

ADDENDUM AGREEMENT

THIS ADDENDUM AGREEMENT is entered into this 8th day of October, 2018, 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 an Addendum to said Agreement dated the 9th day of October, 2017; and

WHEREAS, the parties hereto are in agreement for the approval of this Addendum Agreement which modifies Article 4, Section 1. A., Article 12, Section 1, and Article 32 of said Agreement and Addendum 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, and Addendum Agreement dated the 9th day of October, 2017, is hereby ratified in all respects, except to the extent said Agreement and Addendum are modified by the terms and conditions hereof.

2. That Article 4, Section 1. A. of said Agreement and Addendum are 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, 2018, through September 30, 2021, 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 shall consist of the following Nebraska cities:

Columbus	Norfolk	Scottsbluff
Fremont	North Platte	Beatrice
Grand Island	Kearney	

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 12, Section 1 of said Agreement and Addendum are hereby amended to read as follows:

ARTICLE 12 – INSURANCE

Section 1. Health Insurance

Employees shall pay one hundred percent (100%) of comparable employee participation as reflected in an annual survey to be conducted at the same time as the annual wage survey. These new amounts shall be effective October 1 of each year throughout the contract. Employees shall also be eligible to participate in any wellness program selected by the City for its non-union employees. Employees shall also be eligible for any health insurance premium reduction associated with participation in the wellness program. Said reduction shall be the same as the health insurance premium deduction offered by the City to all non-union employees. The City reserves the right to change or eliminate any wellness program and/or the amount of any health insurance deduction.

The City reserves the right to substitute existing health insurance and major medical with a comparable plan from another company.

4. That Article 32 of said Agreement and Addendum are 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 1st day of October, 2018, and shall continue in full force and effect to and including September 30, 2021.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 8th day of October, 2018.

CITY OF HASTINGS, NEBRASKA
A Municipal Corporation

By: _____

Mayor

FRATERNAL ORDER OF POLICE
LODGE 9

By: _____

President

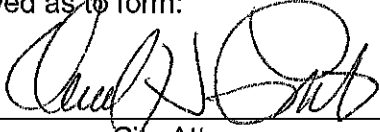
WITNESS:

Kimberly S. Jacobitz
City Clerk

(SEAL)



Approved as to form:

A handwritten signature in black ink, appearing to be 'C. J. Smith', written over a horizontal line.

City Attorney