

La Crosse Professional Police Non-Supervisory Association (LPPNSA) Summary of Changes to Collective Bargaining Agreement

All changes are effective January 1, 2021, unless noted otherwise:

Term: 3 year agreement 1/1/2021 – 12/31/2023

ARTICLE IX – WAGE AND SALARY SCHEDULE

Section A. Wage Adjustments

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|------------------|------|-----------------------------------------|
| Wages and Salary | 2021 | 1% increase effective January 8, 2021 |
| | | 2% increase effective September 3, 2021 |
| | 2022 | 1% increase effective January 7, 2022 |
| | | 2% increase effective September 2, 2022 |
| | 2023 | 1% increase effective January 6, 2023 |
| | | 2% increase effective September 1, 2023 |

Patrol Officers - eligibility for Step H will switch from 27 years to 25 years

Police Investigators - eligibility for Step E will switch from 27 years to 25 years

Section E. Transfer Review Board for Special Payments/FTO Assignments

Under Purpose & Policy delete titles *School Liaison Officer, DARE/GREAT Officer and Community Policing Officer* (positions no longer exist)

ARTICLE IV – MEDICAL BENEFIT PLAN

Change article to reflect new dates of contract. There are no changes to the employee's monthly contribution rates.

ARTICLE VII – SICK LEAVE

Under Death Benefit add: *In the event of the line of duty death of a current employee, the City will make a lump sum payment to the deceased employee's estate equal to one hundred percent (100%) of the shift day amount of accrued but unused sick leave on the record at the time of death.*

ARTICLE VIII – FUNERAL LEAVE

Language clean up to reflect previous revision.

Definitions of Relatives will reflect the following:

Priority Family: Priority family shall be defined as the "employee's" parent, legal spouse, or child (biological, adopted, foster or step-child). Parents in the preceding sentence shall be interpreted as parents/step-parents of the employee and/or their legal spouse.

Immediate Family: Immediate family shall be defined as the employee's, or the employee's legal spouse's grandparent, grandchild, brother, step-brother, sister, step-sister, son-in-law, or daughter-in-law.

Other Relatives: Other relatives shall be defined as the employee's niece, nephew, brother-in-law, or sister-in-law and aunt or uncle of the employee.

ARTICLE XIII – CLOTHING ALLOWANCE

Under New Employees: Language will read - *The City shall provide to the new employee, as soon as practicable, one Class A uniform, to include one (1) Class A long sleeve shirt, one (1) short sleeve shirt, one (1) Class A pair of pants, one (1) hat, one (1) tie and duty firearm. Uniform items shall include hemming, and patch/embroidery.*

ARTICLE XIV – OVERTIME

Section E. Training – Delete *Civil Unrest Training* (no longer exists)

ARTICLE XVIII – SHIFT ASSIGNMENTS

Rewrite Article to include language from MOU #6 and updates.

ARTICLE XIX – VACATION

Section C. – Vacation Carryover

Language will now allow two weeks of carryover vacation that needs to be used by the end of the year.

Language will read as follows: *Any officer who was unable to use his/her accrued vacation time before December 31st of any calendar year shall be allowed to carryover up to two (weeks) of vacation into the subsequent calendar year. The carryover will occur automatically after the last pay period of the year. Any vacation carried over into the subsequent year must be used by the last full pay period of that year, or it shall be forfeited.*

ARTICLE XXIII – VACANCIES WITHIN THE DEPARTMENT

D. – Lateral Transfer

Adding MOU #7 language into the contract. Will read:

Shall be eligible for compensation and vacation accrual at a level above that of a new officer, up to 1st Class Patrol Officer. The selected individual shall be considered a new employee for all other matters including assignment to investigator, etc. Effective January 1, 2016, lateral transfers may be eligible for consideration for assignment to Investigator, subject to the selection criteria as defined in Article XXXII.

In determining the level of pay compensation, the following guidelines are to be used:

4th Class Officer.....Less than 1 year of full-time service

3rd Class Officer.....1 year of full-time service but less than 1.5 years of full-time service

2nd Class Officer.....1.5 years of full-time service, but less than 3 years of full-time service

1st Class Officer.....3 years of full-time service

These guidelines may be overridden by agreement between the Police Department Administration, the Mayor, the Director of Finance & Human Resources and the LPPNSA Board with regard to specialized training and qualifications that an applicant may possess.

In determining the level of vacation benefit, the lateral transfer will receive “continuous years of service” credit for all previous full-time police service/experience and will receive the same vacation benefits under Article XIX-A as any current employee. By way of example, a lateral transfer with five (5) previous years of service in good standing with another agency and five (5) years of continuous service with this agency will be deemed to have ten (10) years of service for vacation benefit.

Lateral transfer credit(s) do not apply to calculations for longevity compensation or seniority.

This amendment is not retroactive for any employee hired before January 1, 2019.

ARTICLE XXVII – FAIR SHARE

Change article title to DUES DEDUCTIONS

Section B. – Duty of Fair Representation

Section will now read - *The Association will represent all of the employees in the bargaining unit, members and non-members, fairly and equally. All employees with a voluntary signed dues deduction form on file shall pay an amount to the Association equivalent to the uniform dues required of members of the Association.*

Section C. – Deductions From Payroll

First sentence in first paragraph will read: *The City agrees that on the first paycheck of every month it will deduct from the earnings of all employees with a signed dues deduction form on file in the collective bargaining unit covered by this agreement, the amount of money certified by the Association as being the monthly dues uniformly required of employees.*

Add paragraph: *Members may opt out of dues paying by providing a written notice to the Local Association and the City's Human Resources Department.*

Delete Section E. – Fair Share Deductions

ARTICLE XXXII – ASSIGNMENT TO INVESTIGATOR POSITION

Added language to address the following:

- Clarified a First Class officer has to have two years of full-time continuous service *as of the date of the written examination.*
- Eliminated the need for a 70% or higher score on the written examination to move on to oral examination.
- Employee must have a cumulative score of 70% or higher between the written examination and oral examination to be considered eligible for Investigator position.

ARTICLE XXXVII – DURATION

Change to reflect new dates of agreement

MEMORANDUM OF UNDERSTANDING #2 (Weapons)

Delete this MOU. Added language in ARTICLE XIII – CLOTHING ALLOWANCE

MEMORANDUM OF UNDERSTANDING #6 (TWELVE HOUR WORK SCHEDULE)

Delete this MOU. Added language in ARTICLE XVIII – SHIFT ASSIGNMENTS

Also delete MOU #6 Modification to include “Power Shift”. Added language in ARTICLE XVIII – SHIFT ASSIGNMENTS to include this.