

MEMORANDUM OF AGREEMENT

WHEREAS, the Village of Waterloo ("Village") and the Waterloo Policeman Association, affiliated with Local 1170 Communications Workers of America, AFL-CIO ("Union"), are parties to a Collective Bargaining Agreement for the period June 1, 2013 through May 31, 2017 ("Agreement");

WHEREAS, the parties have been engaged in negotiations for a successor agreement to the Agreement;

WHEREAS, the parties have reached a tentative agreement subject to ratification by the Union and approval by the Village on the terms set forth below:

1. The duration of the successor agreement shall be June 1, 2017 through May 31, 2021.

2. The current hourly rates of pay shall increase by the following:

Effective June 1, 2017:	\$.80 per hour
Effective June 1, 2018:	\$.70 per hour
Effective June 1, 2019:	\$.75 per hour
Effective June 1, 2020:	\$.80 per hour

The above increases shall be retroactive to June 1, 2017. Revise Article 17 accordingly.

3. Amend Article 21.A. as follows:

1 year of service	05 days
3 years of service	10 days
5 years of service	15 days
10 years of service	18 days
15 years of service	21 days
20 years of service	25 days

4. In Article 27, change the employee contribution amounts to the cost of the monthly health insurance premium to the following:

For the period June 1, 2017 – May 31, 2018:	15%
For the period June 1, 2018 – May 31, 2019:	17%
For the period June 1, 2019 – May 31, 2020:	19%
For the period June 1, 2020 – May 31, 2021:	20%

The above increases shall be retroactive to June 1, 2017.

5. Add language to Article 27 to indicate that the bargaining unit employee contributions for health insurance shall not be higher than those paid by other Village employees for health insurance.

6. All other proposals are withdrawn and the remaining provisions of the Agreement shall be unchanged.

**WATERLOO POLICEMAN
ASSOCIATION, AFFILIATED WITH
LOCAL 1170 COMMUNICATIONS
WORKERS OF AMERICA, AFL-CAL**

VILLAGE OF WATERLOO

By: John Puslockie, President
CWA LOCAL 1170

By: _____

Date: 3/28/18

Date: _____