COLLECTIVE BARGAINING AGREEMENT

Between

CITY OF WISCONSIN DELLS

and

WISCONSIN DELLS PROFESSIONAL POLICE ASSOCIATION WPPA/LEER LOCAL 462

January 1, 2016 – December 31, 2018

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AGREEMENT

THIS AGREEMENT, made and entered into at the City of Wisconsin Dells, Wisconsin, by and between the City of Wisconsin Dells, a municipal corporation, as Municipal Employer, and representatives of regular full-time employees who are employed by the Police Department of the City of Wisconsin Dells.

ARTICLE 1 - INTENT AND PURPOSE

Section 1. It is the intent that the following Agreement shall be an implementation of the provisions of Section 111.70 as amended, of the Wisconsin Statute, consistent with the legislative authority which devolves upon the City of Wisconsin Dells, the statutes, insofar as applicable.

Section 2. Both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship which exists between them, and to enter into an agreement covering rates of pay, hours of work, and conditions of employment.

ARTICLE 2 - RECOGNITION

Section 1. The Municipal Employer recognizes the Wisconsin Professional Police Association, Law Enforcement Employee Relations Division (WPPA/LEER) (herein after Association) as the exclusive bargaining representative of all regular full time public safety employees of the Police Department who have chosen the Association to represent them for the purpose of negotiating in relation to wages, hours, and conditions of employment, with the exception of the Chief of Police, Assistant Chief of Police, Lieutenants, and other persons of a supervisory capacity.

Section 2. Part-time employees are covered only with respect to wages in Appendix A, shift differential in Article 7, Section 1, and also in appropriate clothing allotment as set forth in Appendix B.

ARTICLE 3 - MANAGEMENT RIGHTS

Section 1. The Employer shall have the sole and exclusive right to determine the number of employees to be employed, the duties of each of these employees, the nature and place of their work, and all other matters pertaining to the management and operations of the City, including the hiring, transferring, demoting, suspending or discharging for cause of any employee. This shall include the right to assign and direct employees, to schedule work, and to pass upon the efficiency and capabilities of the employees, and the City may establish and enforce reasonable work rules and regulations. Further, to the extent that rights and prerogatives of the City are not explicitly granted to the Union or employees, such rights are retained by the City. However, the provisions of this Section shall not be used for the purpose of undermining the Union or discriminating against any of it members.

ARTICLE 4 - PROHIBITION OF STRIKES

Section 1. The Union shall neither cause nor counsel its members, or any of them, to strike for any reason during the term of this Contract, nor shall it in any manner cause them

directly or indirectly to commit any concerted acts of work stoppage, slowdown, or refusal to perform any customarily assigned duties for the Employer for any reason during the term of this Contract. The occurrence of any such acts or actions prohibited in this Section by the Union shall be deemed a violation of this Contract and shall render the Union liable, subject to penalties provided herein. The Union shall not be liable for the acts or actions herein before enumerated which are not caused nor authorized directly or indirectly by the Union. However, whether or not the Union is liable for such acts or actions, any employee who commits any of the acts prohibited in this Section may be subject to the penalties prescribed by law.

Section 2. Upon notification confirmed in writing by the Employer to the Union that certain of its members are engaged in a wildcat strike, the Union shall immediately order in writing such members to return to work immediately, provide the Employer with a copy of such order, and a responsible official of the Union shall publicly order them to return to work. Such characterization of a strike by the Employer shall not establish the nature of the strike. Such notification by the Union shall not constitute an admission by it that a wildcat strike is in progress or has taken place or than any particular member is or has engaged in a wildcat strike. The Union agrees to take all responsible, effective, and affirmative action to secure the member's return to work as promptly as possible. Failure of the Union to issue such orders and/or take such action shall be considered in determining whether or not the Union causes or authorized, directly or indirectly, the strike.

