

**Summary of Changes to
La Crosse Professional Police Supervisory Association (LPPSA)
Collective Bargaining Agreement for 2015 – 2017**

Duration: 2015 – 2017

Wages: Effective January 2, 2015 2% across the board increase
Wages for 2016 and 2017 remain at 2015 rates
Effective January 1, 2016, Sergeant, Step A (only) shall receive a premium of forty cents (\$.40) per hour in addition to their base pay.
Effective January 13, 2017, Sergeant, Step A (only) the premium shall be increased by ten cents (\$.10) for a total premium of fifty cents (\$.50) per hour.

Overtime:

- Effective January 1, 2016, change accrual for compensatory time bank from 75 hours to 80 hours in a calendar year.
- Effective January 1, 2016, change carryover of compensatory time from 52.5 hours to 56 hours.
- Effective 2016, change overtime for Oktoberfest from 7 a.m. to 6:00 a.m.

Medical Benefit Plan: Removed language which is prohibited under Act 10.

Sick Leave

- Effective January 1, 2016, change Family Care days from 2 days to 24 hours for the minor illness/injury of the employee's minor dependents.
- Effective January 1, 2016, provide one (1) additional personal business day (8 hours). Approval of the personal business day is subject to satisfactory attendance in the previous calendar year. Personal business day is subject to MOU #10 on 12 hour shifts.
- Effective January 1, 2016, sick leave cap of 132 shall mean 1056 hours, 120 days shall mean 960 hours, and six (6) days shall mean 48 hours.
- Effective January 1, 2016, provide catastrophic leave: upon accruing the maximum sick leave accrual, the employee shall continue to accrue sick leave for a "catastrophic leave bank" for FMLA of more than 30 continuous calendar days. This is only available after all sick leave and vacation has been exhausted. To be eligible employee must have met "adequate attendance standards in the previous 12 months". Catastrophic leave bank is capped at 480 hours, and is not eligible for payout at retirement.
- Effective January 1, 2016, allow 100% payout off accrued unused sick leave to the retirement health savings account for employees hired prior to July 1, 2013, who upon retirement (age 53 or over or eligible to take early retirement in conjunction with a special early retirement program) elects to waive their eligibility for retiree medical benefit plan. Eligibility for the payout requires the "employee", upon retirement, to waive the medical benefit plan for a minimum of three (3) years prior to eligibility for Medicare.

Bereavement: Effective January 1, 2016, add step parent to immediate family.

Work Week:

- Effective January 1, 2016, employees work week will change from 37.5 hours per week (1950 annually) to 40 hours per week (2080 hours annually).
- Effective July 2016, a pilot program is established, under Memorandum of Understanding #10, wherein employee would work 12 hour shifts/2080 hours per year. All leave benefits are accrued at 8 hours instead of 7.5 hours. Bereavement leave, as defined, would be paid for actual scheduled hours.
- Effective July 1, 2016, subject to MOU #10, change monthly VSAP for 2nd shift (12 hour shift) from \$47 to \$80. Delete monthly VSAP for third shift of \$60.

Education Incentive - Tuition reimbursement added for employees hired prior to January 1, 2011.

Drug and Alcohol Testing: Effective January 1, 2016, all sworn officers shall be subject to a random drug and alcohol testing. One (1) random draw shall be done per month.

Vacation:

- Effective January 1, 2016 change the accrual of four (4) weeks of vacation after 14 years of service to 13 years of service.

Attendance Policy – Effective January 1, 2016. New – provides criteria for attendance measures.

Delete Memorandum of Understanding – Exceptions to Continuous Service for Retiree Medical Benefit Plan Coverage

Add Memorandum of Understanding – Twelve Hour Work Schedule – Pilot Program

Housekeeping – Modification of dates, union board