

**WAGES
&
WORKING CONDITIONS**



**LACROSSE
PROFESSIONAL
POLICE SUPERVISORS**

Effective January 1, 2012- December 31, 2014

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RESOLUTION

This agreement entered into by and between the City of La Crosse through its City Bargaining Committee, the Finance and Personnel Committee, acting pursuant to a resolution of the City Council of the City of La Crosse, authorizing them to enter into this agreement, hereinafter referred to as the City, and the La Crosse Professional Police Supervisors Association, hereinafter referred to as the Association.

WHEREAS, the mutual interests of the parties hereto are recognized by this agreement for the operation of the Police Department of the City of La Crosse, under methods that will promote efficiency, safety, cleanliness, proper care of equipment, property and the facilities of fair and peaceful adjustment of differences that might arise from time to time, and promulgating of rules and regulations and ethical conduct of business relations between the employer and the employee and to provide the best possible police protection for life and property to all of the citizens of the City of La Crosse.

WHEREAS, the City recognizes the La Crosse Professional Police Supervisors Association as the exclusive bargaining agent in Meet and Confer discussions with respect to wages, hours and conditions of employment for all Sergeants and Lieutenants.

BE IT RESOLVED BY THE COMMON COUNCIL, of the City of La Crosse that the following salaries and employment policies be adopted for the La Crosse Professional Police Supervisors Association bargaining unit comprised of police sergeants and lieutenants.

SECTION 1 NON-DISCRIMINATION

The Association and the City agree that there shall be no discrimination by the City or the Association against any employee covered by this agreement because of race, color, national origin, religion, sex or membership in the Association.

SECTION 2 GRIEVANCE PROCEDURE

A. A grievance is defined as a matter involving the interpretation application or enforcement of this agreement. It is mutually agreed, between the parties, that grievances shall be handled as expeditiously as possible; therefore, all grievances shall be initiated within ten (10) days, (Saturdays, Sundays, Holidays and Vacations excluded), of the incident. Economic grievances shall be filed within twelve (12) days, (Saturdays, Sundays, Holidays and Vacations excluded), of the incident. Economic awards shall be retroactive to the filing date of the grievance. Any grievances filed or not reported within the above limits shall be untimely and not considered to be grievable by the parties.

- B. The following steps will be followed when filing or reporting of a grievance is necessary:
1. Discussion of the grievance with the Shift Commander or Bureau Commander. If no solution is agreeable by the parties, then:
 2. The grievance will be reduced to written form. The grievance is to be signed and dated by the grievant and the Commander. The representative from the Association shall date and countersign the written grievance. The Commander shall within five (5) days, (Saturdays, Sundays, Holidays and Vacations excluded) respond in writing to the grievant.

3. If Step 2 does not present a resolution to the grievance then; the grievant will present the written signed and dated grievance to the Chief of Police, who will, after investigation of the grievance, discuss it with the City Director of Human Resources. Within five (5) days, (Saturdays, Sundays, Holidays and Vacations excluded), the Director of Human Resources will respond to the grievant in writing as to the City's position or solution.
4. Finally, if the grievant wishes to continue the grievance, the grievant shall:

Within thirty (30) calendar days, from the date of the Director of Human Resources written response, file with the Wisconsin Employment Relations Commission for Final and Binding Arbitration.

C. Final and Binding Arbitration

1. In accordance with Section 2. (B.4.), the Grievant may: Make a written request to the Wisconsin Employment Relations Commission for appointment of an arbitrator pursuant to its rules. A Copy of such request shall be delivered to the Chief, and Director of Human Resources for the City.
2. The parties shall equally share the expenses of the arbitrator and court reporter.
3. It is agreed that the decision or award of any arbitrator shall be final and binding upon the parties. The authority of the arbitrator shall be limited to determining the questions arising under this agreement. The arbitrator shall have no authority to modify or change any of the terms of this agreement or to change existing wage rates or to establish a new wage rate. Each party shall bear the expense of preparing and presenting its own case, including its own attorney's fees and witness fees.
4. The grievance procedure set forth herein shall be the exclusive remedy for any complaint of an employee or the association as to any matter involving the interpretation or application of this agreement.
5. At any step in the grievance procedure, employees may be represented by a member of the grievance committee and/or any attorney of his choice.
6. All grievances originating in the association shall be handled in the manner outlined above and no deviation therefrom will be permitted. Specifically, employees are prohibited from presenting such grievances, formally, or informally, to officers of the City of La Crosse not included in this procedure.

**SECTION 3
MEDICAL BENEFIT PLAN**

Full-time employees are eligible to participate in the City's Medical Benefit Plan and receive the level of benefits as described in the attached Schedules of Benefits.

A. Employee's Medical Benefit Plan Contributions

Active employee's monthly contributions shall be through payroll deductions. Employee contributions will be deducted from the first two paychecks of the month for the current month's coverage. An option to pay with pre-tax dollars will be provided under the City's IRS Section #125 Plan.

Effective January 1, 2012, the employee's contribution, if fully participating in the Health Risk Assessment as described below, shall be \$60.00 per month for single coverage, \$75.00 per month for limited family coverage and \$90.00 per month for family coverage. Employees who do not participate in the Health Risk Assessment will pay monthly contributions of \$105.00 for single coverage, \$125.00 for limited family coverage, and \$145.00 for family coverage.

Effective July 1, 2013, the employees monthly contribution shall be 16% of the 2013 monthly premium equivalent rate. Employees who are fully participating in a Health Risk Assessment as described below shall have a contribution rate of 12.6% of the 2013 monthly premium equivalent rate.

Effective January 1, 2014, the employee's monthly contribution shall be 16% of the 2014 monthly premium equivalent rate. Employees who are fully participating in the Health Risk Assessment as described below shall have a contribution rate of 12.6% of the 2014 monthly premium equivalent rate.

B. Health Risk Assessment

The City shall offer an annual health risk appraisal on a voluntary basis, one time per year for active and retired employees and spouses enrolled in the City Medical Benefit Plan. Such program shall be conducted by a third-party vendor who agrees to comply with applicable privacy laws to maintain the confidentiality of information collected and not release personalized findings, other than the names of participants, to the City.

Active and retired employees may participate (by completing a short questionnaire, biometric testing with fasting, and a personal counseling session with personalized report of findings) in a secured environment (behind closed doors) on City premises at various times intended to maximize participation, on duty time as possible without adverse impact on City operations, and any duty conflict shall be rescheduled for such employees on duty. A participation incentive for active and retired employees shall be a lowered monthly contribution amount (per Section 3, paragraph A above) while remaining covered under the City Medical Benefit Plan. Employees who become covered under the City Medical Benefit Plan after the regular program testing start time shall be granted the related participation incentive prospectively until a subsequent testing is offered by the City provided that such covered employees then complete the participation requirements above.

