



**TENTATIVE AGREEMENT
BETWEEN CITY OF WAITE PARK AND TEAMSTERS LAW ENFORCEMENT
01/06/2021**

1. ARTICLE 15. SICK LEAVE

- 15.1 Change from 6 months to 4 months
- 15.6 Make consistent with City Policy for Funeral Leave

2. ARTICLE 16. VACATION

- 16.1 All regular full-time employees shall be eligible for vacation leave after completing four (4) months of employment instead of 6 months.
- 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
0-7 0-5 yrs of service	80 hrs per year -3.08 hrs/pay period
8-14 6-10 yrs of service	120 hrs per year- 4.62 hrs/pay period
15-20 11-15 yrs of service	160 hrs per year- 6.16 hrs/pay period
15-20 2yrs of service	200 hrs per year -7.70 hrs/pay period
21-24 year of service	220 hrs per year- 8.46 hrs/pay period
25yrs of service	240 hrs per year-9.23 hrs/pay period

3. ARTICLE 18. GROUP INSURANCE BENEFITS

- 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 Family Plan.

4. ARTICLE 22. PAY PLAN

Article 22.1 The City will increase wages by the following:

January 1, 2021	All employees will be moved into the Pay Plan on January 1, 2021. All step increases for 2021 will occur on employee anniversary dates.
January 1, 2022	1.5% All step increases for 2022 will occur on employee anniversary dates.
January 1, 2023	1.5% All step increases for 2023 will occur on employee anniversary dates.

*Please see spreadsheet for the details.



22.2 Shift Differential. A shift differential change from \$.60 per hour to \$.70 per hour.

22.3 F.T.O. Differential. Increase from \$1.50 per hour to \$1.75

22.4 Investigator pay increase from \$125 to \$150 (~~\$150.00~~).

5. **ARTICLE 27 Duration**

27.1 Three (3) year contract

