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Summary of LPPSA Tentative Agreement for 2027-2029 CBA

A. Article III – 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 #1 Voluntary Dental Insurance and added to the medical benefit article within the contract with additional clarifying language.

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 VI – SICK LEAVE

a. Language was added to clarify that sick leave will be accrued based on the *equivalent number of hours as the employees assigned shift assignment.*

b. Sick Leave Pay-off at Retirement was changed from 52% to 54% to align with the Police Captains.

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

E. Article VIII – 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.

b. Incorporated the Sergeant Pay MOU into the article along with an increase from $.50 per hour in 2026 to $1.00 in 2027 and $1.55 in 2029.

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c. 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 XIII – CALL BACK AND MINIMUM COURT PAY

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

G. 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.

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

In the 2027-2029 we change the item of each item from Section to Article to align with the LPPNSA contract.