Identification of participants on such questionnaires shall be a number other than the participant's full social security number.

It is further agreed that biometric testing for men over age 50 shall include PSA testing. Men age

40 to age 50 with a family history of prostate disease may also be tested. Retirees with permanent residences out of the network service area shall be provided access to a site for biometric testing in their local area. If the City changes vendors in the future and such local access is not available, such retirees shall be considered as a participant in the program.

It is understood by the parties that the incentive for 2012 and beyond shall be decided in negotiations for a successor agreement.

Additional details or changes shall be decided by the joint labor management-union healthcare cost containment committee.

C. Networks With 100% Coverage

The City retains the right to select the Network(s). If more than one network is offered, employees may select a Network for their spouse and covered dependents during open enrollment which occurs each November with an effective date of change to be the following January 1st. Employees will be required to remain in their selected Network through December 31, of each respective year.

D. Monthly Rate Contributions for Retirees or Surviving Spouse & Dependents

Monthly contributions are required to be received by the City in advance of coverage becoming and/or remaining in effect. Such payments are due by the tenth (10th) of the preceding month for the next month's coverage.

E. Medicare Carve-Out –For Disability, Effective January 1, 2008

1. All Current Employees: Any employee that retires in the future due to disability and meets the eligibility requirements to maintain City medical benefit plan coverage and who is eligible for Medicare due to their disability is required to apply for Parts A (Hospital) and B (Medical) of Medicare coverage. If the employee/retiree fails to apply for such coverage within 31 days of meeting the Federal eligibility requirements, then benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare.
2. All Retirees and Spouses: Any retiree, spouse of a retiree or surviving spouse (as of 1/1/08) that meet the eligibility requirements to maintain City medical benefit plan coverage and who are eligible for Medicare Parts A and B due to a disability are required to apply for Parts A and B of Medicare Coverage at their first enrollment opportunity. If the retiree, younger spouse of a retiree or surviving spouse fail to apply for Medicare Parts A and B at their first enrollment opportunity following notice of this requirement from the City, the benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare as described in this paragraph. (Note that this provision does not apply to younger spouses that elect continued coverage following the retired person's age off the City plan.).
3. Make Whole: It is understood that the City shall make whole any retiree, spouse of current retiree, or surviving spouse for his/her Medicare Part B premium payments and waive the monthly retiree or surviving spouse benefit plan contribution. It is further understood that if a spouse of a current retiree meets this provision, the retiree's monthly benefit plan contribution will be waived.

F. Retiree Medical Benefit Plan Coverage - Normal Service

1. For Incumbents employed as of June 30, 2004:

Employees employed as of June 30, 2004, who are participating in the City's medical benefit plan and retire at any time after age fifty-three (53) or take early retirement in conjunction with a special early retirement program, may continue their family, limited family, or single medical benefit plan coverage until they become eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining. The term "retirement" shall mean that the employee is eligible for and is actually receiving a normal unreduced service retirement annuity. Additionally, the employee must have fifteen (15) years of full time continuous employment with the City to be eligible for this benefit. Employment for purposes of this paragraph shall include approved leaves of absences and lay-offs if recalled within thirty-six (36) months.

Same Plan - Same Benefits

It is understood by the parties that eligible retirees shall receive the same plan design as active employees.

2. For New Hires on July 1, 2004 through December 31, 2006:

Employees employed between July 1, 2004 and December 31, 2006 who are participating in the City's medical benefit plan and retire at any time after age fifty-three (53) or take an early retirement in conjunction with a special early retirement program, may continue their family, limited family, or single medical benefit plan coverage until they become eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining. The term "retirement" shall mean that the employee is eligible for and is actually receiving a normal unreduced service retirement annuity. Additionally, the employee must have eighteen (18) years of full time continuous service with the City to be eligible for this benefit. Employment for purposes of this paragraph shall include approved leaves of absences and lay-offs if recalled within twenty-four (24) months.

Same Plan - Same Benefits

It is understood by the parties that eligible retirees shall receive the same plan design as active employees.

3. For New Employees hired on January 1, 2007 and Before July 1, 2013:

Employees hired between January 1, 2007 and June 30, 2013, who are participating in the City's medical benefit plan and retire at any time after age fifty-three (53) or take an early retirement in conjunction with a special early retirement program, may continue their family, limited family, or single medical benefit plan coverage until they become eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining. The term "retirement" shall mean that the employee is eligible for and is actually receiving a normal unreduced service retirement annuity. Additionally, the employee must have twenty (20) years of full time continuous service with the City to be eligible for this benefit. Employment for purposes of this paragraph shall include approved leaves of absences and lay-offs if recalled within twenty-four (24) months.

Same Plan - Same Benefits

It is understood by the parties that eligible retirees shall receive the same plan design as active employees.

G. Retiree Medical Benefit Plan - Duty Disability Pension

Without regard to Paragraph K below, Full time employees who receive a duty disability pension shall receive the same benefits including contributions on the same basis as is in effect for active employees as described in paragraph F above. This benefit ends when the retiree becomes eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as is in effect for active employees as modified from time to time through collective bargaining.

Same Plan - Same Benefits

It is understood by the parties that eligible retirees shall receive the same plan design as active employees.

H. Retiree Medical Benefit Plan - Non Duty Disability Pension

Eligible employees who are participants in the City's Medical Benefit Plan who retire and receive a non-duty disability pension shall receive the same benefits including contributions on the same basis as is in effect for active employees as described in paragraph F above provided that they have a minimum of ten (10) years of service as a full time employee of the City of La Crosse. This benefit ends when the retiree becomes eligible for Medicare.

Same Plan - Same Benefits

It is understood by the parties that eligible retirees shall receive the same plan design as active employees.

I. Retiree Medical Benefit Plan - Long Term Disability Insurance (LTDI)

This paragraph only applies to employees who began WRS covered employment after October 16, 1992. Effective January 1, 2002, full time eligible employees who are participants in the City's medical benefit plan and who qualify and receive Wisconsin Retirement System (WRS) Long Term Disability Insurance shall receive the same benefits including contribution rates on the same basis as is in effect for active employees as described in paragraph E above provided they have a minimum of ten (10) years of service as a full time employee for the City of La Crosse. This benefit ends when the WRS terminates the employees LTDI benefit.

Same Plan - Same Benefits

It is understood by the parties that eligible retirees hired prior to July 1, 2013 shall receive the same plan design as active employees.

J. City's Right to Select Vendor/Self Insure

The City shall have the right to select the plan vendors and/or to self insure the plan. 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.

