

## MEMORANDUM OF AGREEMENT

**WHEREAS**, on the 30 day of December, 2020, The City of Whiting Board of Public Works and Safety (hereinafter referred to as "the City") and the F.O.P. Lodge #68 (hereinafter referred to as "the Union") executed a Collective Bargaining Agreement for the period of January 1, 2018 through December 31, 2020

**WHEREAS**, due to the uncertainties and circumstances of the COVID-19 virus, the Parties mutually agreed to extend the Collective Bargaining Agreement through December 31, 2021; and

**WHEREAS**, in consideration of said agreement, the City committed to particular terms for the new Collective Bargaining Agreement to be negotiated in 2021; and

**WHEREAS**, the Parties wish to execute this Memorandum to reflect the commitments made.

**NOW, THEREFORE BE IT AGREED TO** by the parties, based on the mutual consideration contained herein and acknowledged by both parties, that the following non-contract provisions which were discussed during the bargaining session for a 2021 Collective Bargaining Agreement are now hereby committed to and will be honored by the City of Whiting as follows:

1. **457(b) Match:**  
The participating officers will be eligible for an additional one percent (1%) contribution from the City as authorized by the City of Whiting Board of Public Works and Safety. (Starting January 1, 2021, the maximum employer match will be three percent (3%).
2. **Term of Agreement:**  
The City will commit to adding additional language to **Article III Term of Agreement** Stating that in the event a new collective bargaining agreement is executed before the expiration of the prior agreement, the provisions of the previous contract will be honored until such time as a new CBA is executed but for no longer than twelve (12) months.
3. **Scheduling issues:**
  - A. The City will agree to the implementation of a twelve (12) hour schedule so long as there is a full complement of patrol officers prior to commencing said scheduling and the revised schedule must be able to operate without adding overtime costs to the City.
  - B. The City agrees that work schedules should be provided further out than six (6) weeks and agrees to speak with Chief and support at least a 90-120 day advance schedule.
  - C. The City will direct the Chief to make every effort to avoid scheduling double-back shifts leading into a holiday.

ALL OF WHICH IS AGREED TO THIS 5<sup>th</sup> DAY OF January, 2021, BY THE CITY OF  
WHITING BOARD OF PUBLIC WORKS AND SAFETY.

Steve Spebar  
Steve Spebar, Mayor

Larry Jennings  
Larry Jennings, Member

Mark Harbin  
Mark Harbin, Member

John Haynes  
Attest: John Haynes, Clerk-Treasurer

ALL OF WHICH IS AGREED TO THIS 29<sup>th</sup> DAY OF December, 2020, BY THE  
WHITING F.O.P. LODGE #68.

Jacob Wright  
Jacob Wright, President

Andrew Delgado  
Andrew Delgado, Vice President

Edwin Trinidad  
Edwin Trinidad, Secretary-Treasurer