



# CITY OF LA CROSSE COUNCIL LEGISLATION

**CAPTION:**

Resolution approving and ratifying a collective bargaining agreement between the City of La Crosse and the LA CROSSE PROFESSIONAL POLICE SUPERVISORY ASSOCIATION, LOCAL #91 for the term of 2012 through 2014.

**REFERRAL ROUTE:**

F&P

**ACTIONS AND DATES: (for Clerk's Office use only)**

**DRAFTED BY:**

Wendy K. Oestreich, Director of Human Resources

**REQUESTED BY:**

Wendy K. Oestreich, Director of Human Resources

**INTRODUCED BY:**

Mayor Tim Kabat

## RESOLUTION

WHEREAS, the collective bargaining agreement between the City of La Crosse and the La Crosse Professional Police Supervisory Association, Local #91, expired on December 31<sup>st</sup>, 2011, and

WHEREAS, the parties have reached a tentative agreement on a successor agreement for calendar year 2012 through 2014 within the parameters established by the Finance and Personnel Committee, and

WHEREAS, the membership of La Crosse Professional Police Supervisory Association, Local #91, has ratified the tentative agreement.

NOW THEREFORE BE IT RESOLVED by the Common Council that the attached tentative agreement between La Crosse Professional Police Supervisory Association, Local #91, and the City of La Crosse is hereby approved and ratified.

BE IT FURTHER RESOLVED that it hereby appropriates up to \$47,000 from the Reserve Fund.

BE IT FURTHER RESOLVED that the Chief of Police, the Director of Human Resources and the Director of Finance are hereby authorized to take all necessary steps to implement the agreement.

**Summary of Changes to  
La Crosse Professional Police Supervisory Association (LPPSA)  
Collective Bargaining Agreement for 2012 – 2014**

**Medical Benefit Plan - all changes effective 8/1/13, unless noted otherwise**

- Change monthly premiums from flat dollar amounts (\$105/\$125/\$145 or \$60/\$75/\$90) to a percentage based premium of 16% of the 2013 monthly premium equivalent , or 12.6% of 2013 monthly premium equivalent if fully participating in the Health Risk Assessment
- Change deductible from \$2,500/\$5,000/\$7,500 to \$275/\$550/\$825
- Effective 1/1/14: 16% of 2014 monthly premium equivalent, or 12.6% of 2014 monthly premium equivalent if fully participating in the Health Risk Assessment.
- Revised language to state Health Risk Assessments are offered one time per year.
- Delete language: “City shall offer employee’s a choice of no less than two medical networks serving the local labor market to provide covered medical services for eligible City employees”. Clarify that “if more than one network is offered”...
- Delete language requiring City provide notice to retirees for enrollment in Medicare
- Eliminate any language which cites age 65.
- Delete language: “Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in-Network participants.”
- Effective 7/1/13: Limit retiree health insurance to employees hired prior to July 1, 2013 (Employees hired on or after July 1, 2013 will not be eligible for retiree health insurance)
- Delete section on Medicare Health Maintenance Organization and/or Supplemental Insurance.
- Add language “The plan description is outlined in a Master Plan document which is available through the Human Resources Department and a copy of which is provided to all employees covered by the group health plan.”
- Delete language: “The employee with the most seniority shall be the subscriber”. Add language: “Married employees that both work for the City would be allowed to switch “subscribers” on an annual basis if allowed to do so by state and federal law.
- Effective 7/1/13: Clarify retiree health insurance is only applicable to eligible retirees (those hired prior to July 1, 2013)
- Modify language regarding Dependent Coverage to state: Eligible dependents shall be covered “subject to eligibility and enrollment timeframes as defined by

the Master Plan Document. Dependent eligibility shall be consistent with applicable state or federal law.”

- Modify language regarding frequency for the health care cost containment committee to meet from “no less than six times” to “at least once per year”.

### **Sick Leave**

- Effective 8/1/13: Retirement payout for employees hired prior to July 1, 2013 - change sick leave payout from cash payout at rate of 45% to lump sum payment into the retiring employee’s Retirement Health Savings Plan equal to fifty-two percent (52%) of the shift day amount of accrued but unused sick leave on record at the time of retirement.
- Effective 8/1/13: Retirement payout for employees hired on or after July 1, 2013 - lump sum payment into retiring employee’s Retirement Health Savings Plan equal to 100% of the shift day amount of accrued but unused sick leave on record at the time of retirement.
- Effective 8/1/13 add language: Retirement, for the purpose of this section, shall mean that an employee is eligible for and has filed to receive an immediate retirement annuity with the Wisconsin Retirement System. In addition, to receive sick leave payout employees hired prior to July 1, 2013 must have met the years of service requirement as defined under Article IV – Medical Benefit Plan, paragraph F. Employees prior to July 1, 2013, may, after meeting the years of service requirement (as defined under Article IV – Medical Benefit Plan, paragraph F) retire prior to age 53 and receive the sick leave payout, however retiring prior to age 53 would disqualify the employee from receiving retiree medical benefit plan. Employees hired on or after July 1, 2013 must be at least 50 and have 20 years of full time continuous service with the City.
- Death benefit: Upon death, the City will make a lump sum payment to the deceased employees estate equal to forty-five percent (45%) of the shift day amount of accrued but unused sick leave at the time of death.
- Effective 8/1/13: Family Care Days – Allow employees to use two (2) days of accumulated sick leave to care for their minor dependents due to illness or injury. Use of sick leave for family care shall be deducted from sick leave accumulation.

### **Funeral Leave:**

- Effective 8/1/13, in the event of the death of grandparent, grandchild, great grandparent, great grandchild, brother-in-law, or sister-in-law, change bereavement leave from three 7 ½ hour days of absence, deducted from accumulated sick leave credits, to one day (7 ½ hours) without loss of pay or sick leave credits.

**Overtime:**

- Change year from “2011” to “2014” in the following: Compensatory time bank increase from twenty-four (24) hours to seventy-five (75) may revert back to twenty-four hours on the last day of the year in 2011 if the city determines that this provision is causing a hardship.
- Effective for 2013: Change payout of compensatory time from 37.5 hours to 52.5 hours, payable on the last pay period of the calendar year.

**Pensions – Wisconsin Retirement System**

- Employees hired on or after July 1, 2011 will contribute **one-half** of the total actuarially required contribution for general municipal employees to the Wisconsin Retirement System.
- Employees hired before July 1, 2011:
  - Contribute **two percent (2%)** of their WRS wages to the Wisconsin Retirement System effective July 5, 2013.
  - Effective January 3, 2014 contribute **four percent (4%)** of their WRS wages to the Wisconsin Retirement System.
  - Effective July 4, 2014, contribute **one-half** of the total actuarially required contribution for general municipal. Employees to the Wisconsin Retirement System.

**Duration**

Revised to reflect three year term of January 1, 2012 through December 31, 2014.

**Leave of Absence**

New language: An employee may request an unpaid leave of absence of up to thirty (30) calendar days. Said request must be granted by the Chief with approval from the Director of Human Resources. The unpaid leave of absence shall not be utilized or authorized for schooling, a new job, or travel.

**Schedule of Benefits** – DELETE

**Wages**

Effective January 1, 2012	1% across the board increase
Effective July 5, 2013	3% across the board increase
Effective January 3, 2014	3% across the board increase
Effective July 4, 2014	2% across the board increase

**Housekeeping**

Modification of dates, union board members, etc.