ARTICLE 5 - UNION ACTIVITY

Section 1. The Union agrees to conduct its business off the job as much as possible. The Union shall be allowed to hold its meetings at the City Hall. This Article shall not operate as to prevent a steward from the proper conduct of any grievance in accordance with the procedure outlined in this Agreement and shall not work to prevent certain routine business such as the posting of Union notices and bulletins. Business agents or representatives of the Union having business with the officers and individual members of the Union may confer with such officers or members during the course of the working day for a reasonable time, provided that permission is first obtained from the commanding officer, or superior officer of the Union office or member. Members who are chosen by the Union to be delegates to attend Union seminars or conventions will be given time offer without pay but not in excess of three (3) days per year per delegate. The Union will reasonably attempt to use the delegate's days off for said purpose.

Section 2. Time spent in the conduct of grievance and bargaining shall not be deducted from the pay of delegated employee representatives of the Union. The bargaining committee shall be limited to no more than two (2) members, no more than one (1) of whom shall be on duty during said bargaining or grievance session.

ARTICLE 6 - GRIEVANCE PROCEDURE

Section 1 - Grievance. A grievance is defined to be a controversy between the Union and the Employer, to between any employee or employees and the Employer as to:

(a) A matter involving the interpretation of this Agreement.

(b) Any matter involving an alleged violation of this Agreement in which an employee or group of employees or the Employer maintains that any of their rights or privileges have been impaired in violation of this Agreement.

Section 2 - Procedure. Grievances shall be processed in the following manner: (Time limits set forth shall be exclusive of Saturdays, Sundays, and holidays).

Step 1. The employee and/or the Union Representative shall take the grievance up orally with the employee's immediate supervisor within five (5) days of their knowledge of the occurrence of the event causing the grievance, which shall not be more than fourteen (14) days after the event. The supervisor shall attempt to make a mutually satisfactory adjustment and, in any event, shall be required to give an answer within five (5) days.

Step 2. The grievance shall be considered settled in Step 1 unless, within five (5) days after the supervisor's answer is due, the grievance is reduced to writing and presented to the department head. The department head shall respond to the grievance in writing with five (5) days.

Step 3. The grievance shall be considered settled in Step 2 unless within five (5) days from the date of the department head's written answer or last date due the grievance is presented in writing to the City of Wisconsin Dells Public Safety Committee (WDPSC). The WDPSC shall respond in writing to the Union Representative, grievance committee or employee representative within five (5) days.

Step 4. If an employee grievance is not settled at the third step or if any grievance filed by the Employer cannot be satisfactorily resolved by conference with the appropriate representative of the employees, either party may take the matter to arbitration as hereinafter provided.

Section 3 - Arbitration.

(a) The grievance shall be considered settled in Step 3 above, or if an Employer grievance in Step 4 above, unless within ten (10) days after the last response is received or due, the dissatisfied party (either party) shall request in writing to the other that the dispute be submitted to an impartial umpire.

(b) The impartial umpire or arbitrator shall, if possible, be mutually agreed upon by the parties. If agreement on the arbitrator is not reached within ten (10) days after the date of the notice requesting arbitration or if the parties do not agree upon a method of selecting an arbitrator, then the Wisconsin Employment Relations Commission shall be requested to submit a panel of five (5) arbitrators. The parties shall alternately strike names until one (1) remains and the party requesting arbitration shall be the first to strike a name. Each party shall pay one-half (½) of the cost of the arbitrator.

(c) The impartial arbitrator shall have the authority to determine issues concerning the interpretation and application of all Articles or Sections of this Agreement. He shall have no authority to change any part; however, he may make recommendations for changes when in his opinion such changes would add clarity or brevity which might avoid future disagreements.

Section 4 - General Grievances. Grievances involving the general interpretation, application or compliance with this Agreement may be initiated with the third step of the procedure.

Section 5 - Discipline, Suspension, Discharge. Employees shall not be disciplined, suspended or discharged without good cause. A suspension shall not exceed thirty (30) days. Written notice of the suspension, discipline or discharge and the reason or reasons for the action shall be given to the employee with a copy to the Union Representative within twenty-four (24) hours. A grievance that may result from such action shall be considered waived unless presented in writing within five (5) days of the receipt of the notice by the employee. The grievance shall be started in Step 3.

