

La Crosse Professional Police Non-Supervisory Association (LPPNSA) Non-Sups

Changes to Collective Bargaining Agreement

All changes are effective January 1, 2018, unless noted otherwise:

Term:	3 year agreement 1/1/2018 – 12/31/2020	
Wages And Salary	2018	4% January 12 1% September 7
	2019	3% January 11 1% September 6, 2019
	2020	2% July 10

Effective 1/11/2019 – the 2 year wage increase is changed to 1.5 years for wage increase

Delete paragraph on promotions (salary increases as a result of a promotion) as language is outdated and is not applicable.

Assignment to Investigator

Add paragraph: E. Step Placement – A Police officer assigned to Investigator shall be placed in the step which reflects (but does not exceed) the years of service as a sworn Police Officer with the department.

Work Week: 12 hour work shifts

Sick Leave Add language to clarify: Upon retirement, any eligible sick leave payout over cap shall be paid to the employee (not to the Retirement Health Savings Plan.)

Bereavement: Add aunt or uncle of the “employee” to Other Relatives
New: Create “primary family” classification consisting of “employee’s” parent, step-parent, legal spouse, or child (biological, foster, adopted or step-child). Bereavement leave shall be six (6) days, not to exceed 48 hours. Leave shall be used from the date of death through two weeks from date of death. An exception to the 2 week timeframe may be made through approval of the Chief of Police and the Director of Human Resources.

Oktoberfest: New Language re Oktoberfest double time: This provision does not apply to training (including associated travel) and court time.

Military Leave: Add provision defining military leave.

Clothing Allowance: Change clothing allowance from: new hires from receiving a \$100 uniform allowance after 90 days of service;
To: City provides the new employee, as soon as practicable, with 1 long sleeve shirt, 1 short sleeve shirt, 1 pair of pants to include hemming, and patch/embroidery.

Call Back and Minimum Court Pay – Add language: If an employee is notified (via phone call, text, or voice message) 90 minutes or greater from the subpoena time for a previously scheduled court appearance, employee shall receive one hour of pay at the employee's regular straight time hourly rate.

Delete MOU#3MEG Vehicles - DELETE

Delete MOU #4 Beards DELETE

Delete MOU #5 Off-Duty Weapons - DELETE

MOU #9 – K-9 Program Delete sunset clause