

in advance shall receive two (2) hours court cancellation pay at straight time.

**Section 5:** Officers shall make their annual shift selection by seniority. The Chief of Police has the right to assign the Lieutenant a shift within the agreed schedule that best suits the needs of the department and the Village. Officers hired during the calendar year will be assigned as follows:

- A. During the field training program, the 2-2-3 work rotation may be modified affording the trainee a diverse training environment, providing no less than seven (7) work shifts and no less than eighty (80) hour per pay period. During the same period the trainee may be scheduled a combination of shifts, shifts shall be assigned on no less than a bi-weekly basis.
- B. Upon completion of field training, the Chief of Police will assign the officer to a shift and rotation consistent with Article 17 Section 1 for the remainder of the calendar year.

**Section 6:** If an employee's shift is changed within twenty-four (24) hours of said shift, the employee shall receive an additional two (2) hours of straight time compensation in addition to his/her regular pay for said shift

**Section 7:** Any employee who is certified in a specific field of training, (Field Training Officer, Defense and Arrest Tactics, Firearms, and Emergency Vehicle Operation Course) shall receive an additional one dollar (\$1.00) per hour for each hour worked in the performance of these duties.

**Section 8:** The employee shall receive credit for time spent at a class or seminar. Training and travel to and from that training from the municipal center, on an employee's workday shall be considered actual time worked. Anyone assigned a shift longer than their training and travel to and from training shall be required to report to work after the training is completed, unless approved by the Police Chief to utilize paid time off for the remaining hours of the shift where the training occurs.

## **ARTICLE 18 - PAID FOR TIME**

**Section 1:** All employees covered by this Agreement shall be paid for all time spent in the service of the Employer. Time shall be computed from the time the employees register in until the time he/she is effectively released from duty.

## **ARTICLE 19 - HEALTH & WELFARE**

**Section 1: Health Insurance** - Employer shall provide health and medical insurance for all full-time employees through a Point of Service High Deductible Health Plan (HDHP). The Employer shall pay ninety percent (90%) of the monthly premium for both family and single coverage and the employee shall pay the remaining ten percent (10%) via payroll deduction.

The employees covered under this contract shall follow the Village's adopted Health Savings Account Policy HR-012 and any future amendments to same.

**Section 2:** The Employer shall pay any employee who agrees to opt out of the health insurance coverage listed in Section 1 above the sum of two hundred fifty dollars (\$250) per month, less applicable withholdings, provided the employee presents proof of health insurance coverage from another source.

**Section 3: Dental Insurance** - Employer shall provide dental insurance for all full-time employees through Delta Dental or a substantially similar plan. The Employer shall pay one hundred percent (100%) of the monthly premium. In the case where the employer elects a health plan where there is no separate bill for dental coverage, this item shall not be in effect.

**Section 4: Life Insurance** - Employer shall provide life insurance in the amount of eighty thousand dollars (\$80,000) for all full-time employees through Anthem Life or a substantially similar plan. The Employer shall pay one hundred percent (100%) of the monthly premium. In the case where the employer elects a health plan where there is no separate bill for Life Insurance, this item shall not be in effect.