

3376

LETTER OF AGREEMENT

**PARTIES**

City of Newport, hereinafter called "City"

Newport Police Association, hereinafter called "Union"

**RECITALS**

- A. City and Union are parties to a collective bargaining agreement that is currently in effect.
- B. The City Council has approved a one-time bonus to recognize the significant and increased demands placed on staff during an unprecedented time, the COVID-19 Pandemic.
- C. The parties desire to reduce this COVID bonus agreement in writing.

**AGREEMENT**

The parties agree to a one-time Recognition Bonus provided to each bargaining unit employee. The details of the Recognition Bonus are as follows:

- 1. Employees will be paid based on the classification (full-time or part-time) of their position as of March 1, 2022.
- 2. Employees must be employed by the City on October 21, 2022 to receive the bonus.
- 3. Bonuses will be paid on the November 1, 2022 paycheck
- 4. Bonuses amounts will be paid based upon the following employment dates:
  - a. Employees hired before March 1, 2021 and employed through October 21, 2022
    - i. 100% of the bonus amount
  - b. Employees hired between March 1, 2021 and March 1, 2022
    - i. 75% of the bonus amount
  - c. Employees hired after March 1, 2022
    - i. 50% of the bonus amount
- 5. Bonus amounts will be paid based upon the following classification:
  - a. Employees classified 30-40 hours/week
    - i. Bonus Amount = \$1,500
  - b. Employees classified 20-29 hours/week
    - i. Bonus Amount = \$1,000
  - c. Employees classified less than 20 hours/week
    - i. Bonus Amount = \$750

**For the City:**

**For the Union:**

*Margaret M. Nebel* 9/9/2022  
 \_\_\_\_\_  
 Spencer Nebel Date

*Kraig Mitchell* 9-9-22  
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 Kraig Mitchell Date