ARTICLE 7 - COMPENSATION

Section 1. Employees shall be paid bi-weekly in 26 paychecks from the employee's average base wage. Employer shall pay the employees covered by this Agreement for the period of the Agreement compensation as set forth in Appendix A, attached hereto and made a part thereof.

Additionally, a shift differential "B" of twenty cents (20¢) per hour for all hours worked on shifts commencing between 2:00 o'clock p.m. and 10:30 o'clock p.m. and shifts commencing between 7:00pm and 3:30am. Shift differential "C" of twenty-five cents (25¢) per hour for all hours worked on shifts commencing between 10:00 o'clock p.m. and 6:30 o'clock a.m. will be paid.

Section 2. In the event of a vacancy on an established shift, non-supervisory employees covered by this Agreement may bid such shift in accordance with seniority. The Chief of Police shall schedule a forty (40) hour workweek (annual average of 2068) for all full-time employees with a minimum of seven and one half (7½) hours off between shifts except in emergency situations, which shall include but not be limited to, manpower shortages in summer months between Memorial and Labor Day. Schedules shall be posted thirty (30) days in advance. Regular full-time employees shall have shift selection preference over part-time employees when filling vacancies created by a vacation period, long-term illness or disabilities, and other predictable long-term absences of a period of six (6) days or more.

During said workweek all employees shall be entitled to take one-half (½) hour period for lunch each day but during said one-half (½) hour all employees shall be subject to emergency call-up.

Section 3 - Overtime. All employees who work in excess of their normal regular scheduled workweek, shall receive one and one-half (1½) times the straight time hourly rate for all hours worked. Overtime earned shall be paid on each payday. Overtime earned may be converted to comp time with approval of the Chief of Police. Comp time may be accumulated to a maximum of 100 hours. Any overtime accumulated over 100 hours shall be paid out within that payperiod. Once overtime is converted to comp time it may only be used for time off and not taken in pay, except during end of employment upon which the employee will be paid out.

Section 4. All employees covered by this Agreement shall respond to a call to work outside of their regular schedule of hours by their department head or other designated by the department head. A minimum of two (2) hours at time and one-half (1½) shall be granted to any employee who is requested to report outside his regular schedule of hours or who reports to

work as scheduled and is sent home. . The two (2) hour minimum will not apply if the officer's regular scheduled shift is extended, at the beginning or end, by less than two hours.

Section 5 - Longevity. In addition to the listed monthly salaries, full-time employees hired prior to January 1, 2008 shall receive longevity pay as listed below. Full-time employees hired on or after January 1, 2008 are not entitled to longevity pay:

Two and one-half percent (2½%) after five (5) years of continuous employment;
$1.25 rolled into base pay thereafter ten (10) years of continuous employment.

Longevity shall be included in employee's regular pay and shall have the effect of increasing the employees basic pay in the amounts indicated above.

ARTICLE 8 - SENIORITY

Section 1. It shall be the policy of the City to recognize seniority. In reducing personnel, the last person hired shall be the first person laid off, and the last person laid off shall be the first person rehired provided that the remaining personnel are capable of performing the necessary work.

Section 2. All newly hired employees shall serve a twelve (12) month probationary period. The probationary period may be extended for an additional six (6) months or less.

Section 3. New hires/promotions of the Police Department may be placed on the wage progression scale based on prior experience and educational background at the discretion of the City. The use of this section will be subject to review and grievance under Article 6 by the Union.

Section 4. Sergeants: All newly appointed Sergeants shall be considered probationary appointments under the following terms as applicable:

a) Officers of regular status within the department shall be subject to a probationary appointment for the first six (6) months of the appointment.

b) New hires from outside the department shall be subject to a probationary appointment for the first twelve (12) months.

In the case of a probationary sergeant who is also a new employee with the department by not having been appointed as an officer, the probationary sergeant may be dismissed from employment without cause by action of the Chief of Police and without recourse by the employee.

