



## CITY COUNCIL MEMORANDUM

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**TO:** City Council

**FROM:** Matthew R. Schmitz, MPA - City Manager

**DATE OF MEETING:** August 12, 2024

**ITEM TITLE:** Letter of Understanding with PD Union about Longevity

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### **BACKGROUND:**

This item was discussed at the August 5<sup>th</sup> City Council Work Session.

### **DISCUSSION:**

The Police Department is represented by Teamsters Local 238, and recently entered into a new contract. During those discussions, we talked about Longevity and future potential changes to that and now that we are ready to move forward, we have talked with the Union Stewards, Officer Jason Ohrt and Officer Chris Cass, and they agree with the modifications outlined in the attached document.

### **RESULTS:**

The City has established priorities during strategic planning sessions. This item supports the Vision from that session of Support and Empower Workforce. This item helps achieve that vision by making the process more transparent and easier for employees to implement and understand.

### **FINANCIAL CONSIDERATION:**

Because this is a small increase from the existing amount for longevity for the Police Department, there would be a minor impact to the salary line items for the Police Department.

### **RECOMMENDATION:**

Staff recommends a motion to authorize the City Manager and the Mayor to move forward with signing documentation relating to a Letter of Understanding with Teamsters Local 238 to implement these changes to Longevity.