

Summary of Changes Made to the IUPA Officers CBA 2021-2024

Item #	Article and Section	Topic	Change Made	Effective Date
1	Art. 2, Sec. 1	Non-Discrimination	Include language ensuring non-discrimination based upon gender expression in addition to the protected classes.	Upon Ratification
2	Art. 6, Sec. 2	Association Representation and Activities	Housekeeping: Include appropriate titles for the City's bargaining team.	Upon Ratification
3	Art. 10, Sec. 3	Days and Hours	Increase maximum accrual of compensatory time to 80 hours. Increase maximum compensation upon separation from City employment to 80 hours of accrued compensatory time. Revise incremental usage of Compensatory Time to one-half hour increments.	Upon Ratification
	Sec. 5		Expand upon compensation for Court appearances by an Officer to include State Attorney meetings, whether in person, via telephone or video conference. Increase the minimum number of hours of compensation for any telephonic conference with the State Attorney's Office to 2 hours.	2/19/22
	Sec. 6		Increase hours of compensation for being required to return to work after the expiration of shift from 2 hours to 3 hours.	2/19/22
4	Art. 12, Sec. 1	Wages	Housekeeping: Combine and clarify duplicative sections.	Upon Ratification
	Sec. 5		Include Traffic Homicide Investigations as an Investigative Unit Assignment eligible to receive additional compensation. Revise additional compensation afforded to Investigative Units to reflect a 5% maximum additional compensation as opposed to \$1.00 per hour. Officers are unable to "stack" additional compensation due to assignment to multiple Investigative Units. Uniform Crime Scene Investigators shall receive an additional \$1.50 per hour compensation as opposed to \$1.00 per hour.	2/19/22
	Sec. 5B		Inclusion of additional compensation of \$1.00 per hour while performing the applicable specialized duty for Honor Guard, Marine Patrol, Bike Patrol, SWAT, and Motor Unit. When working the specialized duty on a scheduled day off,	2/19/22

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	<p>Sec. 6A</p> <p>Sec. 8</p>		<p>the Officer will only receive the additional compensation for the hours actually worked.</p> <p>Revision of language regarding High Liability Instructors. High Liability Instructors will no longer receive a lump sum incentive of \$250.00 per calendar year. Rather, they shall receive an additional 1.5 hours compensation at straight time for all hours while actively engaged as an instructor. High Liability Instructors will have the ability to convert this additional compensation to Comp Time.</p> <p>In Year 1 of this agreement: All bargaining unit members will move to the corresponding step with a new base rate of pay effective February 19, 2022.</p> <p>All bargaining unit members will advance one step on their anniversary date, except that any member whose anniversary date falls between October 1, 2021 and February 18, 2022 will advance one step on February 19, 2022.</p> <p>There will be no longevity in Year 1. No retroactivity shall be provided for Year 1.</p> <p>In Year 2 of this agreement: All bargaining unit members shall move to the corresponding step in the FY 22/23 step pay plan with a new base rate of pay, effective October 1, 2022.</p> <p>All bargaining unit members shall advance one step on their anniversary date.</p> <p>Members at the top step shall receive a lump sum \$2,400 longevity payment upon anniversary date.</p>	<p>2/19/22</p> <p>2/19/22</p> <p>10/1/22</p>
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			<p>In Year 3 of this agreement: All bargaining unit members shall move to the corresponding step in the FY 23/24 step pay plan with a new base rate of pay, effective October 1, 2023.</p> <p>All bargaining unit members shall advance one step on their anniversary date.</p> <p>Members at the top step shall receive a lump sum \$2,400 longevity payment upon anniversary date.</p>	10/1/23
5	Art. 13, Sec. 1	Benefits	<p>Traditional Plan: Year 1 – 11% for single coverage and 18.5% for all other tiers. 0% overall increase to the cost of healthcare coverage. Year 2 – 11% for single coverage and 18.5% for all other tiers. 8% overall increase to the cost of healthcare coverage. Year 3 – 11% for single coverage and 18.5% for all other tiers. 8% overall increase to the cost of healthcare coverage.</p> <p>Basic Plan: Year 1 – 8% for single coverage and 16% for all other tiers. 0% overall increase to the cost of healthcare coverage. Year 2 – 8% for single coverage and 16% for all other tiers. 8% overall increase to the cost of healthcare coverage. Year 3 – 8% for single coverage and 16% for all other tiers. 8% overall increase to the cost of healthcare coverage.</p>	10/1/21 10/1/22 10/1/23
	Sec. 9		Increase annual allowance for the purchase of shoes to \$150.00	Upon Ratification
	Sec. 13		Revision to language regarding Workers Compensation payments to include a look back period of 13 weeks average salary to include base salary plus shift differential and assignment earned for a period greater than 90 days and exclusive of overtime.	Upon Ratification

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6	Art. 14	Retirement Plans	Housekeeping: Remove references to “ratification” and/or “effective date” and insert the appropriate dates to be consistent with the Pension Code.	Upon Ratification
7	Art. 15, Sec. 4	Sick Time	Eliminate language providing an incentive of 8 hours vacation time for a member not having used any sick time in the prior 12 month period.	Upon Ratification
	Sec. 5		Increase maximum number of sick time hours received per donor to 80 hours in a rolling 12 month period.	Upon Ratification
8	Art. 16, Sec. 2	Annual Leave	Increase maximum amount of annual leave hours that may carry over from one fiscal year to the next to 360. Increase maximum amount of hours that may be paid out upon separation to 360.	Upon Ratification
9	Art. 19, Sec. 2	Promotion	Housekeeping: Provide clarification related to awarding of Veterans’ Preference Points and Education Points to reflect the intent of the parties.	Upon Ratification
10	Art. 30	Duration	Housekeeping: Revise dates to reflect current term of CBA (10/1/21-9/30/24).	Upon Ratification
			Revised names of authorized signatories to reflect current members of the bargaining team for the City and the Union.	