

MEMORANDUM OF UNDERSTANDING
RECRUIT OFFICER

January 19, 2017

Andy Rosenow, President
La Crosse Professional Police Non-Supervisory Association

Dear Andy:

This is to confirm the understanding reached by the parties for hiring, wages and benefits for an Officer that has not attended a Police Recruit Academy. The parties agreed to the following:

Newly hired police officers who are required to attend the police recruit academy to become certified will receive 75% of the base wage (step A), while in attendance at the academy. Upon the first day following graduation, the "recruit officer" will move to the status of "certified" Police officer and will move to the starting step of the pay schedule at 100% (step A).

If a newly hired non-certified officer is assigned to field training *prior* to the start of the recruit academy the Officer will receive pay at step A until they are assigned to the recruit academy. Once the Officer is assigned /begins the recruit academy they will receive 75% of the base wage (step A) until the first day following graduation. The intent of this section is for basic recruit academy training only and for the dates while the new officer is assigned to academy.

The Department will pay for academy costs (tuition and books) and provide daily transportation (from La Crosse Police Department to the academy location). Any overtime and holiday hours worked as an Officer while attending the academy are subject to Sections XIV and XVI of this agreement at 75% of the base wage (step A). Study time to successfully complete the academy is not subject to overtime. The recruit officer shall be paid 40 hours per week while attending the recruit academy. The recruit officer may not be subject to random drug testing during the academy.

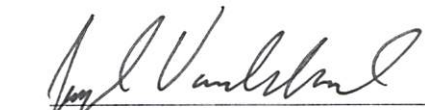
During the Academy, the police recruit officer is in probationary status, and serves at the pleasure of the Chief of Police and may be terminated. The Chief of Police or his/her designee shall receive reports from the Academy Director regarding attendance and performance. The Recruit Officer shall adhere to the City's attendance policy as well as the academy attendance policy. The Recruit Officer may not carry a concealed weapon until such time the Recruit Officer successfully completes the academy and qualifies with the department issued firearm. This does not preclude the officer from carrying a concealed weapon if they have a valid Wisconsin CCW permit. If the police recruit fails the academy they may be terminated.


Additionally, for WRS purposes/benefits, the recruit officer shall be considered "protective class" status. The police recruit shall be sworn in by the City of La Crosse Clerk prior to the start of the recruit academy per Wisconsin Training and Standards Rule and Regulations. Attendance at the Police Academy shall result in the Officer's probationary period being extended equal to the time spent in the academy.

AGREEMENT

 03/23/17
Andy Rosenow (date)
President, LPPNSA

 3-27-17
Wendy Oestreich (date)
Director of Human Resources
City of La Crosse

 3-17-2017
Jeryl Vonderheid (date)
WPPA

 03/20/2017
Ronald J Tischer (date)
Chief of Police
City of La Crosse