

**LETTER AGREEMENT
CONTRACT ADDENDUM**

This Letter Agreement ("Letter Agreement") is made this 6 day of June 2025, between the City of Lincoln, Nebraska (hereinafter "City") and Lincoln City Employees Association ("LCEA") (collectively the "Parties"), for the purpose of reducing to writing the Parties' agreement regarding lump sum payments the City has agreed to pay eligible LCEA-represented employees in June 2025, under the terms set forth herein.

RECITALS

WHEREAS, the parties agree to lump sum payments, on the terms set forth below for employees in the classifications of Public Safety Dispatcher, Senior Public Safety Dispatcher, Emergency Communications Technology Specialist, Public Safety Dispatch Supervisor, Emergency Communications Operations Manager, Radio System Specialist, Radio System Lead Specialist, and Radio System Supervisor who remain employed at the Lincoln Emergency Community Center (LECC); and

WHEREAS, the Parties agree that the terms of the lump sum payments will not be included in the LCEA CBA, but memorialized in this Letter Agreement; and

WHEREAS, the Parties intend to be bound by the terms of this Letter Agreement, which represents the Parties' entire agreement and understanding as to the lump sum payments.

NOW THEREFORE, the Parties agree as follows:

AGREEMENT

1. Incorporation of Recitals. The above-stated Recitals are true and correct and are hereby incorporated into this Letter Agreement.
2. Lump Sum Payment is Not Compensation for Hours Worked. The lump sum payment described herein is provided by the City and accepted by LCEA and employees subject to the LCEA CBA as compensation for remaining employed in a position with the LECC. Accordingly, the City and LCEA agree that the lump sum payment is not compensation for hours worked and is properly excluded from the regular rate calculation for overtime purposes.
3. Timing and Eligibility. The lump sum payments shall be paid on the last pay period of June 2025, June 2026, and June 2027. To be eligible to receive the lump sum payment, employees must remain continuously employed from date of hire by the Lincoln Police Department LECC and covered by the LCEA CBA until the date of payment.

4. Lump Sum Amounts. The lump sum amounts shall be as follows:

- a. Employees who are in a full-time regular position in the LECC as of June 1, 2025, employed in one of the classifications stated in this agreement, will be paid a one-time lump sum payment in the amount of \$1,000.00,
- b. Employees who are in a full-time regular position in the LECC as of June 1, 2026, employed in one of the classifications stated in this agreement, will be paid a one-time lump sum payment in the amount of \$1,000.00,
- c. Employees who are in a full-time regular position in the LECC as of June 1, 2027, employed in one of the classifications stated in this agreement, will be paid a one-time lump sum payment in the amount of \$2,000.00.

5. Entire Agreement and Understanding. This Letter Agreement represents the entire understanding and agreement between the City and LCEA as to the lump sum payments.

This letter agreement shall be in effect from the date identified below and shall remain in full force and effect through and including August 31, 2027, or until such time as the Union chooses to terminate its operative provisions, or the City and the Union agree to establish the language as permanent during regular contract negotiations.

SIGNATURE PAGE

Executed by the Union on this _____ day of June 2025.

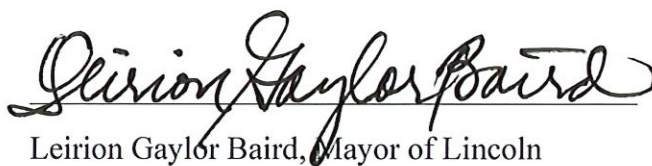
Lincoln City Employees Association

A handwritten signature in blue ink, reading "Michele R. Selvage", is written over a horizontal line.

Michele Selvage, President

Executed by the City of Lincoln, Nebraska on this 6 day of June 2025.

CITY OF LINCOLN, NEBRASKA
a municipal corporation

A handwritten signature in black ink, reading "Leirion Gaylor Baird", is written over a horizontal line.

Leirion Gaylor Baird, Mayor of Lincoln