

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT, DATED [ADD DATE] ("The Agreement")

Between

Town of Stowe

And

Stowe Police Officer's Association

The Town and Stowe Police Officers Association agree to amend ARTICLE XVII, Section 3 A as follows:

This language remains the same:

A. The Town shall provide full-time employees with compensated annual leave to be used as paid time-off for vacation, illness, personal, emergency or bereavement reasons, upon authorization by the Police Chief or his/her designee which shall not be unreasonably denied. Annual leave shall accrue monthly on their anniversary date.

Annual leave for existing employees hired prior to 7/1/14 shall be accrued monthly on their anniversary date to the following maximums:

Start of year 1 through end of year 3 12.6 hours per month – not to exceed 151.2 hours per year
Start of year 4 through end of year 7 18.6 hours per month – not to exceed 223.2 hours per year
Start of year 8 through end of year 11 22.2 hours per month – not to exceed 266.4 hours per year
Start of year 12 through end of career 25.2 hours per month – not to exceed 302.4 hours per year

This language shall be deleted:

~~Annual leave for employees hired on or after 7/1/14 shall be accrued monthly upon their date of hire and thereafter on their anniversary date to the following maximums:~~

~~Start of employment to end of year 3 – 10.5 hours per month – not to exceed 126 hours per year
Start of year 4 through end of year 6 – 14 hours per month – not to exceed 168 hours per year
Start of year 7 through end of year 9 – 17.5 hours per month – not to exceed 210 hours per year
Start of year 10 and thereafter 21 hours per month – not to exceed 252 hours per year~~

The following language shall be added, in place of the paragraph above, regarding employees hired on or after 7/1/14:

For purposes of annual leave accrual, only employees who are hired by the Town of Stowe on or after 7/1/14 shall be given credit for their years of service as a certified law enforcement officer; and on their date of hire shall be provided their first year's accrual on a lump sum basis with the understanding it cannot be sold back during their first year of employment - under ARTICLE XVII, Section 10 A, unless it is part of their benefits upon separation of employment the employee shall be entitled to the amount they would have normally accrued on a month-to-month basis minus any time they used during their period of employment.

Starting their second year of employment and for each year thereafter, at the anniversary of employment, such employees shall accrue the following leave, on a monthly basis:

Up to 3 Years of employment – 10.5 hours per month – not to exceed 126 hours per year;
Year 4 through end of year 6 – 14 hours per month – not to exceed 168 hours per year;
Year 7 through end of year 9 – 17.5 hours per month – not to exceed 210 hours per year; and
Year 10 and for each year thereafter, 21 hours per month – not to exceed 252 hours per year.”

All other provisions of the Agreement shall remain the same.

IN WITNESS WHEREOF, this amendment is approved, adopted and entered into by the parties hereto.

STOWE POLICE OFFICERS ASSOCIATION

AUTHORIZED SIGNATURE

DATE

WITNESS

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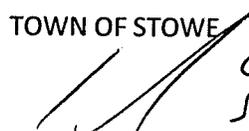
TOWN OF STOWE

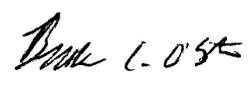
AUTHORIZED SIGNATURE

DATE

WITNESS


F. WHITCOMB
08/25/2020


Charles Pettit
Stowe Town Manager
8-25-20


Bill L. O'Shea
8/25/2020


Kim A. Walker
8-25-2020