

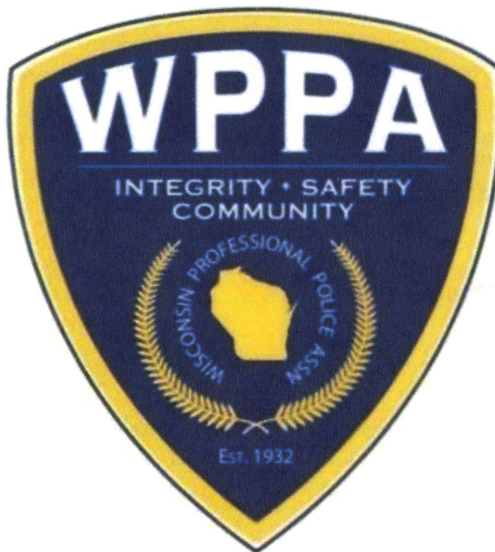
COLLECTIVE BARGAINING AGREEMENT

Between

CITY OF WISCONSIN DELLS

and

WISCONSIN DELLS PROFESSIONAL POLICE ASSOCIATION
WPPA/LEER LOCAL 462



January 1, 2024 – December 31, 2025

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AGREEMENT

THIS AGREEMENT, made and entered into at the City of Wisconsin Dells, Wisconsin, by and between the City of Wisconsin Dells, a municipal corporation, as Municipal Employer, and representatives of regular full-time employees who are employed by the Police Department of the City of Wisconsin Dells.

ARTICLE 1 - INTENT AND PURPOSE

Section 1. It is the intent that the following Agreement shall be an implementation of the provisions of Section 111.70 as amended, of the Wisconsin Statute, consistent with the legislative authority which devolves upon the City of Wisconsin Dells, the statutes, insofar as applicable.

Section 2. Both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship which exists between them, and to enter into an agreement covering rates of pay, hours of work, and conditions of employment.

ARTICLE 2 - RECOGNITION

Section 1. The Municipal Employer recognizes the Wisconsin Professional Police Association, Law Enforcement Employee Relations Division (WPPA/LEER) (herein after Association) as the exclusive bargaining representative of all regular full time public safety employees of the Police Department who have chosen the Association to represent them for the purpose of negotiating in relation to wages, hours, and conditions of employment, with the exception of the Chief of Police, Assistant Chief of Police, Lieutenants, and other persons of a supervisory capacity.

Section 2. Part-time employees are covered only with respect to wages in Appendix A and a clothing allotment as set forth in Appendix B.

ARTICLE 3 - MANAGEMENT RIGHTS

Section 1. The Employer shall have the sole and exclusive right to determine the number of employees to be employed, the duties of each of these employees, the nature and place of their work, and all other matters pertaining to the management and operations of the City, including the hiring, transferring, demoting, suspending or discharging for cause of any employee. This shall include the right to assign and direct employees, to schedule work, and to pass upon the efficiency and capabilities of the employees, and the City may establish and enforce reasonable work rules and regulations. Further, to the extent that rights and prerogatives of the City are not explicitly granted to the Union or employees, such rights are retained by the City. However, the provisions of this Section shall not be used for the purpose of undermining the Union or discriminating against any of its members.

ARTICLE 4 - PROHIBITION OF STRIKES

Section 1. The Union shall neither cause nor counsel its members, or any of them, to strike for any reason during the term of this Contract, nor shall it in any manner cause them directly or indirectly to commit any concerted acts of work stoppage, slowdown, or refusal to perform any customarily assigned duties for the Employer for any reason during the term of this Contract. The occurrence of any such acts or actions prohibited in this Section by the Union shall be deemed a violation of this Contract and shall render the Union liable, subject to penalties provided herein. The Union shall not be liable for the acts or actions herein before enumerated which are not caused nor authorized directly or indirectly by the Union. However, whether or not the Union is liable for such acts or actions, any employee who commits any of the acts prohibited in this Section may be subject to the penalties prescribed by law.

Section 2. Upon notification confirmed in writing by the Employer to the Union that certain of its members are engaged in a wildcat strike, the Union shall immediately order in writing such members to return to work immediately, provide the Employer with a copy of such order, and a responsible official of the Union shall publicly order them to return to work. Such characterization of a strike by the Employer shall not establish the nature of the strike. Such notification by the Union shall not constitute an admission by it that a wildcat strike is in progress or has taken place or that any particular member is or has engaged in a wildcat strike. The Union agrees to take all responsible, effective, and affirmative action to secure the member's return to work as promptly as possible. Failure of the Union to issue such orders and/or take such action shall be considered in determining whether or not the Union causes or authorized, directly or indirectly, the strike.

