



**City of Waite Park and LELS Bargaining Unit, Police Sergeant
TENTATIVE AGREEMENT**

**SUMMARY OF TENTATIVE AGREEMENT TERMS
DATES DECEMBER 28, 2020**

Article 15 Sick Leave

15.1 Change from six (6) months to four (4) Months.

15.6 Make language consistent with City policy for funeral leave.

Article 16 Vacation

16.1 All regular full-time employees shall be eligible for vacation leave after completing four (4) months of employment.

16.2 Each permanent employee shall be granted vacation according to the following schedule based on the employee's anniversary date

Completed Year Hours per Pay Period

0-5 years of service	80 hrs per year – 3.08 hrs/pay period
6-10 years of service	120 hrs per year – 4.62 hrs/pay period
11-15 years of service	160 hrs per year – 6.16 hrs/pay period
15-20 years of service	200 hrs per year – 7.70 hrs/pay period
21-24 years of service	220 hrs per year – 8.46 hrs/pay period
25 years and over	240 hrs per year – 9.23 hrs/pay period

Article 18 Group Insurance Benefits

UNION PROPOSAL 18.1 The Employer will pay up to \$1,175.00 for health insurance premiums for 2021, 2022 and 2023 for an Employee Single Plan.
The Employer will pay up to \$2,200.00 for health insurance premiums for 2021, 2022 and 2023 for an Employee Single Plan.

Article 22 Pay Plan

22.1 2021 – Implementation of Pay Plan *Please see attachment
2022 – 1.5% COLA
2023 – 1.5% COLA

22.2 Shift differential from \$.60/hour to \$.70/hour.



22.3 Increase to FTO differential from \$1.50/hour to \$1.75/hour.

New Article Electronic Communications

The City agrees to pay three and one half (3.5) hours per pay period at straight time to recognize communications via electronic means during otherwise scheduled off duty hours. This is calculated as twenty-six pay periods per calendar year.