K. Coverage for New Employees

Newly hired full time employees shall be eligible to participate in the City's medical benefit plan referred to herein on the first of the month following two (2) full calendar months of employment.

- L. Retiree Medical Benefit Plan - Younger Spouse**
 When an eligible retiree as described in Section F reaches Medicare age and his/her spouse is younger, the spouse may continue his/her coverage in the City's medical benefit plan until the spouse reaches Medicare age provided that the spouse pays the total monthly pseudo premium rate.
- Same Plan - Same Benefits**
 It is understood by the parties that eligible retirees shall receive the same plan design as active employees.
- M. Health Insurance for Spouse & Dependents of Eligible Employees/Retirees that Die**
 Effective January 1, 1985, the spouse or eligible dependents of a covered employee/retiree who dies before the employee/retiree becomes eligible for Medicare, shall be eligible to continue to participate in the City's medical benefit plan. Such coverage is to be the same as applicable to active employees as modified from time to time through collective bargaining. The spouse or eligible dependents of such employee/retiree shall pay the same monthly contributions as are in effect for active employees as modified from time to time through collective bargaining until the spouse becomes eligible for Medicare or remarries.
- Same Plan - Same Benefits**
 It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.
- N. Internal Revenue Service Section #125 Plan**
 Employees may participate in an Internal Revenue Service Section #125 salary reduction reimbursement plan in order to pay for medical deductibles, medical co-pays, co-insurance and prescription drugs co-pays with pre tax dollars. In addition to medical expenses, the plan may be used for vision, dental, eligible over the counter medications, and child care expenses. The City agrees to credit and pay for the "protective with Social Security" pension costs on the salary which is put into the Section #125 Plan. This payment does not include any F.I.C.A. payments to Social Security. All employee medical benefit plan payments due the plan may be taken as a pre-tax deduction from employee's paychecks when participating in the IRS Section #125 Plan
- O. One Plan for Married Employees**
 Effective January 1, 1994, married employees that both work for the City shall be limited to one medical benefit plan. 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. In the event that the subscriber's health insurance is terminated, the remaining employee shall become the subscriber and the former subscriber shall become the dependent without any waiting periods or limitations for pre-existing conditions. (The purpose of this clause is merely to avoid the duplication of administrative and stop loss insurance premium charges. It is not intended to reduce any employee's eligibility or benefits.) This is not intended to enhance the level of benefits or expand the network selection procedures as provided in paragraph C above.
- P. Medical Benefit Plan Coverage While on Income Continuation Insurance**
 Full time employees who are participants in the City's medical benefit plan and are receiving the Income Continuation Insurance (ICI) benefit as identified in Section 4 shall receive the same medical benefit plan benefits including contribution rates on the same basis as in effect for active employees as described in paragraph F above provided that they have a minimum of ten (10) years of continuous service as a full time employee for the City of La Crosse. This benefit ends when the employee becomes eligible for a Wisconsin Retirement System benefit of any kind (i.e. Normal Retirement pension, Duty Disability Retirement, Disability Retirement, or Long Term Disability Insurance) or Medicare or Medicaid or for a period of one (1) year while on ICI

whichever occurs first.

Covered employees shall pay the same monthly contribution rate charges as are in effect for active employees as modified from time to time through collective bargaining.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Q. Dependent Coverage

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.

R. Health Care Cost Containment Committee

The parties agree to establish a joint labor/management committee on health care cost containment. The committee will be made up of two members from the bargaining unit and two members from the City. The committee shall meet at least once per year to study and explore methods to make recommendations for health care cost containment. The committee's recommendations will be provided to each representative's side no later than August of each year. Committee expenses up to \$1,000 per year may be authorized by the Director of Human Resources. The City agrees to provide an additional sum of money for health care cost containment initiatives for bargaining unit members during the term of this agreement. The sum of money provided for these initiatives shall be based upon the number of full time bargaining unit members employed as January 1 of each respective year at a rate of \$50 per bargaining unit member. Such funds are to be allocated as determined by the Health Care Cost Containment Committee.

SECTION 4 INCOME CONTINUATION INSURANCE

The City will provide income continuation insurance. The City's premium contribution shall be limited to the employer's share of the cost as authorized by SS 40.61. The City shall select the carrier and/or self insure the present level of benefits.

SECTION 5 LIFE INSURANCE

A. Benefits

The level of benefits in effect as of January 1, 1992 shall be maintained.

B. Eligibility

Employees become eligible for life insurance on the first day of the month following six (6) complete calendar months of employment in the Wisconsin Retirement System.

C. Coverages Available

Employees may select insurance for themselves and their spouse and dependents as follows:

1. Basic:

This plan provides term insurance to each eligible Wisconsin Retirement System participant. The amount of insurance in force for the employee is equal to the amount of earnings reported to the WRS in the previous calendar year rounded up to the next higher thousand.

2. Additional - Units I, II, III:

This plan is available to individuals covered by the Basic Plan. The amount of each Unit of Additional Life Insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Additional coverage for retired employees ceases at age 65. For working employees, Additional Plan coverage continues past age 65, until retirement or age 70, whichever comes first.

3. Spouse and Dependent:

This plan, available to individuals covered by the Basic Plan, provides term insurance for an employee's lawful spouse and/or dependents.

A. Schedule I: The spouse is insured for \$10,000; dependents are insured for \$5,000 each.

B. Schedule II: This allows the employee to increase coverage for his/her spouse to \$20,000 and \$10,000 for each dependent. In the event of the spouses/dependent's death, the employee is the beneficiary. Where both parents have coverage on a dependent, a death benefit will be paid for each coverage.

4. Supplemental

Supplemental life insurance is available to individuals covered by the Basic Plan. The amount of supplemental insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Supplemental coverage for retired employees ceases at age 65. For working employees, Supplemental coverage continues past 65, until retirement or age 70, whichever comes first.

D. Cost of Insurance

All employees who are eligible and elect to participate in the Basic group life insurance program, shall pay one (1) cent per thousand per month for each thousand dollars worth of coverage for which they are eligible by reason of eligible earnings. The City shall contribute the balance.

Employees that elect Additional, Supplemental and/or Spouse and Dependent coverages shall pay the complete premium for such insurance.

E. Coverage for Eligible Retirees at Age 66. Basic life insurance coverage for eligible retirees who retire after the effective dates (established in accordance with State Statute #40.03 (6)(b) and applicable State of Wisconsin Employee Trust Fund rules and regulations) shall remain at fifty percent (50%) at age 66.

F. Administration

The life insurance benefits described above shall be administered in accordance with State Statute # 40.03 (6)(b) and applicable State of Wisconsin, Employee Trust Fund rules and regulations.

G. Change of Carrier

The City may select the carrier for the life insurance program and change carriers from time to time, provided that the level of benefits are equal to or greater than the level of benefits in effect January 1, 1992.

