

## MEMORANDUM

To: Honorable Mayor and City Councilmembers

Kate Thunstrom, City Administrator

From: David Schaps, City Attorney's Office

Date: November 27, 2024

Re: Approval of Labor Agreement with Law Enforcement Labor Services #411 Police Sergeants for 2025-2027

---

Please allow the memorandum to provide information regarding the negotiations with the Police Officers Union LELS Local #411.

Based upon the direction from the City Council pursuant to its November 4<sup>th</sup>, 2024 closed session to discuss the City's labor negotiation strategy, our office and City Administrator Kate Thunstrom conveyed a "Final and Best" offer to the Union. The Union has accepted the offer.

The agreement changes are summarized as follows:

Title Page: dates updated.\

5.4: Language added referencing statute on arbitrator selection on disciplinary action. This is per a state law change and is a housekeeping matter.

8.7: Medical leave cost sharing language added. This codifies what is in state statute and caps the City's contribution level.

8.8: ESST reference added to mirror existing City Policy.

11.8: Wavier language added on inclement weather. This was required per a state law change in the last session that required the City to negotiation that public safety cannot use ESST during an emergency weather event.

12.1: Juneteenth added to the list of holidays as a housekeeping change.

### EXPERIENCE | TRUST | RESULTS

Charles M. Seykora  
Beverly K. Dodge  
Joan M. Quade \*  
John T. Buchman \*  
Scott M. Lepak  
William F. Huefner  
Bradley A. Kletscher

Timothy D. Erb  
Adriel B. Villarreal  
Tammy J. Schemmel  
Carole Clark Isakson  
Joseph J. Deuhs, Jr.  
Cathryn D. Reher  
Jason C. Brown

Thomas R. Wentzell  
David R. Schaps  
Carla J. Pedersen  
Kristin L. Kingsbury \*  
Lindsay K. Fischbach  
Tyler W. Eubank  
Bobbi Hermanson-Albers

Erik C. Ordahl \*  
Stephany J. Elmer  
Rachel L. Farhi  
Ashley Kemplin-Gamm \*  
Kate R. Fredrickson  
James S. Robbins \*  
Jacob W. LeVahn

Jamie L. Carrell  
Travis J. Lutz  
Katie J. Bogart  
Ellen M. Stirzl  
Kyle T. Manderfeld

Senior Counsel  
Joel T. LeVahn  
Of Counsel  
James H. Wills \*  
Scott M. Hagel  
Robert A. LaFleur  
\* Also Licensed  
In Wisconsin

13.2: Language from the existing memorandum of understanding on vacation and severance added into this section as housekeeping item.

13.3: Language added to pay out a portion of vacation. This is for the term of this contract only and would have to be negotiated in the future. The reasoning for providing this was to reduce vacation banks and thus bring current overtime costs down.

19.1: Language from the existing memorandum of understanding on vacation and severance added into this section as housekeeping item.

20.2. Contribution to health care savings plan added. This mirrors the patrol officer's contract.

The Employee Wellness MOU has been updated with new dates for the duration of the contract so as to extend it.

Duration: Three year contract covering 2025-2027.

Wages: 2025 - 9% market adjustment / 3% Cola

2026 - 5% market adjustment / 3% Cola

2027 - 3%

As reference – the Unions initial wage request was:

A. 2025: 5.00% General Wage Increase; plus 10.00% Market Rate Adjustment (15.00% total)

B. 2026: 5.00% General Wage Increase; plus 5.00% Market Rate Adjustment (10.00% total)

C. 2027: 3.5% General Wage Increase

D. Delete Steps 1-5 of current Salary Schedule

All other terms and contract language remain as is for the duration of this contract.

At the time of the writing of this memorandum, the Police Sergeant's union was reviewing the redline version of the updated contract. Upon their confirmation of the language and associate salary tables, the City Council conducts the final review of the agreement. Please note that review of the final agreement is a standard "housekeeping item" process, however, staff is of the opinion that this can move forward.

Overall, the contract reflects the City Council's direction to implement the recommendations of the Abdo compensation analysis.

Recommendations and Requested Council Action:

Staff recommends the City Council approve the agreement as presented. Approval is subject to City Attorney approval as to form.