

**La Crosse Professional Police Supervisory Association (LPPSA)  
Summary of Changes to Collective Bargaining Agreement**

All changes are effective January 1, 2024, unless noted otherwise:

Term: 3-year agreement – 01/01/2024 – 12/31/2026

**SECTION 3 – MEDICAL BENEFIT PLAN**

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

**SECTION 6 – SICK LEAVE**

Section A – Personal Business

Changes language to the following:

Employees may use up to four (4) days (at the conversion rate below) for accumulated sick leave credits for personal business provided, however, that employees shall notify their supervisor at least twenty-four (24) hours prior to the time off requested.

Conversion of Personal Business Time: Four (4) days x 8.4-hour shift = 33.6 hours

Conversion of Personal Business Time: Four (4) days x 10.5-hour shift = 42 hours

Conversion of Personal Business Time: Four (4) days x 12-hour shift = 48 hours

The conversion rate will be based on whichever schedule the employee is assigned as of January 1 of each calendar year.

Removed the following language as it no longer applies:

~~The employee may use up to thirty two (32) hours of accumulated credits for personal business days, subject to same provisions above.~~

Section C – Family Care Days

Updated language to align with other City policies.

Employees may use up to twenty-four (24) hours of accumulated sick leave credit to care for the employee’s parent, legal spouse or child (biological, adopted, foster, or stepchild) their minor dependents due to illness, injury, medical/dental appointment or in the event of an unexpected closure of school (i.e. snow day, etc.) or daycare facility. Parents in the preceding sentence shall be interpreted as parents/stepparents or the employee and/or their legal spouse.

**SECTION 8 – WAGE AND SALARY SCHEDULE**

Wages and Salary	2024	4% increase effective January 5, 2024
	2025	4% increase effective January 3, 2025
	2026	4% increase effective January 2, 2026

Sergeants and Lieutenants– eligibility for Step B changed from ten (10) years to seven (7) years. This resulted in a shift to the longevity steps in the subsequent steps.

Section 8 (B) Pay Step Advancement

Updated language to include the pay step advancement at seven (7) years.

**SECTION 11 – CLOTHING ALLOWANCE**

Updated the following language:

Benefit: The clothing allowance shall be paid based on the amounts listed below for the contract period.

2024: six hundred fifty dollars (\$650.00) per year payable in two (2) equal installments of three hundred twenty-five (\$325.00).

2025: seven hundred twenty-five dollars (\$725.00) per year payable in two (2) equal installments of three hundred sixty-two dollars and fifty cents (\$362.50)

2026: eight hundred dollars (\$800.00) per year payable in two (2) equal installments of four hundred dollars (\$400.00).

External vest carriers shall be replaced at the department's expense on an as-needed basis when deemed no longer in compliance with the department's uniform policy.

#### **SECTION 12 – OVERTIME**

Updated the following language:

Employees shall be allowed to elect compensatory time in lieu of paid overtime. Employees may accumulate and bank up to one hundred twenty (120) hours of compensatory time at any one time during each year.

Updated the following language:

Paid compensatory time off may be taken with the approval of the commanding officer. Unused compensatory time in excess of eighty (80) hours must be used or it will be paid in cash as of the last pay period of each calendar year. Only eighty (80) hours of compensatory time may be carried over from one calendar year to the next.

#### **SECTION 17 – SHIFT ASSIGNMENTS**

Section 8 (c) Updated the following language:

Officers shall have all unused “unscheduled hours” used by November 1<sup>st</sup> of each year, or those hours will be scheduled by the Chief of Police/designee.

Updated SECTION 31 to reflect new dates of agreement.

Updated Wage Schedules A, B and C.