**SECTION 6
EMPLOYEE SICK LEAVE**

A. Accumulation

All employees shall accumulate one (1) day of sick leave which shall be credited to them for each full month of employment commencing with the first month of employment. For incumbent employees, a month of employment for accrual shall mean a month in which the employee actually works or receives pay from the City for at least fifteen (15) calendar days. The sick leave credits shall be capped at a maximum of 120 days.

New hires:

Newly hired employees must have worked prior to the 15th of their first month of hire to accrue the initial one (1) day of sick leave. At termination a day of sick leave is only accrued for the last month if the last day worked is after the 14th of the month.

Sick leave may accumulate to a maximum of one hundred and thirty-two (132) days. Any unused sick days over the one hundred and twenty (120) day cap, to a maximum of one hundred and thirty-two (132) days, will be paid out to the employee on the first pay period of January at a rate of fifty (50%) percent of the unused sick accumulation. When the employee reaches the one hundred and twenty (120) day cap and receives fifty percent (50%) pay for up to the one hundred and thirty-two (132) day maximum, the employee will revert back to the cap of one hundred and twenty (120) days as of the 1st of January. As a result, if an employee maintains the cap of one hundred and twenty (120) days and goes the entire year without using any sick days the same employee will receive six (6) days payout the 1st pay period of January. The parties agree to reevaluate the results of this program at the end of each calendar year.

Accumulated sick leave may be used for any bonafide illness or injury of the employee except injuries or illnesses incurred by employees engaged in any outside employment or business.

Sick leave for sickness or injuries of three (3) days or more duration must be verified by a physician's certificate. The City reserves the right of reasonable independent medical examination.

Where the City has reason to suspect sick leave abuse exists, the City reserves the right to require acceptable medical substantiation, including a general diagnosis, for any and all sick leave absences including those of two (2) or less workdays. This requirement shall only be required after advanced written notice of such is provided to the employee. This requirement shall remain in effect for one (1) year, and may be extended by the Police Chief for non-compliance.

Any and all medical substantiation, including physician certificate, required under this Article may bypass the employee's immediate supervisor and be directed to the City's Human Resource Department, if the employee so desires.

Sick leave pay shall be based on the rate of pay of an employee's classification.

Employees may use up to three (3) days of accumulated sick leave credits for personal business provided, however, that employees shall request approval from their supervisor at least twenty-four (24) hours prior to the time off requested. Use of personal business shall be deducted from sick leave accumulation. Employees who have not accumulated sick leave shall not be entitled to such time off.

B. Sick Leave Pay-Off at Retirement

Employees who retire between January 1, 2012 and June 30, 2013: At retirement only, the City will make a lump sum payment to the retiring employee—equal to forty-five (45) percent of the amount accrued but unused sick leave on record at the time of retirement. Such payment should be according to Wisconsin Statutes Section 41.03(18) concerning single cash sum payments. The parties agree to re-evaluate the results of this program at the end of each calendar year.

Effective July 1, 2013:

At the retirement of an employee who was hired prior to July 1, 2013, the City will make a 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.

At the retirement of an employee who was hired on or after July 1, 2013, the City will make a lump sum payment into the retiring employee's Retirement Health Savings Plan equal to one hundred percent (100%) of the shift day amount of accrued but unused sick leave on record at the time of retirement.

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 hired prior to July 1, 2013, may, after meeting the years of service requirement, 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.

C. Death Benefit:

In the event of the death of a current employee, the City will make a lump sum payment to the deceased employee's estate equal to forty-five percent (45%) of the shift day amount of accrued but unused sick leave on record at the time of death.

D. Family Care Days

Employees may use up to two (2) days of accumulated sick leave credits 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. Employees who have not accumulated sick leave will not be entitled to such time off.

**SECTION 7
FUNERAL LEAVE**

In the event of a death in the employee's immediate family, the employee shall be allowed scheduled time off without loss of pay or sick leave credits. Such funeral leave shall be used from the date of death up to and including the day after the funeral, but not to exceed three (3) 7 1/2 hour days, calculated at the employee's classified rate of pay. Immediate family shall be defined as the employee's father, mother, legal guardian, spouse, children, brother or sister, mother-in-law, father-in-law, son-in-law or daughter-in-law.

In the event of the death of a grandparent, grandchild, great grandparent, great grandchild, brother-in-law, or sister-in-law, funeral leave may be authorized not to exceed one day (7 ½ hours) for absence on the day of the funeral.

No funeral leave will be allowed if the employee is on vacation, sick leave for illness, lay-offs, or any other leave of absence.

SECTION 8 WAGE AND SALARY SCHEDULE

A. Wage Increases

The salaries of employees are contained on the attached wage schedules and made part of this agreement as follows:

SCHEDULE "A" contains wage rates effective January 1, 2012

SCHEDULE "B" contains wage rates effective July 5, 2013

SCHEDULE "C" contains wage rates effective January 3, 2014

SCHEDULE "D" contains wage rates effective July 4, 2014

Effective June 1, 2008 direct deposit of paychecks shall be a mandatory condition of employment.

Promotional salary increases shall be effective on the date of such promotion. Progressive increases due to longevity or time in grade shall be effective on the applicable anniversary date of hire or promotion. In grade means time of employment as a Sergeant or a Lieutenant. Grade 8, effective April 1, 2011, shall represent a 2% increase above grade 5.

B. Computation of Longevity

Longevity shall be included in Salary Schedules and computed as follows:

1. At Step B, the hourly rate shall be three percent (3%) higher than Step A. Step B is effective following ten (10) years of service.
2. At Step C, the hourly rate shall be six percent (6%) higher than Step A. Step C is effective following fifteen (15) years of service.
3. At Step D, the hourly rate shall be nine percent (9%) higher than Step A. Step D is effective following twenty (20) years of service.
5. At Step E, the hourly rate shall be twelve percent (12%) higher than Step A. Step E is effective following twenty-eight (28) years of service. Effective January 1, 2011 step E is effective following twenty-seven (27) years of service.
6. Pay Step Advancement. All employees are entitled to pay step advances on the anniversary of their appointment to the department, after ten, fifteen, twenty and twenty eight years of service. Effective January 1, 2011 all employees are entitled to pay step advances on the anniversary of their appointment to the department, after ten, fifteen, twenty and twenty seven years of service.

C. Special Payments

In addition to wage rates described on the attached wage Schedules, police supervisors assigned Head of Juvenile Bureau by the Chief shall receive the sum of twenty-five dollars (\$25.00) per month in addition to their specified wage.

Effective January 1, 2011, in addition to wage rates described on the attached wage Schedules, police supervisors assigned to the Detective Bureau by the Chief shall receive the sum of twenty-five dollars (\$25.00) per month, in addition to their specified wage in recognition of on-call status and off-duty phone calls.

