



January 5, 2024
FINAL OFFER OF
CITY OF WEST ALLIS
TO
WEST ALLIS PROFESSIONAL POLICE ASSOCIATION
FOR A SUCCESSOR AGREEMENT
TO THE 2019-2021 COLLECTIVE BARGAINING AGREEMENT

1. **ARTICLE 19 – DURATION**

Amend to reflect a 4-year agreement, January 1, 2022 through December 31, 2025, and amend the other dates as necessary in the agreement to reflect this term.

2. **ARTICLE 6 – HOURS OF WORK**

A. SECTION 1: Eliminate Warrant Officer and Desk Sergeant from list of Specialty Positions; eliminate reference to Desk Sergeant in line 6 of second paragraph.

3. **ARTICLE 7 – OVERTIME**

SECTION 7: Add the following language at the beginning of the Section 7:

Officers shall declare overtime at the time the work is performed to be either paid time (white) or compensatory time (green). Once an officer declares that overtime to be white or green, the officer may not change that selection. Only compensatory time in excess of 60 hours as of December 31 of the previous year shall be paid in accordance with this section.

4. **ARTICLE 10 - VACATIONS**

SECTION 2: Amend as follows to provide lateral vacation for new officers with prior law enforcement experience:

Any employee hired on or after January 1, 2008, shall accrue vacation upon their date of hire following the vacation schedule cited in this Article and are subject to all other provisions of this Article. The Police Chief, with the approval of the PFC, may provide a new officer who has prior law enforcement experience, with initial vacation accrual, at their time of hire, commensurate with up to their prior years of full-time law enforcement service. Going

forward, the officer's years of service in the department will be added to the previously credited prior years of police service to continue providing additional vacation days in accordance with the vacation schedule cited in this Article.

5. APPENDIX A

- A. Across the board wage increase of 2.5% effective the first full payroll after January 1, 2022
- B. Across the board wage increase of 2.5% effective the first full payroll after May 1, 2023
- C. Across the board wage increase of 2.5% effective the first full payroll after May 1, 2024
- D. Across the board wage increase of 3.25% effective the first full payroll after July 1, 2025

Replace APPENDIX A pay schedules with the attached schedules

Revise APPENDIX A PARTS 1 THROUGH 4 as follows.

APPENDIX A

PARTS 1 THROUGH 4

* ~~Base Hourly Rate based on eighty (80) hours Bi-weekly Base Pay.~~

~~Annual Rate is twenty-six (26) times total Bi-weekly, not including Holiday Pay. Monthly-~~

~~Rate is Annual Rate divided by twelve (12).~~

For computation of overtime and holiday pay, the hourly rate shall be calculated by dividing the biweekly pay by 77 hours ~~annual wage base rate by 2004 hours.~~

For computation of vacation pay upon termination, the hourly rate shall be calculated by dividing the biweekly pay by 77 hours ~~annual wage base rate by 2004 hours.~~

** The duty assignments of Specialist I positions of S.I.U. Corporal, ~~Warrant Officer~~, Community Resource Officer, Canine Officer/Drug Detection Canine Officer, and Crisis Assessment Response Team Officer shall be compensated at the Corporal's rate of pay.

*** The duty assignments of Specialist II positions of Traffic Investigator, Court Liaison Sergeant, ~~Desk Sergeant~~, High School Liaison Officer, Middle School Liaison Officer, and Accreditation Compliance Officer shall be compensated at the Detective's rate of pay.

**** The duty assignments of Specialist III positions of S.I.U. Sergeant, Forensic/Technology Bureau Specialist, and Training Bureau Sergeant shall be compensated at the Detective Sergeant Identification Bureau rate of pay.

6. **MEMORANDUMS OF UNDERSTANDING**

Incorporate the following Memorandums of Understanding into the collective bargaining agreement:

- A. Part-time School Liaison Officer position MOU
- B. On-call Holiday Scheduling MOU

7. **HOUSEKEEPING**

Update mutually agreed upon format and language changes of the contract for consistency purposes, including but not limited to: capitalization, header format, hyphens, underscoring, numbering, update titles/names, etc.; and remove any references to outdated information (that is, maintain relevant/most up-to-date information).

The City of West Allis reserves its right to modify, amend, delete or add to its proposals at any time and for any reason during negotiations. All tentative agreements, if any are reached, remain subject to acceptance of the collective bargaining agreement as a whole by the City of West Allis Common Council and correction of any errors or omissions.