ARTICLE 5 - UNION ACTIVITY

Section 1. The Union agrees to conduct its business off the job as much as possible. The Union shall be allowed to hold its meetings at the City Hall. This Article shall not operate as to prevent a steward from the proper conduct of any grievance in accordance with the procedure outlined in this Agreement and shall not work to prevent certain routine business such as the posting of Union notices and bulletins. Business agents or representatives of the Union having business with the officers and individual members of the Union may confer with such officers or members during the course of the working day for a reasonable time, provided that permission is first obtained from the commanding officer, or superior officer of the Union office or member. Members who are chosen by the Union to be delegates to attend Union seminars or conventions will be given time off without pay but not in excess of three (3) days per year per delegate. The Union will reasonably attempt to use the delegate's days off for said purpose.

Section 2. Time spent in the conduct of grievance and bargaining shall not be deducted from the pay of delegated employee representatives of the Union. The bargaining committee shall be limited to no more than two (2) members, no more than one (1) of whom shall be on duty during said bargaining or grievance session.

ARTICLE 6 - GRIEVANCE PROCEDURE

Section 1 - Grievance. A grievance is defined to be a controversy between the Union and the Employer, to between any employee or employees and the Employer as to:

- (a) A matter involving the interpretation of this Agreement.
- (b) Any matter involving an alleged violation of this Agreement in which an employee or group of employees or the Employer maintains that any of their rights or privileges have been impaired in violation of this Agreement.

Section 2 - Procedure. Grievances shall be processed in the following manner: (Time limits set forth shall be exclusive of Saturdays, Sundays, and holidays).

Step 1. The employee and/or the Union Representative shall take the grievance up orally with the employee's immediate supervisor within five (5) days of their knowledge of the occurrence of the event causing the grievance, which shall not be more than fourteen (14) days after the event. The supervisor shall attempt to make a mutually satisfactory adjustment and, in any event, shall be required to give an answer within five (5) days.

Step 2. The grievance shall be considered settled in Step 1 unless, within five (5) days after the supervisor's answer is due, the grievance is reduced to writing and presented to the department head. The department head shall respond to the grievance in writing with five (5) days.

Step 3. The grievance shall be considered settled in Step 2 unless within five (5) days from the date of the department head's written answer or last date due the grievance is presented in writing to the City of Wisconsin Dells Public Safety Committee (WDPSC). The WDPSC shall respond in writing to the Union Representative, grievance committee or employee representative within five (5) days.

Step 4. If an employee grievance is not settled at the third step or if any grievance filed by the Employer cannot be satisfactorily resolved by conference with the appropriate representative of the employees, either party may take the matter to arbitration as hereinafter provided.

Section 3 - Arbitration.

- (a) The grievance shall be considered settled in Step 3 above, or if an Employer grievance in Step 4 above, unless within ten (10) days after the last response is received or due, the dissatisfied party (either party) shall request in writing to the other that the dispute be submitted to an impartial umpire.
- (b) The impartial umpire or arbitrator shall, if possible, be mutually agreed upon by the parties. If agreement on the arbitrator is not reached within ten (10) days after the date of the notice requesting arbitration or if the parties do not agree upon a method of selecting an arbitrator, then the Wisconsin Employment Relations Commission shall be requested to submit a panel of arbitrators. The parties shall alternately strike names until one (1) remains and the party requesting arbitration

shall be the first to strike a name. Each party shall pay one-half (½) of the cost of the arbitrator.

- (c) The impartial arbitrator shall have the authority to determine issues concerning the interpretation and application of all Articles or Sections of this Agreement. He/she shall have no authority to change any part; however, he/she may make recommendations for changes when in his/her opinion such changes would add clarity or brevity which might avoid future disagreements.

Section 4 - General Grievances. Grievances involving the general interpretation, application or compliance with this Agreement may be initiated with the third step of the procedure.

Section 5 - Discipline, Suspension, Discharge. Employees shall not be disciplined, suspended or discharged without good cause. A suspension shall not exceed thirty (30) days. Written notice of the suspension, discipline or discharge and the reason or reasons for the action shall be given to the employee with a copy to the Union Representative within twenty-four (24) hours. A grievance that may result from such action shall be considered waived unless presented in writing within five (5) days of the receipt of the notice by the employee. The grievance shall be started in Step 3.

