

**STAFF REPORT****Agenda Item: 6.d**

|                                                    |                                                                                                     |
|----------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>Council Meeting:</b><br>June 11, 2026           | <b>Prepared By:</b><br>Nalisha Williams, Assistant City Administrator<br>Ryan Ganner, HR Generalist |
| <b>Topic:</b><br>Non-Union Police Officer Benefits | <b>Action Required:</b><br>Approval                                                                 |

---

**Summary**

The police officer positions of Director of Public Safety, Deputy Director of Public Safety, Lieutenant, and Sergeants are not part of a labor union, which defines many of the benefits that are unique to the Public Safety Department.

At the June 3, 2026 City Council Special Meeting, the City Council directed staff to incorporate the benefits outlined in the attached letter to formally document the benefits provided to these positions.

**Financial/Budget**

The attached letter affirms current city practice. Therefore, there is no additional financial impact to the city.

**Recommendation**

Approve the letter of benefits for Non-Union Police Officers.

**Council Action**

Approve the letter of benefits for Non-Union Police Officers.

**Attachments**

1. [2026 Clarification of Benefits For Non-Union Police Officers.pdf](#)