

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF AURORA AND
MANAGEMENT/SUPERVISORY PERSONNEL
OF THE AURORA POLICE DEPARTMENT**

RECITALS

A. The City of Aurora ("City") and the Management/Supervisory Personnel of the Aurora Police Department ("Association") are parties to a collective bargaining agreement (the "CBA").

B. The CBA expired May 31, 2020.

C. The parties have met in bargaining and have determined to amend the CBA in the manner set forth below.

Accordingly, it is hereby agreed between the City and the Association that the CBA is extended for 1 year and 7 months, to and including Dec. 31, 2021, subject to the following terms:

1. For purposes of Appendix A, "Wages," the rank differential effective retroactive to Jan 1, 2020, is to be based on a presumed APPO 10-Year Step salary of \$107,366.00, which is a 2-1/2% increase over the APPO 10-Year Step salary for 2019 of \$104,748.00.

2. Effective Jan 1, 2021 the rank Differential will be based on a presumed 10-Year Step APPO salary of \$109,514.00, representing a 2% increase over 2020.

3. Article VI, Section 1B is amended to reflect that effective July 1, 2021, Employees shall pay 16.5% of the premium cost or premium equivalent cost for all plans.

4. Article VI, Section 1H, "High Deductible Health Care Plan," is hereby amended effective June 1, 2021, to provide for the following annual contributions:

Coverage	Annual Contribution
Single	\$1,625.00
Employee + Child	\$2,125.00
Employee + Spouse	\$2,250.00
Family	\$3,250.00

5. "Me Too" Adjustments:

A. In the event the APPO wage increase for 2020 and/or 2021 is increased above 2.5% and 2% respectively, the increases of bargaining unit members will accordingly be increased.

B. If Employee health insurance contributions are increased above 16.5% effective July 1, 2021 or later, bargaining unit employees shall have the same premium share.

DATED: _____, 2021.

**Commanders, Lieutenants and
Sergeants of the Aurora Police
Department**

City of Aurora

By: _____
Commander

By: _____
Mayor

By: _____
Lieutenant

By: _____
City Clerk

By: _____
Sergeant