ARTICLE 7 - COMPENSATION

Section 1. Employees shall be paid bi-weekly in 26 paychecks from the employee's average base wage. Employer shall pay the employees covered by this Agreement for the period of the Agreement compensation as set forth in Appendix A, attached hereto and made a part thereof.

Section 2. In the event of a vacancy on an established shift, non-supervisory employees covered by this Agreement may bid such shift in accordance with seniority. The Chief of Police shall schedule a forty (40) hour workweek (2080 hour work year) for all full-time employees with a minimum of seven and one half (7½) hours off between shifts except in emergency situations, which shall include but not be limited to, manpower shortages in summer months between Memorial and Labor Day. Schedules shall be posted thirty (30) days in advance. Regular full-time employees shall have shift selection preference over part-time employees when filling vacancies created by a vacation period, long-term illness or disabilities, and other predictable long-term absences of a period of six (6) days or more.

During said workweek all employees shall be entitled to take one-half (½) hour period for lunch each day but during said one-half (½) hour all employees shall be subject to emergency call-up.

Section 3 - Overtime. All employees who work in excess of their normal regular scheduled workday (12 hours or 8 hours), shall receive one and one-half (1½) times the straight time hourly rate for all overtime hours worked. Overtime earned shall be paid on each payday. Overtime earned may be converted to comp time with approval of the Chief of Police. Comp time may be accumulated to a maximum of 100 hours. Any overtime accumulated over 100 hours shall be paid out within that pay period. Once overtime is converted to comp time it may only be used for time off and not taken in pay, except during end of employment upon which the employee will be paid out.

Section 4 - Call-in Pay. All employees covered by this Agreement shall respond to a call to work outside of their regular schedule of hours by their department head or other designated by the department head. A minimum of two (2) hours at time and one-half (1½) shall be granted to any employee who is requested to report outside his/her regular schedule of hours or who reports to work as scheduled and is sent home. The two (2) hour minimum will not apply if the officer's regular scheduled shift is extended, at the beginning or end, by less than two hours.

Section 5 - Longevity. In addition to the listed monthly salaries, full-time employees hired prior to January 1, 2008 shall receive longevity pay as listed below. Full-time employees hired on or after January 1, 2008 are not entitled to longevity pay:

Two and one-half percent (2½%) after five (5) years of continuous employment;
\$1.25 rolled into base pay thereafter ten (10) years of continuous employment.

Longevity shall be included in employee's regular pay and shall have the effect of increasing the employees basic pay in the amounts indicated above.

Section 6 – Field Training Officer. All Field Training Officers will be compensated \$2.50 per hour for all hours worked as a Field Training Officer.

Section 7 – 12-Hour Shift Schedule. Officers shall work a 12-hour shift schedule/rotation that consists of four (4) teams. Days A, Days B, Nights A, Nights B.

Days A and B – Shift: 5am – 5pm

Nights A and B – Split shift consisting of 1 Patrol Officer/1 Sergeant: 4pm – 4am, and 2 Patrol Officers: 5pm – 5am

Days A and B and Nights A and B schedules shall be opposite “days-on” and “days-off” from each other on the following fourteen (14) day rotation:

(a) 2 on 2 off/3 on 2 off/2 on 3 off during a 14-day cycle

Example: Mon-Tues ON; Weds-Thurs OFF; Fri-Sat-Sun ON; Mon-Tues OFF; Weds-Thurs ON; Fri-Sat-Sun OFF

(b) An officer's “shift working date” is the actual date the shift begins.

(c) One eight (8) hour day will be attempted to be implemented into the fourteen-day rotation. This comes with the understanding that an 8 hour day may not be feasible on certain days, and thus at the discretion of patrol sergeants, and/or administrators, a total of 4 hours “off” per fourteen-day rotation may be flexed over the fourteen-day rotation.

While the Chief of Police ultimately retains the managerial rights to schedule employees on shifts, once per year shifts (Days and Nights) will be bid out in the order of seniority.

Shift Minimums: For the purposes of safety and security of the City, the following shift minimums shall be set:

- (a) Off-Season (September 1st – May 31st)
 - 2 officers per shift
- (b) Summer Season (June 1st – August 31st)
 - 2 officers per day shift
 - 3 officers per night shift

ARTICLE 8 - SENIORITY

Section 1. It shall be the policy of the City to recognize seniority. In reducing personnel, the last person hired shall be the first person laid off, and the last person laid off shall be the first person rehired provided that the remaining personnel are capable of performing the necessary work.

