

**COLLECTIVE BARGAINING AGREEMENT  
WHITING FRATERNAL ORDER OF POLICE LODGE #68**

**WHEREAS**, the City of Whiting, Lake County, Indiana, (hereinafter referred to as "the City") and the Whiting Fraternal Order of Police Lodge #68 (hereinafter referred to as "the Union"), previously entered into a Collective Bargaining Agreement which remains in full force and effect until December 31, 2020; and

**WHEREAS**, in light of the current COVID-19 pandemic, the parties wish to extend the term of the current agreement for one (1) year in order to better understand the impact of the pandemic on future revenues; and

**WHEREAS**, in consideration of said extension the City will agree to a wage increase for the extended term.

**NOW, THEREFORE, BE IT AGREED** to by the parties, based on the mutual promises contained herein, as follows:

1. **ARTICLE III – Term of Agreement** shall be amended to extend the term of the agreement to December 31, 2021.
2. **ARTICLE IV – Salaries and Classifications** shall be amended to provide a salary increase of One Percent (1%) for 2021 over the 2020 salaries approved by the Whiting Common Council.
3. **ARTICLE VII – COMPENSATORY AND COURT DAYS SECTION 1** shall be amended to add the following: Each police officer in the Detective Bureau shall be entitled to one (1) additional day off per quarter (4 total per officer per year) to compensate for on call duties.
4. All other provisions of the Collective Bargaining Agreement not specifically modified herein shall remain in full force and effect through December 31, 2021.

The Whiting Fraternal Order of Police Lodge #68, by its duly authorized officers and representatives, intending to be legally bound, now signs this agreement this 29<sup>th</sup> day of December, 2020.

  
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Jacob Wright, President

  
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Andrew Delgado, Vice President

  
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Edwin Trinidad, Secretary-Treasurer

The City of Whiting Board of Public Works and Safety, by its duly authorized officers and representatives, intending to be legally bound, now signs this agreement this 5<sup>th</sup> day of JANUARY, 2020.1

Steve Spebar  
Steve Spebar, Mayor

Larry Jennings  
Larry Jennings, Member

Mark Harbin  
Mark Harbin, Member

ATTEST: John Haynes  
John Haynes  
Clerk-Treasurer

Ratified by the Common Council of the City of Whiting this 5<sup>th</sup> day of JANUARY, 2020.1