is included as Attachment A for reference.

Below is a summary of the new terms:

- **Article 15, Page 11:**
Addition of Field Training Officer (FTO) compensation language, providing additional pay for officers actively training new hires. This is standard language consistent with industry practice.
- **Article 19, Page 14:**
Inclusion of language regarding annual vacation accruals, effective January 1 of each year, aligning with City policy adopted in 2024.
- **Article 21, Page 18:**
Addition of two (2) days of sick leave accrual annually. This adjustment aligns with rates offered in comparable departments.
- **Appendix 1, Page 23 – Wages:**
Wage adjustments based on market comparisons with surrounding communities:
 - 4% COLA effective January 1, 2026
 - 4% COLA effective January 1, 2027
 - 4% COLA effective January 1, 2028

Note that an MOU was approved to change the wage grid in 2024 and 2025. The proposed increases are based on that wage grid. [See MOU here](#)

- **Appendix 1, Page 24 – Pay Differentials:**
Adjustments to shift differential pay, reflecting both comparability with peer departments and consistency with the City's past practices.
- **Page 24 – Policy Language Clean-up:**
Updated contract language to ensure clarity and alignment with current City policies and procedures.

These negotiations were both productive and positive, reflecting a shared commitment to supporting our law enforcement personnel. The resulting agreement reinforces the City's recognition of the dedication of our police officers.



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FINANCIAL IMPACT

The 2026 preliminary levy includes the budgeted increases.

STAFF RECOMMENDATION

Approve Law Enforcement Labor Services Union #359 Agreement for 2026, 2027, 2028

SUPPORTING DOCUMENTS

Attachment A- LELS Draft Agreement