Section 2. All newly hired employees shall serve a twelve (12) month probationary period. The probationary period may be extended for an additional six (6) months or less.

Section 3. Years of Service (YOS) credits based on prior experience and educational credits will be provided for new hires/promotions of the Police Department and may be placed on the wage progression scale at the discretion of the Police Chief. YOS credits will be based on years worked as a certified sworn law enforcement officer. Years will be determined by the Wisconsin Retirement System upon hire and rounded to the half year. Out-of-state employment will be determined and verified by the Police Chief. YOS credits are recognized for the purpose of the wage scale, sick leave, and vacation schedule only, and will have no effect on seniority. The use of this section will be subject to review and grievance under Article 6 by the Union.

Section 4. Patrol Sergeants/Detective Sergeants: For purposes of the agreement the term "Sergeant" refers to Detective Sergeants and Patrol Sergeants. All newly appointed Sergeants shall be considered probationary appointments under the following terms as applicable:

- (a) Officers of regular status within the department shall be subject to a probationary appointment for the first six (6) months of the appointment.
- (b) New hires from outside the department shall be subject to a probationary appointment for the first twelve (12) months.

In the case of a probationary sergeant who is also a new employee with the department by not having been appointed as an officer, the probationary sergeant may be dismissed from employment without cause by action of the Chief of Police and without recourse by the employee.

In the case of a probationary sergeant who was an officer with the department, prior to appointment, the employee's status will be reduced to the rank held immediately prior to the appointment of probationary sergeant without loss of seniority.

ARTICLE 9 - CLOTHING

Section 1. Employees shall receive a set of a defined agency uniform apparel and equipment upon hire that is defined by work policy. After the first full year of employment, the Employer agrees to provide \$750.00 per year for a clothing allowance by issuing a separate check to each employee in the amount of \$750.00. The clothing allowance shall be reduced on a pro rata basis for the absence of an employee from work for thirty (30) continuous days or more. The Chief of Police and/or designee may order a uniform change, giving 12 months to comply and not to exceed \$200 per year.

ARTICLE 10 - VACATIONS

Section 1 - Vacation Schedule. Years of Service credits will be recognized for the purpose of the Vacation Schedule. Officers hired on or before March 1, 2004 will receive 204 hours of vacation annually. Vacation accrual schedule is as follows after completing designated years of service.

<u>Years of Service</u>	<u>Weeks</u>	<u>Hours Accrued</u>
Hire - 2 years	2 weeks	80
3 years - 9 years	3 weeks	120
10 years	4 weeks	160
14 years	5 weeks	200

40 hours shall be deemed one (1) week. Vacation leave will be based on scheduled hours. If scheduled for an 8 or 12 hour shift, the officer is required to take 8 or 12 hours of vacation time. All vacations not taken within one (1) year from the anniversary date on which they were earned shall be deemed forfeited. When a holiday falls within a vacation period, the working day preceding or the working day succeeding the vacation shall be taken off as a holiday.

Section 2 – Vacation Picks. Vacations shall be picked according to seniority of the employees covered by this agreement.

ROUND ONE VACATION PICKS

Each employee shall be guaranteed a minimum of four (4) consecutive vacation days throughout the year during his/her first round of vacation picks. The first round of vacation picks must be submitted to the Chief of Police by November 1st for vacation to be taken the next calendar year. The picks will be in order of seniority and if an officer chooses to forgo his/her first round pick, the next senior officer shall then be allowed to pick, and so on until the least senior officer has his/her picks in. Minimum staffing levels shall be maintained. After approval by the Chief of Police, vacation times will go to round two.

ROUND TWO VACATION PICKS

Five (5) vacation days may be picked by seniority for the remaining calendar year by November 25th.

Example: If a senior employee does not pick his/her vacation time in round 1 or round 2, he/she cannot "bump" the less senior employee who has picked his/her time off in round 1 and round 2.

Time off for remaining vacation, holidays and compensatory time, will be handled by submitting the request, via approved system, and getting approval by the Chief of Police or his/her designee. This will be handled by a first come first serve basis. Approval of vacation, holiday or comp time off will be concurrent with staffing levels.