Effective January 1, 2011, the supervisor (one only) that is designated by the Chief in writing as the Officer in Command (OIC) of the Emergency Response Team (ERT) shall receive \$35 per month. The Assistant OIC (one only), as designated by the Chief in writing, shall receive \$30 per month. Officers assigned as members of the (ERT) shall receive a premium of \$25 per month. Only one ERT special payment per employee.

D. Temporary Assignment to a Higher Rank

If an employee is officially assigned all of the duties and responsibilities of a higher rank on a temporary basis for a period in excess of thirty (30) continuous calendar days he/she shall be paid at the next higher pay step for his position or at the rate for the position assigned to which ever is more provided that there is an available vacant position in the departmental budget.

SECTION 9 WORKER'S COMPENSATION

It is expected that members of the Police Department shall exercise sound safety practices in the performance of their duties. Members of the Police Department who contract a disease or are injured in the performance of their duties while protecting the interests of the general public, may receive supplemental salary as outlined below.

The Director of Human Resources, in consultation with the City's third party administrator for worker's compensation, shall determine whether or not such injury and/or illness is within the scope of the preceding paragraph and thus entitle the employee to full salary pay and shall so state on the report covered in Procedure in case of injury on the job. In any event, no benefits shall be paid unless and until the compensation insurance carrier of the City shall admit liability and commence payment thereon and such payments shall be made only for so long as the compensation carrier shall make payment. In any event, such full salary pay shall only cover the healing period of temporary total disability and the contribution of the City of La Crosse to such full salary pay shall be the difference between the amount paid by the compensation carrier and the employee's regular salary at the time of the injury or illness. In the event any employee of the Police Department's claim for worker's compensation is denied, the worker has the right under Wisconsin statutes for workers' compensation benefits to appeal the denial through the Wisconsin Department of Workforce Development.

In cases involving third party liability, Section 102.29 of the Wisconsin Statutes shall apply.

SECTION 10 CONTRIBUTIONS TO PENSION 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.

**SECTION 11
CLOTHING ALLOWANCE**

A. Benefit

The clothing allowance shall be five hundred seventy-five dollars (\$575.00) per year payable in two equal installments of two hundred eighty-seven dollars and fifty cents (\$287.50). The first installment to be paid on the first payday in February of each year and the second such installment shall be paid on the first payday in August of each year. Only current, active employees during the above payperiods will receive the installment.

Any new uniform article not previously required will be paid for by the City. No officer shall be required to spend more than the amount they receive each year in uniform allowance for uniform purchases under this article. In the event uniform purchases exceed the amount of uniform allowance the officer receives during the calendar year, the City shall pay the entire cost of the amount exceeding the current years uniform allowance.

In addition to the clothing allowance authorized herein, new employees of the Department shall receive a uniform allowance of \$100.00 after the completion of ninety (90) days service.

B. Damage to Eyeglasses and Personal Items

Eyeglasses damaged or lost, involving a job-related incident, shall be repaired or replaced by the City for an amount not to exceed two hundred fifty dollars (\$250.00). Personal items damaged or lost, involving a job-related incident, shall be repaired or replaced by the City for an amount not to exceed one hundred dollars (\$100.00) per item pro-rata provided proof of loss is furnished and there is a police report substantiating the incident. If at any time the City receives restitution through the courts or other sources which exceeds the above-stated amounts, the officer shall additionally receive the difference between the applicable above stated amount and the amount actually received by the City.

Effective January 1, 2011: The above paragraph shall read:

Damage to Medically Necessary Items and Personal Items:

Medically necessary items (not eligible under the medical benefit plan) including eyeglasses, contact lenses and hearing aids, damaged or lost, involving a job related incident, shall be repaired or replaced by the City of similar quality, provided proof of loss is furnished and there is a police report substantiating the incident. Management shall make the determination of repair vs. replace.

Personal items damaged or lost, involving a job-related incident, shall be repaired or replaced by the City for an amount not to exceed one hundred dollars (\$100.00) per item pro-rata provided proof of loss is furnished and there is a police report substantiating the incident. If at any time the City receives restitution through the courts or other sources which exceeds the above-stated amounts, the officer shall additionally receive the difference between the applicable above stated amount and the amount actually received by the City.

C. Reimbursements

All requests for reimbursement under this article, including purchase of new equipment and damage to eyeglasses or personal property, shall be submitted for approval to the Chief of Police, and such approval shall not be unreasonably denied.

SECTION 12 OVERTIME

Employees subject to this agreement will be compensated for time worked over and above eight (8) hours per day at the rate of time and one-half the regular rate of pay for such employees as found on the attached wage schedules.

Regular Compensatory Time Bank

1. Employees shall be allowed to elect compensatory time in lieu of paid overtime. Employees may accumulate up to seventy-five (75) hours of compensatory time at any one time during each year.
2. Paid compensatory time off may be taken with the approval of the commanding officer. Unused compensatory time in excess of fifty-two and one-half (52 1/2) hours must be used or it will be paid in cash as of the last pay period of each calendar year. Only fifty-two and one-half (52 ½) hours of compensatory time may be carried over from one calendar year to the next. One calendar year is defined as the first pay period through the last pay period of each year as defined by the City. Compensatory time that is paid in cash at the end of a year shall be paid off at the last rate in existence for that year.
3. The 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 2014 if the City determines that this provision is causing a hardship.

There shall be no exceptions to the limitations imposed herein.

4. At the employee's option, the payoff of all compensatory time on the first pay period in December of each year may occur subject to the following: It is agreed that 1/3 of the remaining monies available in the police department's annual overtime budget may be used to pay out compensatory time balances of employees that so request. Requests from employee's will be honored in the following order: 1) All requests from employees in the rank of Lieutenant shall be honored first, in order of rank seniority, 2) All requests from employees in the rank of Sergeant in order of rank seniority.

All employees working on Friday and Saturday of the Oktoberfest festival shall receive double time for such work, in lieu of any other overtime provisions. Oktoberfest double time hours shall be from 7 a.m. Friday to 7 a.m. Sunday.

Hours worked in excess of the regular work week shall be compensated at time and one-half. Travel time to attend schools when officers volunteer to attend such schools, shall be compensated at the regular straight time rate. Travel time to attend school for mandatory training shall be paid at time and one-half.

DEFINITION OF OVERTIME FOR VOLUNTARY TRAINING

Effective April 1, 2011 when members are engaged in voluntary training, overtime shall only be paid as follows:

1. Employee will be compensated at time and one-half for all hours worked over 171 in a 28-day work period as outlined in the Fair Labor Standards Act, Section 207(k) under the law enforcement exemption. Hours worked includes both voluntary and mandatory training that is compensable, however does not include vacation, holidays, sick leave and personal business days.

