ADDENDUM AGREEMENT

THIS ADDENDUM AGREEMENT is entered into this 9th day of October, 2017, by and between the CITY OF HASTINGS, NEBRASKA, a Municipal Corporation, hereinafter called “City” and the FRATERNAL ORDER OF POLICE LODGE 9, hereinafter called “Union”.

WHEREAS, the parties hereto have previously entered to a Collective Bargaining Agreement dated the 13th day of October, 2014; and

WHEREAS, the parties hereto are in agreement for the approval of this Addendum Agreement which modifies Article 4, Section 1. A. and Article 32 of said Agreement;

NOW, THEREFORE, in consideration of the foregoing recitals and the terms and conditions hereinafter set forth, the parties hereto agree as follows:

1. The parties agree that the Collective Bargaining Agreement between the parties dated the 13th day of October, 2014, is hereby ratified in all respects, except to the extent said Agreement is modified by the terms and conditions hereof.

2. That Article 4, Section 1. A. of said Agreement is hereby amended to read as follows:

ARTICLE 4 – WAGES, PROMOTION AND DEMOTION

Section 1. Wages

The pay schedules for the job titles covered by this Agreement for the period October 1, 2017, through September 30, 2020, are set forth in Attachment A of this agreement.

The pay schedules for the job titles covered by this Agreement for each fiscal year covered by this agreement shall be established each year as computed by the following methodology:

A. Array.
The array to be used for the positions of Police Officer, Corporal, and Police Sergeant will consist of the following Nebraska cities:

- Columbus
- Fremont
- Grand Island
- Norfolk
- North
- Scottsbluff
- Kearney
- Beatrice

The City and the Union agree that the police positions in the cities listed above are sufficiently similar to the corresponding Hastings police positions such that salary data can be compared for the purpose of determining the salary for the period in question.

3. That Article 32 of said Agreement is hereby amended to read as follows:
ARTICLE 32 – DURATION OF AGREEMENT

Section 1.
When this Agreement's expiration date occurs, it is mutually agreed and understood that all terms and conditions, benefits, obligations, etc., arising out of this Agreement agreed to herein expire on the Agreement expiration date.

Section 2.
The term of this Agreement shall be for three (3) years effective as of the 24th day of September, 2017, and shall continue in full force and effect to and including September 30, 2020.

IN WITNESS WHEREOF, the parties hereto have executed this Addendum Agreement on this 9th day of October, 2017.

CITY OF HASTINGS, NEBRASKA
A Municipal Corporation

FRATERNAL ORDER OF POLICE
LODGE 9

By: ___________________________ By: ___________________________
Mayor President

WITNESS:

______________________________
City Clerk

(SEAL)

Approved as to form: ___________________________
City Attorney