In the case of a probationary sergeant who was an officer with the department, prior to appointment, the employees status will be reduced to the rank held immediately prior to the appointment of probationary sergeant without loss of seniority.

ARTICLE 9 - CLOTHING

Section 1. Employees shall receive a set of a defined agency uniform apparel and equipment upon hire that is defined by work policy. After the first full year of employment, the Employer agrees to provide $600.00 per year for a clothing allowance by issuing a separate check to each employee in the amount of $600. The clothing allowance shall be reduced on a pro rata basis for the absence of an employee from work for thirty (30) continuous days or more. The Chief of Police and/or designee may order a uniform change, giving 12 months to comply and not to exceed $200 per year.

ARTICLE 10 - VACATIONS

Section 1. Each full-time employee after completing one (1) year of service with the City shall be granted one (1) week of vacation each year with pay. Employees with two (2) years of more of service shall be granted two (2) weeks vacation each year with pay. Employees with seven (7) years or more of service shall be granted three (3) weeks vacation each year with pay. Employees with fourteen (14) years of service shall receive four (4) weeks each year thereafter. Six (6) working days shall be deemed one (1) week for vacation purposes. All vacations not taken within one (1) year from the anniversary date on which they were earned shall be deemed forfeited. When a holiday falls within a vacation period, the working day preceding or the working day succeeding the vacation shall be taken off as a holiday.

Vacation Schedule

All vacations not taken within one year from the anniversary date on which they were earned shall be deemed forfeited. Vacations shall be picked according to seniority of the employees covered by this agreement, however, vacations of the dispatchers and patrol officers shall not affect each other.

ROUND ONE VACATION PICKS

Each employee shall be guaranteed a minimum of four (4) consecutive vacation days throughout the year during his/her first round of vacation picks. The first round of vacation picks must be submitted to the Chief of Police by November 1st for vacation to be taken the next calendar year. The picks will be in order of seniority and if an officer chooses to forgo his/her first round pick, the next senior officer shall then be allowed to pick, and so on until the least senior officer has his/her picks in. Minimum staffing levels shall be maintained. After approval by the Chief of Police, vacation times will go to round two.

ROUND TWO VACATION PICKS

Remaining vacation times may be picked by seniority for remaining calendar year, subject to the sole discretion of the Chief of Police.

Ending date November 25.

Example: If a senior employee does not pick his/her vacation time in round 1 or round 2 , he/she can not "bump" the less senior employee who has picked his/her time off in round1 and round 2.

Time off for remaining vacation, holidays and compensatory time, will be handled by submitting the request, via approved system, and getting approval by the Chief of Police or his designee. This will be handled by a first come first serve basis. Approval of vacation, holiday or comp time off will be concurrent with staffing levels.

ARTICLE 11 - HOLIDAYS

Section 1. Time off with pay for all employees is provided for each of the following holidays:

(1) New Year's Day, (2) Personal Holiday (3), Easter, (4) Memorial Day, (5) Fourth of July, (6) Labor Day, (7) Veteran's Day, (8) Thanksgiving Day, (9) Friday after Thanksgiving, (10) Christmas Eve Day and (11) Christmas Day.

If an employee works on any of the above-mentioned holidays, he shall be paid time and one-half for all the hours worked in addition to the holiday pay. An employee who works on a holiday may elect to take a day off with pay in lieu of receiving holiday pay when approved by the Chief-of-Police. Election to take a day off must be requested in writing to the Chief Employees electing to use holiday as time off, or in conjunction with vacation, must use such holiday within one year of accumulation. Failure to use the holiday within one year of the date of accumulation will result in the pay out of the holiday on the anniversary of the accumulation.

Officers who work more than the standard shift schedule on a holiday or who are called in to work on a holiday will not be paid time and one-half times time and one-half. In other words, there will be no additional overtime paid on what is already an overtime rate.

