

La Crosse Professional Police Supervisory Association (LPPSA) 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

SECTION 8 – WAGE AND SALARY SCHEDULE

Section A. Wage Increases

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

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

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

SECTION 3 – MEDICAL BENEFIT PLAN

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

SECTION 6 – EMPLOYEE SICK LEAVE

Personal Business – delete paragraph. Outdated language.

Under Death Benefit (item B) 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.*

SECTION 7 – 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.

SECTION 8 – WAGE AND SALARY SCHEDULE

Item C. – Special Payments

Delete first paragraph describing special payments for supervisors assigned to Head of Juvenile Bureau. Position no longer exists.

SECTION 12 – OVERTIME

Regular Compensatory Time Bank

Delete Item #3 describing the ability of the City to revert back to former language if they determined the new language caused a hardship. The City has determined there is no hardship so language is no longer needed.

SECTION 17 – SHIFT ASSIGNMENTS

Rewrite Section to include language from MOU #3 and updates.

SECTION 18 – VACATION

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: If an employee who has accumulated vacation credits is precluded from taking this accumulated vacation credits within the calendar year because of his/her work schedule or work scheduled by his/her supervisor, he/she shall be permitted to carry over 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.

SECTION 22 – CHECK OFF

Section will now read - The City shall deduct monthly association dues from the first two paychecks of each month from the wages of such employees who have provided a signed voluntary dues deduction form to the City. Signed forms will be obtained by the union and forwarded to the City Human Resources Department. Members may opt out of dues paying, by notifying in writing, either the City Human Resources Department or Local President. Changes in the amount of dues to be deducted shall be certified by the Association to the Deputy Director of Human Resources thirty (30) days before the effective date of the change. The dues are to be paid to the Association. The City is to be held harmless in the event of any legal controversy involving this provision.

MEMORANDUM OF UNDERSTANDING #3 (TWELVE HOUR WORK SCHEDULE)

Delete this MOU. Added language in SECTION 17 – SHIFT ASSIGNMENTS