ARTICLE 11 - HOLIDAYS

Section 1. Time off with pay for all employees is provided for each of the following holidays:

New Year's Day	Labor Day	Christmas Eve Day
Easter	Veteran's Day	Christmas Day
Memorial Day	Thanksgiving Day	Personal Holiday
Fourth of July	Day after Thanksgiving	

Officers will accrue eight (8) hours of Holiday leave for each non-worked holiday. If working the holiday officers will accrue Holiday leave based on their scheduled hours (8 or 12 hours.) If an employee works on any of the above-mentioned holidays, he/she shall be paid time and one-half for all the hours worked in addition to the holiday pay. An employee who works on a holiday may elect to take a day off with pay in lieu of receiving holiday pay when approved by the Chief of Police. Election to take a day off must be requested in writing to the Chief. Employees electing to use holiday as time off, or in conjunction with vacation, must use such holiday within one year of accumulation. Failure to use the holiday within one year of the date of accumulation will result in the pay out of the holiday on the anniversary of the accumulation. Maximum allowed Holiday accrual is 88 hours.

Officers who work more than the standard shift schedule on a holiday or who are called in to work on a holiday will not be paid time and one-half times time and one-half. In other words, there will be no additional overtime paid on what is already an overtime rate.

If an employee wishes to switch for another day off, the switch will be in lieu of the fringe benefit holiday pay of eight hours. In other words, they cannot take 12 hours off in lieu of receiving pay, but can only take eight hours off in lieu of receiving the holiday benefit pay.

Holiday time off shall not be extended by using sick leave. The employee taking a holiday leave shall be present for the regularly scheduled hours next preceding and subsequent to the holiday leave unless a written statement signed by the employee is provided to the Chief of Police within ten (10) days explaining the physical condition which has prohibited the employee from

working the regularly scheduled hours next preceding and subsequent to the holiday leave if the employee was sick or unless the employee is entitled to said day off under a provision of this Agreement. If no statement is left with the Chief of Police if the employee is sick or no other provision of this Agreement permits the employee to be absent during regularly scheduled hours next preceding and subsequent to the holiday leave and said employee is absent during said hours, the employee shall forfeit the right to the paid holiday leave.

ARTICLE 12 - PENSION

Section 1. Each employee shall be a participant of the Wisconsin State Retirement Plan as provided by Wisconsin Statutes and Rules established by the Wisconsin Retirement Fund Board. Effective January 1, 2014, all employees shall contribute 3.5% of wages toward the employee contribution for the Wisconsin Retirement System. Effective January 1, 2015, all employees shall contribute the employee contribution for the Wisconsin Retirement System, not to exceed 7%.

ARTICLE 13 - HEALTH AND WELFARE

Section 1 - Health Insurance. The City agrees to subscribe to the Wisconsin Public Employer's Group Health Insurance Program (State Health Plan). The City shall contribute 90% of the lowest plan rate available towards the employee's chosen health plan premium. The employee shall be responsible for the remaining balance of the premium through a payroll deduction. Upon retirement the employee shall be provided family health insurance coverage at a value of fifty percent (50%) of the cost for three (3) years after retirement, or one hundred percent (100%) of the cost of a single plan for three (3) years after retirement so long as the employee has a minimum of fifteen (15) years of service with the city and retires under the Wisconsin Retirement System. The city's obligation for health insurance shall be based on the amount of the premium in effect for the level of coverage the employee carries at the time of retirement. The City will reimburse the active employees for the 20% co-pay on durable goods and the emergency room co-pay with a maximum reimbursement of two emergency room co-pays per calendar year. The City may change insurance carriers provided that the coverage remains substantially equivalent. All employees hired after January 1, 2014 will have their health insurance benefit and payouts defined by the City of Wisconsin Dells Employee Handbook.

Section 2 - Life Insurance. The City agrees to participate in the State Group Life Insurance Plan, which is provided by the State Statutes and governed by the State Group Life Insurance Board rules.

Section 3 - Unemployment Compensation. The Employer agrees to provide "private plan" unemployment compensation for employees by adopting by referenced the provisions of Chapter 108 of the 1971 Wisconsin Statutes except for those provisions relating to retirement payments. The Employer will provide benefits only for those employees who are willing and able to work but are laid off by the Employer.

Section 4 – Fitness Incentive. As an incentive for officers to maintain physical fitness standards, once per year officers may participate in the non-mandatory physical fitness test.

- (a) The standards for the test shall be the law enforcement academy entry fitness standards set by Wisconsin Training and Standards.
- (b) The Chief or his/her designee shall administer the test for each stack during their off-time. Officers will not be compensated for participating in the test.
- (c) If the officer passes the standards, he/she shall be compensated \$350.00.
- (d) If the officer fails the standards, no compensation shall be received and the officer will not be able to test again until the following year.