If an employee wishes to switch for another day off, the switch will be in lieu of the fringe benefit holiday pay of eight and one-half (8 ½) hours. In other words, they cannot take 12 hours off in lieu of receiving pay, but can only take eight and one-half (8 ½) hours off in lieu of receiving the holiday benefit pay.

Holiday time off shall not be extended by using sick leave. The employee taking a holiday leave shall be present for the regularly scheduled hours next preceding and subsequent to the holiday leave unless a written statement signed by the employee is provided to the Chief of Police within ten (10) days explaining the physical condition which has prohibited the employee from working the regularly scheduled hours next preceding and subsequent to the holiday leave if the employee was sick or unless the employee is entitled to said day off under a provision of this Agreement. If no statement is left with the Chief of Police if the employee is sick or no other provision of this Agreement permits the employee to be absent during regularly scheduled hours next preceding and subsequent to the holiday leave and said employee is absent during said hours, the employee shall forfeit the right to the paid holiday leave.

ARTICLE 12 - PENSION

Section 1. Each employee shall be a participant of the Wisconsin State Retirement Plan as provided by Wisconsin Statutes and Rules established by the Wisconsin Retirement Fund Board. Effective January 1, 2014, all employees shall contribute 3.5% of wages toward the employee contribution for the Wisconsin Retirement System. Effective January 1, 2015, all employees shall contribute the employee contribution for the Wisconsin Retirement System, not to exceed 7%.

ARTICLE 13 - HEALTH AND WELFARE

Section 1 - Health Insurance. The City agrees to subscribe to the Wisconsin Public Employer's Group Health Insurance Program (State Health Plan). The City shall contribute 90% of the lowest plan rate available towards the employee's chosen health plan premium. The employee shall be responsible for the remaining balance of the premium through a payroll deduction. Upon retirement the employee shall be provided family health insurance coverage at a value of fifty percent (50%) of the cost for three (3) years after retirement, or one hundred percent (100%) of the cost of a single plan for three (3) years after retirement so long as the employee has a minimum of fifteen (15) years of service with the city and retires under the Wisconsin Retirement System. The city's obligation for health insurance shall be based on the amount of the premium in effect for the level of coverage the employee carries at the time of retirement. The City will reimburse the active employees for the 20% co-pay on durable goods and the emergency room co-pay with a maximum reimbursement of two emergency room co-pays per calendar year. The City may change insurance carriers provided that the coverage remains substantially equivalent. All employees hired after January 1, 2014 will have their health insurance benefit and payouts defined by the City of Wisconsin Dells Employee Handbook.

Section 2 - Life Insurance. The City agrees to participate in the State Group Live Insurance Plan, which is provided by the State Statutes and governed by the State Group Life Insurance Board rules.

Section 3 - Unemployment Compensation. The Employer agrees to provide "private plan" unemployment compensation for employees by adopting by referenced the provisions of Chapter 108 of the 1971 Wisconsin Statutes except for those provisions relating to retirement payments. The Employer will provide benefits only for those employees who are willing and able to work but are laid off by the Employer.

ARTICLE 14 - SICK LEAVE

Section 1. Each full-time employee shall earn one (1) day, (8.5 hours or 8 hours pending the majority of assigned hours per month of a "work day", of sick leave for each month of service and unused sick leave may accumulate to one hundred fifty (150) days. To be eligible to receive sick leave pay, an employee must have no less than six (6) consecutive months of service and must be off work due to sickness or off-the-job injury, shall notify the head of the department regarding the reason for said absence as soon as possible and, if possible, four (4) hours before the time he should start work. If such absence should exceed three (3) consecutive working days, the employee shall furnish the head of the department a doctor's statement with respect to the illness causing absence from work. Suspicions and actions to prevent sick leave abuse shall be defined in the City of Wisconsin Dells Employee Handbook, as written on January 1, 2014

Section 2. Each full-time employee with six (6) consecutive months or more of service who is injured or otherwise incapacitated in the service of the City and to whom compensation is paid for such injury by the City's compensation insurance company, shall receive from the City an amount of money which will supplement said worker's compensation payments up to, but not to exceed, a total combined payment equivalent to normal wages for the period of disability, but not exceeding thirty (30) calendar days if employment is less than two (2) years; not exceeding

sixty (60) calendar days if employees is more than two (2) years but less than five (5) years; and not exceeding one hundred ten (110) calendar days if employment has been over five (5) years.

