

MEMORANDUM OF UNDERSTANDING:
SECTION 8: WAGE AND SALARY SCHEDULE

The City of La Crosse (“City”) and the La Crosse Professional Police Supervisors (“Union”), agree as follows:

The City and the Union entered into a ratified collective bargaining agreement on January 1, 2018. Inadvertently, an item from **Section 8: Wage and Salary Schedule** was omitted from the contract following negotiations in 2017. The language had been in the previous contract dated January 2015 – December 2017. The language was:

January 2015 – December 2017 CBA language:

Effective January 1, 2016, the position of Sergeant, Step A (only) shall receive a premium of forty cents (\$.40) in addition to their base hourly pay. Effective January 13, 2017, the premium shall be increased by ten cents (\$.10) for a total premium of \$.50 per hour.

January 2018 – December 2020 CBA intended language that was omitted:

The position of Sergeant shall receive a premium of fifty cents (\$.50) per hour in addition to their base hourly pay.

The City and the Union agree that this was inadvertently omitted and should be included in the base wage for any employee in the position of Sergeant effective January 1, 2018, or later.

The intended language as stated above should have been carried over into the 2021-2023 CBA and the 2024-2026 CBA.

Although the item was omitted from Section 8: Wage and Salary Schedule, the additional \$.50 had continued being paid to all applicable members. No backpay will be due. The purpose of the Memorandum of Understanding is to ensure the collective bargaining agreement (CBA) matches current payroll practices.

Joe Smith (date)
President
La Crosse Professional Police Supervisors

Rebecca Franzen (date)
Director of Human Resources
City of La Crosse