

STAFF REPORT**Agenda Item: 2.c**

Council Meeting: June 3, 2026	Prepared By: Nalisha Williams, Assistant City Administrator
Topic: Benefits - Non-Union Police Officers	Action Required: Direction

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 November 21, 2021 City Council Meeting, the City Council approved a benefits letter that memorializes benefits for these non-union Police Officers.

Staff is seeking Council direction regarding the benefits outlined below for non-union police officers. A draft memo has been provided for Council discussion, and any recommended changes will be incorporated into a final proposal for consideration at the June 11 City Council meeting. Benefits are subject to change in the future by the City Council at any time.

Benefit in Collective Bargaining Agreement	Who does it currently apply to?	Already in practice?	How does Council want to proceed?
Article 11 - Overtime Pay	Sergeants	Yes	
Article 12 - Cancellation Compensation	Sergeants	Yes	
Article 13 - Event Pay	Sergeants	Yes	
Article 14 - Court Time	Sergeants	Yes	
Article 15 - Court Standby Pay	Sergeants	Yes	
Article 16 - Call Back	Sergeants	Yes	
Article 17 - Holidays - Choose pay out or comp time - Yes to Holiday Pay	Director, Deputy Director, Lieutenant, Sergeants - Receive Holidays Sergeants - Pay Out or Comp Time for Holidays	Yes	
Article 18 - PTO	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 19 - Leave of Absence	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 20 - Extended Leave Bank/Short Term Disability - Also in Employee Handbook	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 21 - Injury on Duty	Director, Deputy Director, Lieutenant, Sergeants	Yes - Listed in 2021 Memo	
Article 22 - Funeral Leave - Also in Employee Handbook	Director, Deputy Director, Lieutenant, Sergeants	Yes	

Article 23 - Jury Duty - Also in Employee Handbook	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 24 - Education Incentive - Tuition Reimbursement - Also in Employee Handbook - Bachelors Degree - 2% of base wage	Director, Deputy Director, Lieutenant, Sergeants - Tuition Reimbursement Lieutenant and Sergeants - Educational Incentive Pay	Yes	
Article 25 - Uniform Allowance	Director, Deputy Director, Lieutenant, Sergeants	Yes - Listed in 2021 Memo	
Article 26 - Health Insurance - Matches City Benefit Structure	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 27 - Life Insurance - Matches City Benefit Structure	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 28 - Retirement Insurance - Also in Employee Handbook	Deputy Director	Yes	
Article 29 - Long Term Disability - Also in Employee Handbook	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 30 - Severance Pay	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 31 - Post Retirement Health Care Savings Plan Through MSRS	Director, Deputy Director, Lieutenant, Sergeants	Yes - Listed in 2021 Memo	
Article 32 - Salary Schedule - COLA (3.5%, 3.0%, 3.0%) - Field Training Officer (FTO) Pay (\$4.00 per hour) - Department Instructor Pay (\$2.00 per hour) - Detective Pay - Canine Officer Pay - Acting Detective Pay (4% of base wage) - Acting Supervisor Pay	Director, Deputy Director, Lieutenant, Sergeants - COLA Sergeants - Field Training Officer (FTO) (\$4.00 per hour) Sergeants - Department Instructor Pay (\$2.00 per hour) Sergeants - Detective Pay (6% of base salary) Sergeants - Acting Detective Pay (4% of base salary) Deputy Director, Lieutenant, Sergeants - Acting Supervisor Pay		
Article 33 - Longevity Pay	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 34 - Shift Differential	Sergeants	Yes	

Article 35 - Flexible Spending Account Plan - Matches City Benefit Structure	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 36 - POST Training/Peace Officer License	Director, Deputy Director, Lieutenant, Sergeants	Yes - Listed in 2021 Memo	
Article 37- Mental Health Sabbatical	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 38 - Recruitment and Retention Incentive - Also in Employee Handbook	Director, Deputy Director, Lieutenant, Sergeants	Yes	
Article 39 - Take Home Vehicle Program Employee Handbook page 55 states "certain designated city employees are authorized to take home vehicles based on demonstrated need to respond to emergencies".	Director, Deputy Director, Lieutenant	Director Listed in 2021 Memo	
Legal Defense - The employer will pay the cost of legal defense plan of the City's choosing while an employee of the city.	Director, Deputy Director, Lieutenant, Sergeants	Yes	

Financial/Budget

Provide staff with direction on benefits for non-union Police Officers.

Options

Provide staff with direction on benefits for non-union Police Officers.

Recommendation

Provide staff with direction on benefits for non-union Police Officers.

Council Action

Attachments

1. [2021 Memo to Council Clarification of Benefits-non-union Police Officer.pdf](#)
2. [FINAL VERSION of CBA Corcoran and LELs as of 1650 on 3.4.26.pdf](#)
3. [Redlined - 2026 Memo to Council Clarification of Benefits For Non-Union Police Officers.pdf](#)