Section 3 – Bereavement and funeral leave shall follow the language in the City of Wisconsin Dells Employee Handbook as written on January 1, 2014.

Section 4. Upon retirement or death, an employee's accumulated sick leave days shall be turned into a full monetary value and twenty-five percent (25% payment shall be paid to an employee or the employee's estate. An additional two and one-half (2½%) shall be paid as herein provided if the employee has accumulated one hundred fifty (150) days of sick leave at the time of retirement or death. In the event of retirement, the employee may elect to apply accumulated sick leave benefits for the purpose of continuing health care insurance. In this event, the employee shall not be entitled to a lump sum payout as otherwise provided in this Section 4, but shall be entitled to fifty percent (50%) accumulated sick leave to be applied by the City to the monthly premium cost as they are incurred. In the event the employee is killed in the line of duty, one hundred percent (100%) of the employee's accumulated sick leave days may be converted for use of continued health care coverage for the employee's spouse.

Section 5. Definement of immediate family is established in the language in the City of Wisconsin Dells Employee Handbook as written on 01/01/2014, which is consistent with current FLMA language.

Section 6. Use of sick leave for serious illness of the employee or employee's immediate family is defined in the language in the City of Wisconsin Dells Employee Handbook as written on 01/01/2014, which is consistent with FMLA language.

ARTICLE 15 - EDUCATIONAL INCENTIVE PAY

Section 1. Effective January 1, 2014, all employees who have earned one hundred twenty (120) or more college credits shall receive, as an education incentive, an additional two and one half (2.5) percent pay. Effective January 1, 2015, all employees who have earned one hundred twenty (120) or more college credits shall receive, as an education incentive, an additional two and one half (2.5) percent pay for a maximum of 5%. This education incentive shall be included in employee's regular pay and shall have the effect of increasing the employees basic pay in the amounts indicated above. Employees must provide official college transcripts to the City Treasurer from an accredited college or university, and the increase shall begin on the following pay period from date transcripts submitted.

ARTICLE 16 - SAFETY REQUIREMENTS

Section 1. All employees covered by this Agreement shall be bonded and sworn. Squad cars shall be equipped with spotlights. Employees shall not be required to operate unsafe equipment under any circumstances. The Employer shall replace at no cost to the employee any personal equipment, except clothing or items substituted for those furnished by the City, lost or broken as a result of an officer answering a complaint or special emergency action during the course of duties of employment while on appointed shift assignments.

ARTICLE 17 - FAIR SHARE AGREEMENT

Section 1. Membership in the Union is not compulsory. An employee may joint the Union and maintain membership therein consistent with its constitution and by-laws. No employee shall be denied membership because of race, color, creed or sex. This Article is subject to the duty of the Wisconsin Employment Relations Commission to suspend the application of this Article whenever the Commission finds that the Union had denied an employee membership because of race, color, creed or sex.

Section 2. The Union will represent all of the employees in the bargaining unit, members and non-members, fairly and equally and therefore all employees shall pay their proportionate share of the costs of the collective bargaining process and contract administration by paying an amount to the Union equivalent to the uniform dues required of members of the Union.

Section 3. The Employer agreed to deduct the amount of dues certified by the Union as the amount uniformly required of its members from the earnings of the employees affected by this Agreement and pay the amount so deducted to the Union on or before the end of the month in which such deduction is made.

ARTICLE 18 - CONTRACT RATIFICATION

Section 1. Upon completion of negotiations and agreement between the negotiating parties, the Committee for the Employer agrees to bring before the Council at the first Council Meeting, following said negotiations, the proposal for consideration. Upon ratification, the Employer agrees to pay any retroactive pay to the employees within twenty (20) working days.

