

Gardiner Police Department
Summary of Tentative Agreement
April 10, 2003

Wage Schedule

Include Stipend for working as Acting Supervisor
\$.25 per hour – 7/01/02
\$.50 per hour – 7/01/03

Cola increase: 2002 – 3%
2003 – 2.75%
2004 – 2.50%

Article 4 – Hours of Work – Incorporated language to clarify the work schedule of the School Resource Officer. SRO works school schedule while school is in session, comes back to PD when school is out, and receives 1 additional week of vacation for serving as SRO.

Article 9 – Seniority – Incorporates language to clarify the circumstances when internal vacancies need to be posted for competitive process.

Article 11 – Health Insurance - Employees hired prior to 1986 pay 50% of all increase in dependent health coverage to a maximum of \$9.00 per week effective 7/01/02, \$10.00 per week effective 7/01/03, and \$11.00 per week effective 7/01/04.

Effective 7/01/03, City will pay fifty percent (50%) of the cost of any level of dependent insurance coverage employee elects.

Health insurance buyout does not include dependent health coverage. Regardless of whichever level of insurance the employee is eligible for, the buyout amount is still 50% of the single premium.

City to offer IRS Section 125 Medical Spending Accounts.

Article 18 - Grievance Procedure – Increased response times from 5 to 10 business days

Article 19 – Overtime – Clarified the language that controls the payment of overtime on a shift that occurs within 36 hours of the employee calling in sick.

Article 20 – General Provisions – Increase telephone allowance from \$12.50 per month to \$17.00 per month.

Article 31 – Duration – This is a three-year agreement.