



AGENDA MEMORANDUM

Action Item for the City Council Meeting of November 11, 2025

DATE: November 11, 2025

TO: Peter Zanoni, City Manager

FROM: Mike Markle, Chief of Police
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**Authorization of special leave of absence under the Collective Bargaining Agreement
between the City of Corpus Christi and the Corpus Christi
Police Officers Association**

CAPTION:

Resolution authorizing special leave of absence under the Collective Bargaining Agreement between the City of Corpus Christi and the Corpus Christi Police Officers Association.

SUMMARY:

Senior Officer Scott Leeton, was elected through a statewide election of the Combined Law Enforcement Associations of Texas (CLEAT) membership to serve as the CLEAT President, beginning January 1, 2025. The special leave of absence for the Corpus Christi Police Officers Association's (CCPOA) Former President, Senior Officer Scott Leeton granted by the City Manager expires on December 31, 2025.

BACKGROUND AND FINDINGS:

Former CCPOA President, Senior Officer Scott Leeton, was elected through a statewide election of the CLEAT membership to serve as the CLEAT President, beginning January 1, 2025. As a result, the CCPOA requested the City Manager to provide special leave of absence for Senior Officer Scott Leeton to serve as CLEAT President pursuant to Article 11, Section E, 2. of the Collective Bargaining Agreement (CBA), which allows the City Manager to authorize special leaves of absences for a period not to exceed three hundred sixty-five days. The request was subsequently granted by the City Manager conditioned on CLEAT reimbursement for salary and benefits billed by the City for Scott Leeton's position as Senior Officer with the Corpus Christi Police Department. Senior Officer Scott Leeton's special leave of absence granted by the City Manager expires on December 31, 2025.

The CCPOA now requests that the City Council extend Senior Officer Scott Leeton's special leave of absence pursuant to Article 11, Section E, 3. of the CBA which allows the City Council, upon the recommendation of the City Manager, to authorize special leaves of absences in excess of the limitations set forth in Section E, 2. The City Manager recommends that the City Council extend Senior Officer Scott Leeton's special leave of absence so long as Scott Leeton remains CLEAT

President and conditioned on the continued receipt of reimbursement from CLEAT for salary and benefits.

CLEAT was founded in the 1970's and is the largest police labor organization in the state of Texas, with over 28,000 members and over 110 local affiliates (including the CCPOA) across the state. CLEAT provides numerous services for its members including legal representation, lobbying, local political action, collective bargaining and negotiations support, and field-related training and services. CLEAT has over 45 years of full-time advocacy in the state legislature in support of maintaining officers' rights, better working conditions, and benefits for its members/affiliates.

Due to CLEAT's influence in the state legislature, Scott Leeton's full-time role as CLEAT President is beneficial to the City and its police officers. Scott Leeton's intimate understanding of the Corpus Christi Police Department and its police officers provides direct knowledge and experience when advocating and providing legislative representation for the City. This will increasingly help to secure legislation that is beneficial for the City and ultimately will lead to safer working conditions for its police officers. Furthermore, as CLEAT President, Scott Leeton and his legislative team will be able to advocate against proposed or current legislation that is harmful to the City and its police officers, to include items that could reduce funding for law enforcement, negatively impact fair wages and benefits, and limit adequate legal representation for police officers. Ultimately, all of this will help to ensure that the City and its Police Department remain highly competitive in police officer recruitment and retention and will provide for continuous communication and familiarity with the President of the largest police labor organization in the state. In this position, Scott Leeton has also successfully worked with the City's Intergovernmental Relations (IGR) Department on non-police items. Through this teamwork, CLEAT and IGR have been able to stop bills that would have adversely affected the City.

Currently, staff is working to backfill Scott Leeton's position within the Corpus Christi Police Department while he serves as CLEAT President and the City is reimbursed for his salary and benefits by CLEAT. This will be done by creating a provisional position using one of CCPD's vacant police officer positions. If Scott Leeton is not re-elected as CLEAT President or if he retires from the City, then through attrition we will not fill the vacant police officer position that will be used to backfill his position.

ALTERNATIVES:

The alternative is not to approve the resolution which will result in not extending Senior Officer Scott Leeton's special leave of absence and the City not receiving reimbursements for his salary and benefits while working as CLEAT President.

FINANCIAL IMPACT:

There is no financial impact for this item.

Funding Detail

Fund:	N/A
Organization/Activity:	N/A
Department:	N/A
Project # (CIP Only):	N/A
Account:	N/A
Amount:	N/A

RECOMMENDATION:

Staff recommends approving the resolution to authorize special leave of absence under the Collective Bargaining Agreement between the City of Corpus Christi and the Corpus Christi Police Officers Association, as presented.

LIST OF SUPPORTING DOCUMENTS:

Resolution