2. Having met the FLSA requirements of overtime, a contractual agreement is made that employees will be compensated for time worked in excess of eight (8) hours per day or in excess of the 171 hours worked in the 28 day work period at the rate of time and one-half the scheduled rate of pay for such employees. Compensable voluntary training under the contractual agreement will be paid at straight pay.

Voluntary training shall be defined as all training that is not mandatory. Training that is not required to maintain certain certifications or status for specific job descriptions as determined by the Department. If the member does not agree with the classification of the training as voluntary, they are to contact the Director of Training to discuss the compensation and may withdraw or be withdrawn from the voluntary training. Failure to discuss the manner of classification with the Director prior to training will be deemed as acceptance of "voluntary training" and the compensation for such.

Mandatory training shall be defined as training that is required by the Department, by Training and Standards, or any training required to obtain or maintain certain department approved certifications or level of competencies established as necessary by the Department.

Travel time – compensable travel time as hours worked for voluntary training purposes will be compensated at straight pay or comp time.

SECTION 13 CALL BACK AND MINIMUM COURT PAY

Employees recalled to duty after having left the premises shall receive a minimum of three (3) hours pay at time and one-half.

Employees called to testify in a court proceeding shall receive a minimum of three (3) hours pay at time and one-half if such employee is not regularly scheduled to work at the time of the proceeding.

SECTION 14 HOLIDAYS

Holiday pay as provided herein shall be allowed for the following holidays: New Year's Day, Martin Luther King Day, Spring Holiday (Friday before Easter), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day and New Year's Eve. Those employees scheduled to work on one of the above holidays shall receive time and one half for all hours worked on the holiday plus 7.5 hours additional pay in cash, at straight time rates. Those employees scheduled to be off either on an assigned rest day or for any other reason on one of the above holidays, shall receive 7.5 hours pay in cash computed at straight time.

In order to be eligible for holiday pay, qualified employees must work on the last regularly scheduled work day prior to the holiday and must further work on their first regularly scheduled work day after the holiday, unless excused by the Chief, Shift Commander or Supervisor.

Paid vacation, sick leave or compensated leave of absence shall be considered as excused for purposes of claiming holiday pay.

All holidays as provided above can be taken as compensatory time off in lieu of holiday pay, however the compensatory time, when used, shall be with the permission of the Chief of the Department or his designee.

Such compensatory time, if not used or approved to be used when the last pay period in November is calculated, shall be paid in cash, on the first pay period in December.

SECTION 15 WORK WEEK

The work week for all employees covered by this Agreement is established at an average 37.5 hours per week. The schedule shall consist of a five on two off (5/2), five on three off (5/3) work week.

All employee's assigned to a five two (5/2) five two (5/2) work schedule shall receive sixteen (16) compensatory time days off per year with pay in lieu of a five on two off (5/2), five on three off (5/3) work week. The compensatory time off will be with prior approval of their supervisor.

SECTION 16 EDUCATION INCENTIVE

The parties have agreed that the attainment of a Bachelor's Degree in law enforcement/police science can be an important part of the professional development of police officers. As such, employees that possess/attain a Bachelor's Degree in law enforcement/police science or a related field shall be compensated an additional fifty dollars (\$50.00) per month. Officers with an Associates Degree in law enforcement/police science or related field shall be compensated an additional twenty-five dollars (\$25.00) per month.

Employees hired after January 1, 2011, and promoted into Covered Protective Positions:

An educational incentive payment of fifty dollars (\$50.00) per month shall be paid for those officers who possess/attain a Bachelor's Degree in law enforcement/police science or related field. There shall be no education incentive for Associate Degree. Employees shall be eligible for tuition reimbursement for college level courses related to their occupation as approved by the Chief of Police and the Director of Human Resources and in accordance with the Tuition Reimbursement Policy. The maximum citywide pool of money for this purpose is \$15,000 each year, with an individual maximum in accordance with the Tuition Reimbursement Policy.

SECTION 17 SHIFT ASSIGNMENTS

There shall be three shifts. The three fixed shifts shall be:

| | |
|--------------------|--------------|
| 7:00 AM - 3:00 PM | First shift |
| 3:00 PM - 11:00 PM | Second shift |
| 11:00 PM - 7:00 AM | Third shift |

In addition to the shifts identified above, the Chief of Police may establish additional shift hours as needed. A shift is defined as eight (8) consecutive hours of work.

Employees assigned to the various shifts shall receive monthly variable shift assignment pay (VSAP) as follows: first shift equals twelve dollars, second shift equals forty two dollars, and third shift equals fifty two dollars.

Effective January 1, 2011: VSAP shall be as follows: first shift equals seventeen dollars (\$17), second shift equals forty-seven dollars (\$47), third shift equals sixty dollars (\$60).

SECTION 18 VACATION

Employees shall receive one week vacation after one (1) year of continuous service with the City with pay; two (2) weeks after two (2) years of continuous service with the City with pay; three (3) weeks after six (6) years of continuous service with the City with pay; and four (4) weeks after fourteen (14) years of continuous service with the City with pay; five (5) weeks after twenty (20) years of continuous service with pay; twenty-six (26) days after twenty-six (26) years of continuous service; twenty-seven (27) days after twenty-seven (27) years of continuous service; twenty-eight (28) days after twenty-eight (28) years of continuous service; twenty-nine (29) days after twenty-nine years (29) of continuous service; and thirty (30) days after thirty (30) years of continuous service.

Vacations shall start at the beginning of the employee's work week.

Time off without pay may result in pro-rated vacation accrual for the following year.

If an employee who has accumulated vacation credits is precluded from taking this accumulated vacation credits within the calendar year because of his/her work schedule or work scheduled by his/her supervisor, he/she shall be permitted to carry over into the next calendar year accumulated, but unused, vacation provided that any such carryover shall be used by March 31 of the succeeding calendar year.

SECTION 19 JURY DUTY

- A. Responsibilities. Employees are subject to jury service in the same manner as other citizens.
- B. Compensation. No salary deduction is made during jury duty, but all jury fees received for jury duty during working hours must be paid to the City Treasurer, and a copy of the receipt shall be filed with the City Clerk.

Return to Work. Jurors, when not assigned to cases, must report to their regular work assignment for the remainder of the day. Jury duty shall be recorded on all payroll records

SECTION 20 MANAGEMENT'S RIGHTS

Except as otherwise specifically provided herein; the Management of the City of La Crosse and the direction of the work force including but not limited to the right to hire, to decide initial job qualifications, to lay off for a lack of work or funds, to abolish positions, to make reasonable rules and regulations, to determine the schedule of work; to sub-contract work, to establish and implement new job descriptions subject to impact bargaining, together with the right to determine the methods, processes and manner of performing work are vested exclusively in Management.

