

**Personnel Committee Meeting
Tuesday, June 2, 2020 4:30 PM
Crete Library/Community Center
1515 Forest Ave.
Crete, NE 68333**

1. Open Meeting

- In accordance with Nebraska law, a copy of the Open Meetings Act can be found in the back of the Community Room.
- Items listed on the agenda may be considered in any order.
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2. Roll Call

- Attendance of members will be recorded to determine the presence of a quorum for official actions.
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3. Items of Business

- The Committee may discuss or limit discussion on, hear testimony in favor of or in opposition to, or take action to provide a recommendation to the City Council on any matter presented under this title.
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A. Discuss and provide a recommendation to the City Council on accepting the negotiated updates to the agreement between the City and the Fraternal Order of Police, Lodge #74.

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4. Officers' Reports

- Reports may be given by the Mayor, Officers, Departments, or Councilmembers concerning the current operations of the City.
- No action can be taken on matters presented under this title except to answer any questions or to refer the matter for further action.
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5. Adjournment

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- The Council may enter into closed session to discuss any matter on this agenda when it is determined that a closed session is clearly necessary for the protection of the public interest or the prevention of needless injury to the reputation of an individual (if such individual has not requested a public meeting) or as otherwise allowed by law. Any closed session shall be limited to the subject matter for which the closed session was called. If the motion to close passes, then immediately prior to the closed session the Mayor shall restate on the record the limitation of the subject matter of the closed session.
- The City of Crete assures that no person shall on the grounds of race, color, national origin, age, disability, handicap or sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity of the City receiving Federal financial assistance. To report discrimination, contact the City Clerk's office.
- The complete agenda with attachments is available at www.crete.ne.gov.

City of Crete/Fraternal Order of Police Lodge #74 FOP

Revised Language for Contract with Term of October 1, 2020 to September 30, 2023

ARTICLE 19

UNIFORMS

Revise Article 19, Section 1 as follows:

Section 1. Benefit. All uniform and equipment items provided by the City shall remain the property of the City and must be returned to the City upon termination of employment. The City will be responsible for replacement of supplied uniform and equipment items if unserviceable due to normal wear or on-duty damage. All uniform and equipment items are subject to the approval of the Chief of Police.

Uniforms. The City shall provide each employee with uniforms if the employee is required to wear a uniform. Uniform items shall include, but are not limited to: shirts, cargo pants, ~~a winter coats~~ and, baseball cap, rain jacket ~~(For those employees who work outdoors)~~, nametags, and other insignia, as appropriate for position and rank, etc. The City shall provide a badge of office to sworn officers.

Equipment. The City shall provide each employee with the individual equipment necessary to perform their respective duties. Individual equipment items for sworn officers shall include, but are not limited to: a whistle, police baton, handcuffs, flashlight, a primary weapon (pistol), a patrol rifle, ammunition magazines, ammunition, body armor, belt, external vest carrier, etc. The City shall make available to sworn officers one less-lethal shotgun in each primary patrol vehicle. The City shall provide training ammunition as approved by the Chief of Police.

City of Crete/Fraternal Order of Police Lodge #74 FOP

Revised Language for Contract with Term of October 1, 2020 to September 30, 2023

ARTICLE 16

OTHER INSURANCE

Revise Article 16, Section 4 as follows:

Section 4. Short Term Disability. The City agrees that bargaining unit members shall be provided the short term disability policy issued by an insurance company approved by the City Council to provide coverage for City employees ~~Mutual of Omaha in place on October 1, 2015~~. The weekly benefit provided by this policy is 66 2/3% of the average weekly wage or a weekly maximum of \$~~800~~ 1200.00, whichever is less. Employees shall not be required to use vacation or compensatory time before accessing short term disability insurance coverage or during any period of time that one is receiving short term disability insurance coverage.

Revise Article 16, Section 5 as follows:

Section 5. Long Term Disability. The City agrees that bargaining unit members shall be provided the long term disability policy issued by ~~Mutual of Omaha in place on October 1, 2015~~ an insurance company approved by the City Council to provide coverage for City employees. The monthly benefit provided by this policy is 66 2/3% of the average monthly wage or a monthly maximum of \$4,000.00, whichever is less. Employees shall not be required to use vacation or compensatory time before accessing long term disability insurance coverage or during any period of time that one is receiving long term disability insurance coverage.

City of Crete/Fraternal Order of Police Lodge #74

Revised Language for Contract with Term of October 1, 2020 to September 30, 2023

Appendix A

Revise Appendix A to reflect a total wage increase of 8% for the contract term, based on the results of the fiscal year 2020 City Sales Tax and Property Tax receipts in respect to the budgeted amount and in accordance with the following schedule:

~~October 1, 2017 – September 30, 2018 2% increase across the board.~~

October 1, 2020 - September 30, 2021 (“FY21”):

Negative 2% or greater differential in budget: 1% increase

Negative 1.99% or less differential in budget: 2% increase

~~October 1, 2018 – September 30, 2019 2% increase across the board.~~

October 1, 2021 - September 30, 2022:

If FY21 is 1% increase: 3.5% increase

If FY21 is 2% increase: 2.5% increase

~~October 1, 2019 – September 30, 2020 2.5% increase across the board.~~

October 1, 2022 - September 30, 2023: 3.5% increase.

City of Crete/Fraternal Order of Police Lodge #74

Revised Language for Contract with Term of October 1, 2020 to September 30, 2023

OTHER TERMS

All other contractual terms remain unchanged. Final acceptance subject to City Council approval.