

AGREEMENT

This Agreement by and between City of Crete, Nebraska (hereinafter referred to as "City" or "Employer") and Fraternal Order of Police Lodge No. 74 (hereinafter referred to as "Union" or "FOP") is for the purpose of amending the collective bargaining agreement between the parties concerning wages, hours and working conditions for certain employees of the City as described below.

1. Article 1 of the contract shall be amended as follows:

ARTICLE 1

UNION RECOGNITION

Bargaining Unit. The Employer recognized the Union as the bargaining representative for all employees in the job classifications of: Lieutenant, Sergeant, Patrol Sergeant and Officer, at the City of Crete Police Department, excluding the positions of Chief, ~~Lieutenant~~, Captain, Code Enforcement Officer, and Administrative Assistant.

2. Article 3 of the contract shall be amended as follows:

Section 3. Usage. To accommodate scheduling requirements, eligible employees must request vacation time in advance, in writing as follows: seniority will apply when two (2) or more employees submit vacation requests at the same time. Once scheduled, employees will not be able to use rank or seniority to replace an employee already scheduled for vacation.

A. Police Officers must obtain the approval of the Patrol Sergeant;

B. Police Sergeants and Lieutenants must obtain the approval of the Police Chief;

3. Appendix A of the contract shall be amended as follows:

APPENDIX A

HOURLY WAGE RATES

Officers							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
27.30	28.39	29.53	30.71	31.94	33.21	34.55	35.92

Sergeants							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
32.55	33.53	34.53	35.56	36.63	37.74	38.87	40.04

Lieutenants							
<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
			<u>36.00</u>	<u>37.50</u>	<u>39.00</u>	<u>41.50</u>	<u>43.00</u>

Agreed and approved as of the ____ day of January, 2025.

**FRATERNAL ORDER OF POLICE,
LODGE #74**

CITY OF CRETE, NEBRASKA

President

Mayor

Date

Date

Secretary

City Clerk

Date

Date