SECTION 21 VACANCIES WITHIN THE DEPARTMENT

Any vacancy or new position created within the department shall be posted, listing the job description, requirements and qualifications. All members of the bargaining group shall be notified of such position and shall have an opportunity to seek the position if qualified.

**SECTION 22
CHECK-OFF**

The City shall deduct monthly association dues from the first two paychecks of each month from the wages of such employees who have authorized such payroll deductions. The City is to be held harmless in the event of any legal controversy involving this provision.

**SECTION 23
AMENDMENT PROVISION**

This agreement is subject to amendment, alteration or addition only by subsequent written agreement between and executed by the City and the Association wherein mutually agreeable. The waiver of any breach, terms or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

**SECTION 24
SAVINGS CLAUSE**

If any Article or Section of this agreement or any addendums thereto should be held invalid by operation of law by a tribunal of competent jurisdiction or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the remainder of this agreement and Addendum shall not be affected thereby and the parties shall enter into immediate discussions for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

**SECTION 25
RESIDENCY**

There is no residency requirement for any police supervisor subject to this agreement who began employment with the City of La Crosse before January 1, 1983.

All bargaining unit employees subject to this agreement shall, as a condition of employment, establish and maintain their domicile and residency within the corporate limits of the City of La Crosse. Effective January 1, 2005 employees with three (3) years of creditable service as a full time City employee are exempt from the domicile/residency requirement provisions contained herein. It is understood that compliance with the domicile/residency requirement is a condition of employment and non-compliance shall result in termination of employment.

The length of creditable service requirements contained herein shall begin when the employee first establishes his or her domicile/residency within the City.

**SECTION 26
FAMILY MEDICAL LEAVE**

City of La Crosse has established a Family and Medical Leave Act policy pursuant to Federal and State Family and Medical Leave Act.

**SECTION 27
LEAVE OF ABSENCE**

The Police Chief may, with the approval of the Director of Human Resources, grant an employee a leave of absence without pay for good reason when the employee's services can be spared without detriment to the interest of the City. It is understood that leaves of unpaid absences under this clause will not be granted where employees have existing appropriate leave balances. Such leave shall not exceed thirty (30) days unless unusual circumstances are evident. The use of applicable paid leave in conjunction with leaves of absence for family and medical reasons will be administered in accordance with applicable State and Federal Laws. Time off without pay may result in pro-rated vacation accrual for the following year.

**SECTION 28
ENTIRE AGREEMENT**

The foregoing constitutes an Entire Agreement between the parties and no verbal statement shall supersede any of its provisions.

SECTION 29 DURATION OF AGREEMENT

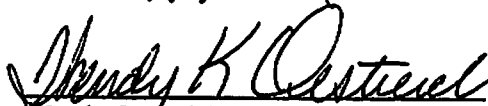
This agreement shall remain in full force and effect commencing the first (1st) day of January, 2012, and terminating on the 31st day of December, 2014, and shall continue from year to year thereafter unless amended by subsequent Council resolutions.

It is understood and agreed that all expenditures or compensation to be paid to employees in accordance with this agreement must meet the requirements and procedures required by law.

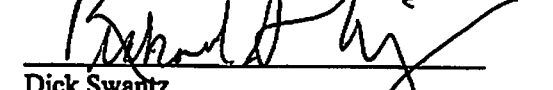
IN WITNESS WHEREOF, the parties hereto have executed this agreement of this 10th day of May, 2013.

CITY OF LA CROSSE


Tim Kabat, Mayor



Wendy Gestreich
Director of Human Resources




Dick Swantz
Finance & Personnel Committee



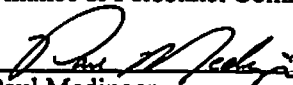
Katherine Svitavsky
Finance & Personnel Committee



Peg Jerome
Finance & Personnel Committee



Audrey Kader, Chair
Finance & Personnel Committee



Paul Medinger
Finance & Personnel Committee



Ryan Cornett
Finance & Personnel Committee




Marilyn Wigdahl
Finance & Personnel Committee



Doug Happel
Finance & Personnel Committee

SUPERVISORY POLICE ASSOCIATION




Tom Walsh, President
La Crosse Professional Police Supervisors



Troy Nedegaard, 2nd Vice President
La Crosse Professional Police Supervisors



Randy Rank, Treasurer
La Crosse Professional Police Supervisors



Joseph Smith, Vice President
La Crosse Professional Police Supervisors



Kirk Flatten, Secretary
La Crosse Professional Police Supervisors

**POLICE SUPERVISORS - SCHEDULE A
EFFECTIVE JANUARY 1, 2012**

BASE RATES AND LONGEVITY

| STEP | POSITION | < 1 YEAR IN GRADE | 1 YEAR IN GRADE | 3 YEARS IN GRADE | 5 YEARS IN GRADE | 8 YEARS IN GRADE |
|-------------|-------------------|---------------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | SERGEANT | | | | | |
| A | BASE RATE | 29.50 | 29.83 | 30.12 | 30.68 | 31.29 |
| B | 10 YEARS | 30.39 | 30.72 | 31.02 | 31.60 | 32.23 |
| C | 15 YEARS | 31.27 | 31.62 | 31.93 | 32.52 | 33.17 |
| D | 20 YEARS | 32.16 | 32.51 | 32.83 | 33.44 | 34.11 |
| E | 27 YEARS | 33.04 | 33.41 | 33.73 | 34.36 | 35.05 |
| | LIEUTENANT | | | | | |
| A | BASE RATE | 32.25 | 32.57 | 32.90 | 33.56 | 34.23 |
| B | 10 YEARS | 33.22 | 33.55 | 33.89 | 34.57 | 35.26 |
| C | 15 YEARS | 34.19 | 34.52 | 34.87 | 35.57 | 36.28 |
| D | 20 YEARS | 35.15 | 35.50 | 35.86 | 36.58 | 37.31 |
| E | 27 YEARS | 36.12 | 36.48 | 36.85 | 37.59 | 38.34 |

