

# **City Council Agenda Item Memo**

**From:** Casey Bell, Director of Human Resources

**Council Meeting:** October 28, 2025

**Subject:** 2025 – 2027 Police Union Agreement

**Presenter:** Casey Bell, Director of Human Resources

## **Summary and Recommended Action:**

Staff recommends approval of this updated three (3) year Union Agreement, to include 2026 salaries and overtime thresholds for Patrol Officers, with the Police Employees represented by the Teamsters Local Union No. 120.

## **Item Details:**

City Management meets annually with Union leadership to meet and confer and negotiate union agreements. The Police Employees are covered under a union agreement which expires December 31, 2027. Teamsters Local Union No. 120 represents Police Employees under this contract. The duration of the union agreement is three (3) years. Due to the fluctuation of sales tax and the local economy, the City has opted for salaries as an annual opener to ensure expenses of increase pay do not outpace revenues. This three (3) year agreement adjusts 2026 salaries and overtime thresholds for Patrol Officers.

## **Legal Consideration:**

None

## **Strategic Plan Consideration:**

- Fiscal Responsibility – The City of Brookings will responsibly manage resources through transparency, efficiency, equity, and exceptional customer service.
- Safe, Inclusive, Connected Community – The City of Brookings will create an environment for inclusive programs, gathering places, and events where the community can safely live, work and come together to participate in opportunities for learning, recreation and enjoyment.
- Service and Innovation Excellence – The City of Brookings will provide an accessible environment committed to ongoing innovation and outstanding service through listening and engagement.
- Sustainability – The City of Brookings will meet environmental, community and economic desires and needs without compromising future generations' quality of life by strategically planning, implementing and maintaining infrastructure and facilities.

**Financial Consideration:**

The negotiated personnel expenses are accounted for within the proposed 2026 budget.

**Supporting Documentation:**

Agreement - clean

Agreement - marked