ARTICLE 19 - MISCELLANEOUS

Section 1. The Employer will provide a payroll deduction plan for the employees to purchase U.S. Savings Bonds, as well as for IRC §125 deductions and post employment health care deductions.

Section 2. The Employer shall provide all officers with a NIJ approved vest or the equivalent at no cost to the employee and replace at manufacturers specifications. The vests shall remain the property of the City of Wisconsin Dells and shall be returned to the City upon termination of employment.

Section 3. All full-time employees hired after January 1, 2005, shall abide by statutory language of residency requirement.

Section 4. Special assignments including School Resource Officer , ERT Member and K9 Officer are made by the Chief of Police.

The School Resource Officer assignment will be scheduled by the Chief of Police between the first day and last day of school.

The Chief of Police has the right to appoint temporary assignment(s) lasting less than 3 months. Any special assignment(s) will be removed from the patrol schedule.

ARTICLE 20 - TERMINATION

This Agreement shall become effective as of January 1, 2016 and remain in full force and effect to and including December 31, 2018. Either party shall notify the other party within one hundred eighty (180) days of December 31, 2016 of its desire to alter or amend this Agreement. If no notification is given, the contract shall remain in full force and effect on a year-to-year basis.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this 19th day of October, 2015.

FOR THE ASSOCIATION:

President Jesse Weaver

Patrol Representative – Brent Brown

WPPA Business Agent – Gary Wisbrocker

FOR THE CITY:

Mayor Brian Landers

City Clerk/Coordinator Nancy Holzem

APPENDIX "A" - SALARY SCHEDULE
(Base bi-weekly salary amount)

As of January 1, 2016: (+2%)	Patrol	Patrol w/longevity	Sergeant	Sergeant w/longevity
Years 0 - 3 (80% of top wage)	$2067.17		$2206.72	
Years 4 – 5 (90% of top wage)	$2322.73		$2480.12	
Years 6 – 7 (95% of top wage)	$2450.92		$2616.42	
Years 8+ (100% of top wage)	$2578.28	$2708.91	$2753.53	$2883.34

As of January 1, 2017: (+2%)	Patrol	Patrol w/longevity	Sergeant	Sergeant w/longevity
Years 0 - 3 (80% of top wage)	$2108.51		$2250.85	
Years 4 – 5 (90% of top wage)	$2369.18		$2529.72	
Years 6 – 7 (95% of top wage)	$2499.94		$2668.75	
Years 8+ (100% of top wage)	$2629.85	$2763.09	$2808.60	$2941.01

As of January 1, 2018: (+2%)	Patrol	Patrol w/longevity	Sergeant	Sergeant w/longevity
Years 0 - 3 (80% of top wage)	$2150.68		$2295.87	
Years 4 – 5 (90% of top wage)	$2416.56		$2580.31	
Years 6 – 7 (95% of top wage)	$2549.94		$2722.13	
Years 8+ (100% of top wage)	$2682.45	$2818.35	$2864.77	$2999.83

Part-time, limited term, and patrol officers working less than 1000 hours per year will have their wages set by the Chief of Police.

APPENDIX "B"

CLOTHING SCHEDULE FOR NEW FULL TIME EMPLOYEES

Uniform manufacturer and style shall be defined by agency policy.

Clothing:

- 4 Pair of trousers (2 summer/2 winter)
- 3 long sleeve shirts
- 3 short sleeve shirts
- 1 set Dress shoulder chords
- 1 summer jacket
- 1 winter jacket
- 1 summer cap
- 1 dress cap
- 1pair "pat down" gloves
- 1 set dress shoulder chords

Equipment:

- 2 trouser belts
- 1 duty belt with keepers
- 1 double magazine pouch
- 1 holster
- 2 hand cuff cases or 1 double cuff case
- 1 radio holder
- 1 key holder
- 1 baton holder
- 1 flashlight ring holder

No clothing from this schedule shall be ordered without prior approval by the Chief of Police or his/her designee. The City shall retain ownership of the above items during the employees' probationary status.