ARTICLE 14 - SICK LEAVE

Section 1. Each full-time employee shall earn eight (8) hours of sick leave for each month of service and unused sick leave may accumulate to one thousand two hundred (1200) hours. To be eligible to receive sick leave pay, an employee must have no less than six (6) consecutive months of service and must be off work due to sickness or off-the-job injury, shall notify the head of the department regarding the reason for said absence as soon as possible and, if possible, four (4) hours before the time he/she should start work. If such absence should exceed three (3) consecutive working days, the employee shall furnish the head of the department a doctor's statement with respect to the illness causing absence from work. Suspensions and actions to prevent sick leave abuse shall be defined in the City of Wisconsin Dells Employee Handbook, as written on January 1, 2014.

Section 2. Each full-time employee with six (6) consecutive months or more of service who is injured or otherwise incapacitated in the service of the City and to whom compensation is paid for such injury by the City's compensation insurance company, shall receive from the City an amount of money which will supplement said worker's compensation payments up to, but not to exceed, a total combined payment equivalent to normal wages for the period of disability, but not exceeding thirty (30) calendar days if employment is less than two (2) years; not exceeding sixty (60) calendar days if employees is more than two (2) years but less than five (5) years; and not exceeding one hundred ten (110) calendar days if employment has been over five (5) years.

Section 3. Bereavement and funeral leave shall follow the language in the City of Wisconsin Dells Employee Handbook as written on January 1, 2014.

Section 4. Upon retirement or death, an employee's accumulated sick leave days shall be turned into a full monetary value and twenty-five percent (25% payment shall be paid to an employee or the employee's estate. An additional two and one-half (2½%) shall be paid as herein provided if the employee has accumulated one thousand two hundred (1200) hours of sick leave at the time of retirement or death. In the event of retirement, the employee may elect to apply accumulated sick leave benefits for the purpose of continuing health care insurance. In this event, the employee shall not be entitled to a lump sum payout as otherwise provided in this Section 4, but shall be entitled to fifty percent (50%) accumulated sick leave to be applied by the City to the monthly premium cost as they are incurred. In the event the employee is killed in the line of duty, one hundred percent (100%) of the employee's accumulated sick leave days may be converted for use of continued health care coverage for the employee's spouse.

Section 5. Definement of immediate family is established in the language in the City of Wisconsin Dells Employee Handbook as written on January 1, 2014, which is consistent with current FLMA language.

Section 6. Use of sick leave for serious illness of the employee or employee's immediate family is defined in the language in the City of Wisconsin Dells Employee Handbook as written on January 1, 2014, which is consistent with FMLA language.

ARTICLE 15 - EDUCATIONAL INCENTIVE PAY

Section 1. Effective January 1, 2024, all employees who have earned one hundred twenty (120) or more college credits shall receive, as an education incentive, an additional five (5) percent pay. This education incentive shall be included in employee's regular pay and shall have the effect of increasing the employees basic pay in the amounts indicated above. Employees must provide official college transcripts to the City Administrator from an accredited college or university, and the increase shall begin on the following pay period from date transcripts submitted.

ARTICLE 16 - SAFETY REQUIREMENTS

Section 1. All employees covered by this Agreement shall be bonded and sworn. Squad cars shall be equipped with spotlights. Employees shall not be required to operate unsafe equipment under any circumstances. The Employer shall replace at no cost to the employee any personal equipment, except clothing or items substituted for those furnished by the City, lost or broken as a result of an officer answering a complaint or special emergency action during the course of duties of employment while on appointed shift assignments.

ARTICLE 17 - FAIR SHARE AGREEMENT

Section 1. The employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of the employees who individually sign a dues deduction and authorization form supplied by the WPPA/LEER. In addition, the Local Association may authorize local dues which shall be deducted in conjunction with the WPPA/LEER dues. The Employer shall deduct the combined dues amount each month for each employee requesting such deduction upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the end of each month. Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA, or to the Local Association. No employee shall be required to join the Association, but membership in the Association may be made available to all employees in the bargaining unit who apply consistently with either the WPPA or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color or sex.

ARTICLE 18 - CONTRACT RATIFICATION

Section 1. Upon completion of negotiations and agreement between the negotiating parties, the Committee for the Employer agrees to bring before the Council at the first Council Meeting, following said negotiations, the proposal for consideration. Upon ratification, the Employer agrees to pay any retroactive pay to the employees within twenty (20) working days.