**POLICE SUPERVISORS - SCHEDULE B
EFFECTIVE JULY 5, 2013**

BASE RATES AND LONGEVITY

| STEP | POSITION | < 1 YEAR IN GRADE | 1 YEAR IN GRADE | 3 YEARS IN GRADE | 5 YEARS IN GRADE | 8 YEARS IN GRADE |
|-------------|-------------------|---------------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | SERGEANT | | | | | |
| A | BASE RATE | 30.39 | 30.72 | 31.02 | 31.60 | 32.23 |
| B | 10 YEARS | 31.30 | 31.64 | 31.95 | 32.55 | 33.20 |
| C | 15 YEARS | 32.21 | 32.56 | 32.88 | 33.50 | 34.17 |
| D | 20 YEARS | 33.13 | 33.48 | 33.81 | 34.44 | 35.13 |
| E | 27 YEARS | 34.04 | 34.41 | 34.74 | 35.39 | 36.10 |
| | LIEUTENANT | | | | | |
| A | BASE RATE | 33.22 | 33.55 | 33.89 | 34.57 | 35.26 |
| B | 10 YEARS | 34.22 | 34.56 | 34.91 | 35.61 | 36.32 |
| C | 15 YEARS | 35.21 | 35.56 | 35.92 | 36.64 | 37.37 |
| D | 20 YEARS | 36.21 | 36.57 | 36.94 | 37.68 | 38.43 |
| E | 27 YEARS | 37.21 | 37.58 | 37.96 | 38.72 | 39.49 |

**POLICE SUPERVISORS - SCHEDULE C
EFFECTIVE JANUARY 3, 2014**

BASE RATES AND LONGEVITY

| STEP | POSITION | < 1 YEAR IN GRADE | 1 YEAR IN GRADE | 3 YEARS IN GRADE | 5 YEARS IN GRADE | 8 YEARS IN GRADE |
|-------------|-------------------|---------------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | SERGEANT | | | | | |
| A | BASE RATE | 31.30 | 31.64 | 31.95 | 32.55 | 33.20 |
| B | 10 YEARS | 32.24 | 32.59 | 32.91 | 33.53 | 34.20 |
| C | 15 YEARS | 33.18 | 33.54 | 33.87 | 34.50 | 35.19 |
| D | 20 YEARS | 34.12 | 34.49 | 34.83 | 35.48 | 36.19 |
| E | 27 YEARS | 35.06 | 35.44 | 35.78 | 36.46 | 37.19 |
| | LIEUTENANT | | | | | |
| A | BASE RATE | 34.22 | 34.56 | 34.91 | 35.61 | 36.32 |
| B | 10 YEARS | 35.25 | 35.60 | 35.96 | 36.68 | 37.41 |
| C | 15 YEARS | 36.27 | 36.63 | 37.00 | 37.75 | 38.51 |
| D | 20 YEARS | 37.30 | 37.67 | 38.05 | 38.81 | 39.59 |
| E | 27 YEARS | 38.33 | 38.71 | 39.10 | 39.88 | 40.68 |

**POLICE SUPERVISORS - SCHEDULE D
EFFECTIVE JULY 4, 2014**

BASE RATES AND LONGEVITY

| STEP | POSITION | < 1 YEAR IN GRADE | 1 YEAR IN GRADE | 3 YEARS IN GRADE | 5 YEARS IN GRADE | 8 YEARS IN GRADE |
|-------------|-------------------|---------------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | SERGEANT | | | | | |
| A | BASE RATE | 31.93 | 32.27 | 32.59 | 33.20 | 33.86 |
| B | 10 YEARS | 32.89 | 33.24 | 33.57 | 34.20 | 34.88 |
| C | 15 YEARS | 33.85 | 34.21 | 34.55 | 35.19 | 35.89 |
| D | 20 YEARS | 34.80 | 35.17 | 35.52 | 36.19 | 36.91 |
| E | 27 YEARS | 35.76 | 36.14 | 36.50 | 37.18 | 37.92 |
| | LIEUTENANT | | | | | |
| A | BASE RATE | 34.90 | 35.25 | 35.61 | 36.32 | 37.05 |
| B | 10 YEARS | 35.95 | 36.31 | 36.68 | 37.41 | 38.16 |
| C | 15 YEARS | 36.99 | 37.37 | 37.75 | 38.50 | 39.27 |
| D | 20 YEARS | 38.04 | 38.42 | 38.81 | 39.59 | 40.38 |
| E | 27 YEARS | 39.09 | 39.48 | 39.88 | 40.68 | 41.49 |

**MEMORANDUM OF UNDERSTANDING #1
Voluntary Dental Plan**

May 1, 2013

**Tom Walsh, President
La Crosse Professional Police
Supervisors Association**

RE: Voluntary Dental Plan

Dear Tom:

This is to confirm an agreement made in negotiations for the 2012-2014 Wages and Working Conditions agreements. Effective January 1, 2006, the City agrees to provide administrative services only for a Union sponsored voluntary dental plan made available to bargaining unit members.

Sincerely,



**Wendy K. Oestreich
Director of Human Resources**

MEMORANDUM OF UNDERSTANDING #2

May 1, 2013

**Tom Walsh, President
La Crosse Professional Police
Supervisors Association**

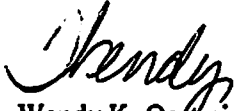
RE: Exceptions to Continuous Service for Retiree Medical Benefit Plan Coverage

Dear Tom:

The parties agree that all employees who left full time service with the City and then returned to full time employment prior to July 1, 2004, shall be exempt from the continuous employment requirement found in Section 3, E1, Paragraph 2.

Only full time employment with the City will be counted towards the years of service requirement in order to receive retiree Medical Benefit Plan coverage (i.e. part-time employment is not considered).

Sincerely,



**Wendy K. Oestreich
Director of Human Resources**

**MEMORANDUM OF UNDERSTANDING #3
MEG VEHICLES**

May 1, 2013

Dear Tom:


This is to confirm the understanding reached in negotiations for the 2012-2014 collective bargaining agreement regarding MEG vehicles.

Investigators assigned to the MEG unit may be assigned a take home vehicle, if a vehicle is available and is owned by the MEG unit, to allow for quick response to MEG cases. It is understood that the MEG vehicles will only be used for official police business. In addition, only authorized passengers are permitted.



Tom Walsh date
President, LPPSA

AGREEMENT



Wendy K. Oestreich date
Director of Human Resources
City of La Crosse

**MEMORANDUM OF UNDERSTANDING #4
DRUG TESTING**


May 1, 2013


Dear Tom:

This is to confirm the understanding reached in negotiations for the 2012-2014 collective bargaining agreement regarding DRUG TESTING.

The parties agreed to form a committee consisting of the Union President, Police Captain and Director of Human Resources to draft a drug testing program, modeled after the program established for Police Non-Supervisory. It is agreed that when assigned to the position of Drug Investigator and Evidence Room Personnel the drug testing program shall provide for an initial drug test when assigned to said positions, as well as random drug testing, until no longer assigned such position.

The drug policy shall be effective January 1, 2011.


_____ date
Tom Walsh
President, LPPSA

AGREEMENT

_____ date
Wendy K. Gestreich
Director of Human Resources
City of La Crosse