

EXTENSION AGREEMENT

THIS AGREEMENT is made and dated this 16th day of September, 2025, by and between the City of Coeur d'Alene, Kootenai County, Idaho, a municipal corporation organized and existing under the laws of the state of Idaho, hereinafter referred to as the "City," and the Lake City Employees Association, an organization duly organized and existing under the laws of the state of Idaho, hereinafter referred to as the "Association." The terms and conditions of this Extension Agreement shall be applicable to all represented employees for a term commencing October 1, 2025, and ending September 30, 2027, except as specifically provided hereinafter; PROVIDED, HOWEVER, that this Agreement shall be subject to such changes or modifications as may be mutually agreed upon by the parties hereto.

WITNESSETH:

WHEREAS, the City and the Association entered into an Agreement governing labor relations in September 2023, hereinafter referred to as the "Agreement;" and

WHEREAS, the Agreement expires on September 30, 2025; and

WHEREAS, the parties to the Agreement have determined that it is in their mutual best interest to formally extend the Agreement for two (2) years without prejudice or penalty to either party.

NOW, THEREFORE,

1. The terms and conditions of the Agreement effective October 1, 2023, shall remain unchanged except as hereinafter provided.
2. Article 4, Section 1, of the Agreement is hereby amended to read as follows:

It is agreed the sick leave policy contained in the Personnel Rules, which by reference is made a part hereof, applies to all employees except as follows:

- A. Employees with less than 720 hours accrued sick leave shall receive four (4) hours of vacation for each fiscal year quarter in which they did not use any sick leave. To be eligible the employee must:
 - Have fewer than 720 accrued hours for each month of the quarter;
 - Work the entire quarter.
- B. Upon reaching 720 hours of accrued sick leave, employees shall be eligible for the following compensation method of sick leave accrual:

Employees having accumulated seven hundred and twenty (720) hours of sick leave shall be paid for thirty-three and one-third percent (33 1/3%) of the excess leave forfeited on the first day of the City's fiscal year, and such payment shall be contributed directly into the employee's HRA VEBA plan.

Upon retirement from the City of Coeur d'Alene, pursuant to the provisions of Idaho Code, employees will be paid for their accrued sick leave balance based on their final sick leave balance at the date of retirement. The first three thousand (\$3,000) will be contributed into the employee's HRA VEBA plan and the remaining balance will be paid with the employee's final paycheck.

- 720 sick hours and above: paid for 40% of sick balance
- Below 720 sick hours: paid for 33.33% of sick balance

Grandfathered "Option Two": This previous option is only available to those employees who had selected Option Two prior to October 1, 2017, and are now grandfathered for this compensation method of sick leave accrual. Upon retirement from the City of Coeur d'Alene pursuant to the provisions of Idaho Code, the termination of an employee due to that employee's job being abolished, or the death of the employee, he/she or their beneficiary shall be paid for 35% of the employee's total accrued sick leave hours. For the purpose of computing compensation for accrued sick leave at retirement, sick leave shall be calculated as unlimited accrual, with City providing annual statement of banked sick leave hours to the employee annually.

- C. Employees are not eligible to utilize sick leave hours in their final two weeks of employment unless documentation is provided from a certified health care professional.
- D. New Employees: In the first six (6) months of employment, new employees shall be entitled to use up to thirty-two (32) hours of sick leave from the first day of work for allowable sick leave use. Any sick leave used in excess of what is actually accrued will result in a deduction from sick leave accrual until there is no longer a negative sick leave balance and also shall require medical documentation. If an employee separates from employment having used more sick leave than accrued, the employee shall be required to repay the City for such excess use, which amount shall be deducted from the employee's last paycheck or, if funds are insufficient, the employee shall be required to make a separate payment immediately to the City of Coeur d'Alene.

3. Article 15, Section 3, of the Agreement is hereby amended to read as follows:

In addition to the increases listed in Section 2, at the beginning of the pay period that includes October 1, and in the subsequent year of the contract extension, the City will provide a market adjustment increase according to the following schedule.

October 1, 2025:	3.5%
October 1, 2026:	3.5%

LCEA agrees to support a wage study to be performed by a consultant chosen by the City, which wage study will review the compensation for classifications of positions represented by LCEA. LCEA may provide written input regarding the terms of the wage study and comparable organizations prior to final approval of the consultant contract by City Council. However, the terms of the wage study shall be determined solely by the City and the consultant.

Upon completion of the wage study, the City agrees to discuss the results and options for implementation with LCEA.

Either party may request that Article 15 of this Collective Bargaining Agreement be reopened for negotiation no earlier than April 1, 2026, and no later than June 30, 2026, to discuss and potentially alter the 2026 market adjustment increase based on the wage study, the then-current Consumer Price Index West Region, City financial projections, and/or any other relevant factor. If Article 15 is reopened, the parties agree to bargain in good faith.

IN WITNESS WHEREOF, the Mayor and City Clerk of the City of Coeur d'Alene have executed this Agreement on behalf of said City, the City Clerk has affixed the seal of said City hereto, and the Association has caused the same to be signed by its President, attested by its Secretary, the day and year first above written.

CITY OF COEUR D'ALENE:

LAKE CITY EMPLOYEES ASSOCIATION:

By Woody McEvers
Woody McEvers, Mayor

By Nick Goodwin 9/17/2025
NICK GOODWIN, President

ATTEST:

By Renata McLeod
Renata McLeod, City Clerk

By Bryan J. Eiting 09/18/2025
Bryan Eiting, Secretary