ARTICLE 19 - MISCELLANEOUS

Section 1. The Employer will provide a payroll deduction plan for the employees to purchase U.S. Savings Bonds, as well as for IRC §125 deductions and post-employment health care deductions.

Section 2. The Employer shall provide all officers with a NIJ approved vest or the equivalent at no cost to the employee and replace at manufacturers specifications. The vests shall remain the property of the City of Wisconsin Dells and shall be returned to the City upon termination of employment.

Section 3. All full-time employees hired after January 1, 2005, shall abide by statutory language of residency requirement.

Section 4 - Special Duty Appointments. Special duty appointments including School Resource Officer, ERT Member and K9 Officer are made by the Chief of Police. Duty appointments are as set forth in Appendix C, attached hereto and made a part thereof.

The Chief of Police has the right to appoint temporary assignment(s) lasting less than 3 months. Any special assignment(s) will be removed from the patrol schedule.

ARTICLE 20 - TERMINATION

This Agreement shall become effective as of January 1, 2024 and remain in full force and effect to and including December 31, 2025. Either party shall notify the other party within one hundred eighty (180) days of December 31, 2025 of its desire to alter or amend this Agreement. If no notification is given, the contract shall remain in full force and effect on a year-to-year basis.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 18th day of December, 2023.

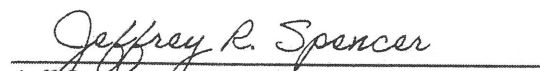
FOR THE ASSOCIATION:



President, Duwayne Courmoyer

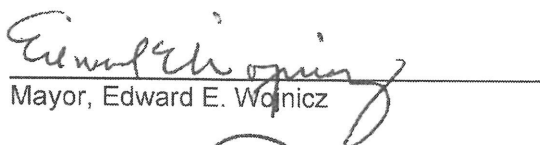


Patrol Representative, Eric Torkelson



Jeff Spencer, WPPA Business Agent

FOR THE CITY:



Mayor, Edward E. Wojnicz



City Administrator, Karen Terry

APPENDIX "A"
SALARY SCHEDULE

Years	0 - 3	80% of Base Salary
Years	4 - 5	90% of Base Salary
Years	6 - 7	95% of Base Salary
Years	8+	100% of Base Salary

Patrol Officer					
<u>2024 Base Salary</u>	<u>80%</u>	<u>90%</u>	<u>95%</u>	<u>100%</u>	<u>100% w/Long</u>
\$84,271	\$67,417	\$75,844	\$80,058	\$84,271	\$88,540
Bi-Weekly Payroll	\$2,592.96	\$2,917.08	\$3,079.14	\$3,241.20	\$3,405.39
<i>Hourly Rate</i>	\$32.41	\$36.46	\$38.49	\$40.52	\$42.57
\$88,485	\$70,788	\$79,636	\$84,061	\$88,485	\$92,967
w/EDU Credit	\$2,722.61	\$3,062.94	\$3,233.10	\$3,403.26	\$3,575.66
<i>Hourly Rate</i>	\$34.03	\$38.29	\$40.41	\$42.54	\$44.70

<u>2025 Base Salary</u>	<u>80%</u>	<u>90%</u>	<u>95%</u>	<u>100%</u>	<u>100% w/Long</u>
\$88,485	\$70,788	\$79,636	\$84,061	\$88,485	\$92,967
Bi-Weekly Payroll	\$2,722.61	\$3,062.94	\$3,233.10	\$3,403.26	\$3,575.66
<i>Hourly Rate</i>	\$34.03	\$38.29	\$40.41	\$42.54	\$44.70
\$92,909	\$74,327	\$83,618	\$88,264	\$92,909	\$97,616
w/EDU Credit	\$2,858.74	\$3,216.08	\$3,394.76	\$3,573.43	\$3,754.45
<i>Hourly Rate</i>	\$35.73	\$40.20	\$42.43	\$44.67	\$46.93

Detective Sergeant/Sergeant					
<u>2024 Base Salary</u>	<u>80%</u>	<u>90%</u>	<u>95%</u>	<u>100%</u>	<u>100% w/Long</u>
\$90,000	\$72,000	\$81,000	\$85,500	\$90,000	\$94,242
Bi-Weekly Payroll	\$2,769.22	\$3,115.38	\$3,288.45	\$3,461.53	\$3,624.68
<i>Hourly Rate</i>	\$34.62	\$38.94	\$41.11	\$43.27	\$45.31
\$94,500	\$75,600	\$85,050	\$89,775	\$94,500	\$98,954
w/EDU Credit	\$2,907.68	\$3,271.14	\$3,452.87	\$3,634.60	\$3,805.91
<i>Hourly Rate</i>	\$36.35	\$40.89	\$43.16	\$45.43	\$47.57

