Human Resources

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Summary of LPPNSA Tentative Agreement for 2027-2029 CBA

A. Article IV – MEDICAL BENEFIT PLAN

a. Updated dates to reflect dates covered by the 2027-2029 CBA.

b. Updated language in **B. Health Risk Assessment** to give flexibility to the City in the offering of an HRA and clarifying language between the comprehensive wellness exam offered by the Police department vs. the health risk assessment coordinated by Human Resources.

c. Updated that coverage for new employees starts following one (1) month of employment to reflect our current practice. Language in current CBA is not current practice per the plan document.

d. Added **N. Health Savings Account** ("HSA") to accurately reflect our current benefit offering.

e. Removed MOU #3 Voluntary Dental Insurance and added to the medical benefit article within the contract with additional clarifying language for dental plan coverage.

f. Removed **O. Health Care Cost Containment Committee.**

B. Article V – LIFE INSURANCE

a. Updated eligibility to reflect current practice of on or after date of hire.

b. Removed **H. Dental Insurance** as this was already reflected in Article IV.

C. Article VII – SICK LEAVE

a. Added the following clarifying language to the use of **G. Personal Business Days**:

i. *For non-probationary employees, the conversion rate will be based on whichever schedule the employee is assigned to as of January 1 of each calendar year.*

ii. *For probationary employees, the conversion rate will be based on whichever schedule the employee is assigned at the completion of their field training and receive a permanent shift assignment.*

b. For **H. Family Care Days** language was updated from twenty-four (24) hours to three (3) days to ensure we were inclusive of all the different shift schedules we offer. Additionally, clarifying language was added stating the following:

i. *For purposes of this article, a "day" shall mean the equivalent number of hours as the employee's assigned shift assignment.*

D. Article VIII – FUNERAL LEAVE language was added to provide one (1) day off when a covered employee is serving as a pallbearer.

E. Article IX – WAGE AND SALARY SCHEDULE

a. Wage increases as followed:

i. 4% increase effective January 1, 2027

ii. 1% increase effective April 7, 2028

iii. 3% increase effective October 8, 2028

iv. 3% increase effective January 14, 2029.

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b. Added a special payment of $10 for Defensive Tactics instructors but with clarifying language to limited to a total of $10/month (i.e. employees can get $10 for Range/Firearm Instructors and Defensive Tactics).

F. Article X – EDUCATION INCENTIVE

a. Removed the requirement that an officer has to have a bachelor's degree in law enforcement/police science to receive the additional $50 per month.

G. Article XIV – OVERTIME

a. Added clarifying language to how training will be compensated.

H. Article XV – CALL BACK AND MINIMUM COURT PAY

a. Added clarifying language on how multiple court appearances will be compensated and additional clarifying procedural points.

b. Removed MOU #1 Extra Work Assignments and added to this article.

I. Article XXIII – VACANCIES WITHIN THE DEPARTMENT

a. Added clarifying language to information on lateral transfers (i.e. changed from years to equivalents months for consistency).

J. Article XXXIII – FAMILY MEDICAL LEAVE

a. Added paid parental leave benefit

K. Article XXXIX – RECRUIT OFFICER

a. Removed MOU # 4 and added as a new article in the 2027-2029 CBA.

There are additional grammar, job titles and minor corrections throughout the contract.