

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 #319 Patrol Officers for 2025-2027

Please allow the memorandum to provide information regarding the negotiations with the Police Officers Union LELS Local #319.

Based upon the direction from the City Council pursuant to its November 4th, 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.

9.1: Union requested a language correction to accurately state what the officers currently receive. This is because there is a cap in Section 17.6 – and makes this a purely housekeeping change.

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

13.2: Modified to add the 8 hours of holiday for Juneteenth –the new total is 100 hours. This is a housekeeping item.

13.4: 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

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emergency weather event.

14.2: 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. Please note that this Article is subject to the extended Vacation and Severance MOU Extension (so it is not fully cleaned up). The reasoning for providing this was to reduce vacation banks and thus bring current overtime costs down.

17.2: Investigator clothing language added. This provides that the investigator can purchase professional work clothing with their uniform allotment when assigned to the position. The dollar amount did not change.

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

17.8: Carrier replacement language added.

Appendix A. Investigator differential language added (\$3.00).

Vacation and Severance, and Employee Wellness MOUs are updated with new dates for the duration of the contract so as to extend them.

Duration: Three year contract covering 2025-2027.

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

2026 - 4% market adjustment / 3% Cola

2027 - 3%

Vacation and Severance and Employee Wellness memorandum of understandings were both extended for the duration of the agreement.

As reference – the Unions initial wage request was a 4% COLA each year (implementation 1/1) of the contract after the initial wage adjustment (year 1 – 23%, year 2 – 4%, year 3 – 4%).

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 Officer'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.