<u>2025 Base Salary</u>	<u>80%</u>	<u>90%</u>	<u>95%</u>	<u>100%</u>	<u>100% w/Long</u>
\$94,500	\$75,600	\$85,050	\$89,775	\$94,500	\$98,954
Bi-Weekly Payroll	\$2,907.68	\$3,271.14	\$3,452.87	\$3,634.60	\$3,805.91
<i>Hourly Rate</i>	\$36.35	\$40.89	\$43.16	\$45.43	\$47.57
\$99,225	\$79,380	\$89,302	\$94,263	\$99,225	\$103,901
w/EDU Credit	\$3,053.07	\$3,434.70	\$3,625.52	\$3,816.33	\$3,996.21
<i>Hourly Rate</i>	\$38.16	\$42.93	\$45.32	\$47.70	\$49.95

2024 - 4.5% increase to 2023 base salary
2025 - 5.0% increase to 2024 base salary

Part-time, limited term, and patrol officers working less than 1000 hours per year will have their wages set by the Chief of Police.

APPENDIX "B"

CLOTHING SCHEDULE FOR NEWLY HIRED OFFICERS

Uniform manufacturer and style shall be defined by agency policy.

CLOTHING: Patches and nametapes are included (all dark navy in color and 5.11 brand if available)

- 4 - Pair of Trousers, (1 court specific pair) All midnight navy in color.
- 3 - Long sleeve shirts, (1court specific)
- 2 - Short sleeve shirts.
- 1 - Tie
- 1 - Full jacket – (summer/winter combo)
- 1 - Ball cap
- 1 - Set of pat down gloves
- 1 - Pin on name tag w/WI symbol (gold)
- 1 - Set of color brass badge numbers (gold)
- 1 - Whistle chain (gold)
- 1 - Tie clasp w/WI symbol (gold)

EQUIPMENT: (Nylon belts only. Kydex pouches/ holders/holsters are acceptable.)

- 1 - Duty belt w/ inner belt and belt keepers
- 1 - Mag pouch (two or three mag)
- 1 - Glock 17 Holster
- 2 - Hand cuff cases (two singles or one double)
- 1 - Radio holster
- 1 - Key holder
- 1 - Baton holder
- 1 - Flashlight holder
- 1 - Set handcuffs
- 1 - Glove holder
- 1 - Tourniquet/ holder

Outer vest carries are optional, but not provided by WDPD. See Police Lieutenant for brand and ordering information.

No clothing from this schedule shall be ordered without prior approval by the Chief of Police or his/her designee. The City shall retain ownership of the above items during the employees' probationary status.

APPENDIX "C"
SPECIAL DUTY APPOINTMENTS

Detective Sergeant

Classification: Non-Exempt

Status: Full-time, Appointed

Supervisor: Chief of Police, Lieutenant of Police

Hours: 40-hour work week, Monday through Friday between the hours of 5:00AM to 5:00PM (including occasional weekends) as assigned by the Chief of Police. This position is subject to call out.

Accruals: As set forth in the Collective Bargaining Agreement

Detective

Classification: Non-Exempt

Status: Full-time, Appointed

Supervisor: Chief of Police, Lieutenant of Police, Detective Sergeant

Hours: 40-hour work week, Monday through Friday between the hours of 5:00AM to 5:00PM (including occasional weekends) as assigned by the Chief of Police. This position is subject to call out.

Accruals: As set forth in the Collective Bargaining Agreement

School Resource Officer (SRO)

Classification: Non-Exempt

Status: Full-time, Appointed

Supervisor: Chief of Police, Lieutenant of Police, Detective Sergeant, Sergeant

Hours:

School Year: Monday – Friday (and occasional weekends) including but not limited to the work hours of the school day, or as set by the Chief of Police. This position is subject to call out.

Non-School Year: During periods when school is not in session for the year, the SRO will be scheduled a 40-hour work week, Monday through Friday between the hours of 5:00AM to 5:00PM (including occasional weekends) as assigned by the Chief of Police. The SRO will report to the Detective Sergeant for assignments during this time period, unless otherwise dictated by the Chief of Police. This position is subject to call out.

Accruals: As set forth in the Collective Bargaining Agreement

K9 Officer – K9 will be identified in MOU

ERT Member – ERT Member will be identified in MOU

