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MEMORANDUM

TO: HONORABLE MAYOR AND CITY COUNCIL
FROM: JOSHUA TETZLAFF, CITY ADMINISTRATOR
SUBJECT: LABOR AGREEMENT FOR 2025-26 WITH LAW ENFORCEMENT SERVICES, INC.
AND POLICE UNION
DATE: NOVEMBER 14, 2024

Attached for your review is the proposed Labor Agreement for 2025-26 with Law Enforcement Labor Services, Inc. (LELS) and the City's Police Union. I have attached both a clean copy and a redlined copy from the previous agreement.

The Agreement contains the following changes from the prior Labor Agreement:

- Dates updated for 2025-26 timeframe;
- Updated language for how Compensatory Time may be used;
- Updated Insurance language to match change in non-union employees benefits;
- Increased Uniform Allowance by \$50 per year;
- Update Schedule A, the compensation scale, to show a 4% per year of the contract.

The Police Union has reviewed the Final Agreement and has approved the document prior to this meeting.

Recommendation

Staff recommends approval of the 2025-26 Labor Agreement with LELS and the City Police Union, effective January 1, 2025.