

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 Coeur d'Alene Police Officer 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, 2026, 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 on October 4, 2022, hereinafter referred to as the "Agreement;" and

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

WHEREAS, Article 34 of the Agreement provides that "[i]f a new agreement has not been reached between the CITY and the ASSOCIATION upon expiration of this agreement, this agreement will remain in effect and unchanged until a new agreement is reached;" and

WHEREAS, the parties to the Agreement have determined that it is in their mutual best interest to formally extend the Agreement for one (1) year without prejudice or penalty to either party.

NOW, THEREFORE,

1. The terms and conditions of the Agreement dated October 4, 2022, shall remain unchanged except as hereinafter provided.

2. Article 8, Section 1, of the Agreement is hereby amended to read as follows:

Market Adjustment Increase: Effective October 1, 2025, the City will provide a Market Adjustment Increase of three and one-half percent (3.5%) to all sworn and non-sworn members of the Police Department.

3. Article 8, Section 3, of the Agreement is hereby amended to read as follows:

Sworn Officer Promotions: When promoted, an employee will receive a ten percent (10%) increase or shall be placed at least equal to the minimum wage of the applicable rank, whichever is greater (minimums are ten percent (10%) above the lower rank's maximum, not including senior pay). The Employee is eligible for a five percent (5%) increase after twelve (12) months with an overall average or above evaluation signed by the Chief of Police. Thereafter, the effective date of the

promotion becomes the new anniversary evaluation date and the employee will be eligible for five percent (5%) service time increases annually until the employee reaches the maximum of the newly promoted rank.

During the duration of this one-year extension, and to avoid inequities in promotions, if a sergeant's base hourly wage is less than a newly appointed sergeant, that sergeant's base hourly wage shall be adjusted to equal the newly appointed sergeant's base hourly wage. Further, if a previously promoted lieutenant's base hourly wage is less than a newly appointed lieutenant, that previously promoted lieutenant's base hourly wage shall be adjusted to equal the newly appointed lieutenant's base hourly wage. If an equity adjustment occurs, that shall not change eligible service time increases that are based on the original date of promotion.

Employees shall have the ability to purchase the badge associated with the rank they last held at the time of their promotion.

Employees who are promoted to the rank of Lieutenant agree to have their service assignments within the Department and the durations associated with the same delineated by the Chief of Police.

3. Article 8, Section 4, of the Agreement is hereby amended to read as follows:

Non-Sworn Compensation Schedule (Appendix B): Notwithstanding any other provision of this Agreement, the parties agree that all full-time employees shall be eligible for a service time increase of five percent (5%) annually based on the employee's evaluation date if the employee has received an overall rating of "Average" or above on the performance evaluation until the employee reaches the maximum of his/her paygrade. Approved increases will be based on an overall rating determined by the supervisor considering the various rating factors and giving appropriate weight to each factor.

1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
5% Increase	5% Increase	5% Increase	5% Increase	5% Increase	5% Increase	5% Increase

Service time increases will occur as follows to the maximum of the pay grade: five percent (5%) increase with average or above overall rating at 1 year; five percent (5%) increase with average or above overall rating at two years; five percent (5%) increase with average or above overall rating at three years; five percent (5%) increase with average or above overall rating at four years; five percent (5%) increase with average or above overall rating at five years; five percent (5%) with average or above overall rating at six years; five percent (5%) increase with average or above overall rating at seven years. Employees who do not reach the maximum of the wage range after receiving all eligible service time increases shall continue to be reviewed annually and receive a five percent (5%) increase until the maximum

wage of the classification is reached with an average or above average overall rating.

If a service time increase is not approved at the time the employee is eligible, the employee's service time dates will be adjusted accordingly once the employee is approved for the increase. Service time increases must be at least twelve (12) months apart.

4. Article 32 of the Agreement is hereby amended to read as follows:

In the event a member of the Association dies during the course and scope of their employment, a Survivors Benefit in the amount of six (6) months' wages shall be payable to the descendant's named survivor. Additionally, the City will continue medical/dental coverage for eligible dependents for six (6) months. Further, to be eligible for this benefit, each member of the POA Association shall submit the provided survivor's designation form to the Human Resource Office within thirty (30) days of date of hire.

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:

COEUR D'ALENE POLICE ASSOCIATION:

By Woody McEvers
Woody McEvers, Mayor

By Daniel Haley
Daniel Haley, President

ATTEST:

By Renata McLeod
Renata McLeod, City Clerk

By Zachary Johns
Zachary Johns, Secretary