

AGREEMENT
Between The
CITY OF WEST ALLIS

And

**THE WEST ALLIS PROFESSIONAL
POLICE ASSOCIATION**



January 1, 2026 – December 31, 2029

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PREAMBLE

This Agreement is made and entered into by the CITY OF WEST ALLIS, WISCONSIN, hereinafter referred to as the "City" and the WEST ALLIS PROFESSIONAL POLICE ASSOCIATION, hereinafter referred to as the "Association" pursuant to the provisions of Wis. Stat. § 111.70, and subject to any other sections of the Wisconsin Statutes as may be pertinent hereto. Any person who is a member of the Association is hereinafter referred to as an "Association Member."

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1. the size and composition of the working force,
2. the number and location of its facilities,
3. the services to be rendered and the operations to be conducted,
4. the organization of the Department,
5. the Rules and Regulations of the Department,
6. the training and instructional programs,
7. the practices and procedures for the efficient, disciplined and orderly operation of the Department, including the sole right to discipline, suspend and discharge Association Members for just cause, to hire, assign, transfer, promote and determine the qualifications of Association Members,
8. the methods, means, equipment and personnel by which any and all operations are conducted and services rendered,
9. whether and to what extent the work required in the conduct of its operations and in rendering its services shall be performed by Association Members covered by this

- 1 Agreement,
- 2 10. the hours of work and work schedules,
- 3 11. what work is to be performed by the Department, its place of performance and who is
- 4 to perform it,
- 5 12. the assignments and job duties; and,
- 6 13. the right to control the buildings, real estate, materials, parts, tools, machinery and all
- 7 equipment which may be used in the conduct of its operations and the rendering of its
- 8 services.

9 The above rights are not all inclusive but indicate the type of matters or rights which belong to and

10 are inherent in the City, the Police and Fire Commission and the Police Chief.

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ARTICLE 2 - RECOGNITION

The City recognizes the Association as the sole collective bargaining agency for hours, wages, and other conditions of employment for all sworn law enforcement personnel of the Police Department holding the rank of sergeant, detective sergeant, detective, traffic investigator, corporal, specialty positions and patrol officer, but excluding all employees with a rank of lieutenant, captain, deputy chief, police chief, and all other supervisory, managerial and confidential employees, for the purpose of collective bargaining as defined in Wis. Stat. § 111.70(1)(a).

1 ARTICLE 3 - ASSOCIATION RIGHTS AND PRIVILEGES

2 SECTION 1. The City will provide the Association the use of reasonable space on the bulletin
3 boards located in the assembly room, lunch room, detective bureau, locker rooms and satellite
4 station for the purpose of posting material concerning, but not limited to, the following types of
5 subjects:

- 6 1. Association meetings;
7 2. Association elections;
8 3. Association committee reports;
9 4. Association rulings or policy statements;
10 5. Association recreational and social affairs; and
11 6. Association Member personal matters.

12 No material shall be posted which contains anything defamatory or scurrilous, any matter
13 pertaining to candidacy for City of West Allis elective office and incumbents of such offices, or
14 anything reflecting in such manner upon the City or any of its employees. Violation of this section
15 shall be sufficient reason for removing the unauthorized posted material by direction of the Police
16 Chief. Any dispute as to the exercise by the Police Chief of this discretion shall be subject to the
17 grievance procedure.

18 SECTION 2. Not more than two (2) Association Members will be granted time off, without loss
19 of pay, at any one (1) time to attend labor contract negotiation meetings with the City, provided,
20 such Association Members are members of the Association's negotiating committee and the
21 representative's shift assignment is at the same time that a labor contract negotiation meeting is
22 conducted.

23 SECTION 3. The Association shall be allowed a total of seventy-two (72) hours annually for

Members to attend Association conventions without loss of pay, provided that such time off does not cause any Association Member to work overtime nor necessitate the payment of call-in pay as set forth in Article 7, Sections 5 through 7.

SECTION 4. The Association shall be permitted to use the assembly room, training room or other suitable room at the police station to conduct business meetings subject to the approval of the Police Chief. No permission is granted hereunder for on-duty personnel to attend Association meetings during duty hours, with the exception of a maximum of four (4) officers of the Association who may attend such meetings without loss of pay, but who must respond immediately to any duty demands as directed. Split shift personnel, whose assigned duty hours overlap the Association meetings scheduled on the same day and which thereby prevent attendance at the scheduled meeting, shall be permitted to attend subject to the same conditions and restrictions applying to the officers of the Association.

SECTION 5. The Association shall inform the Police Chief and the Human Resources Director of the City of the names of the Association representatives who are designated to act on behalf of the Association for the purpose of adjusting grievances. One (1) such designee for each normal work shift will be allowed a reasonable amount of time, to be determined by the Police Chief, during working hours, without loss of pay, to investigate or otherwise process a grievance in Steps 1 - 2 of the grievance procedure; provided, reasonable and appropriate notice to engage in such activity is given to the designee's Commanding Officer; provided further, the designee's participation in the activity does not interfere with the operations of the Police Department. It shall be the duty of the Association to maintain notice to the Police Chief and the Human Resources Director of such representatives on a current basis. Any dispute concerning the exercise of discretion determining the allowable paid grievance time shall be subject to the grievance procedure.

1 SECTION 6. An Association Member serving as a director of the Association's state-level
2 association of police officers, hereinafter referred to as the "State Association," shall be permitted
3 to attend a minimum of four (4) State Association meetings annually, without loss of pay.
4 Additional time off, without loss of pay, to attend State Association meetings may be granted at
5 the discretion of the Police Chief.

6 SECTION 7. Association Members will be electronically notified of new or amended Department
7 standards prior to implementation.

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1 ARTICLE 4 - DUES DEDUCTION AGREEMENT

2 SECTION 1. The City agrees, upon receipt of written authorization, to deduct monthly dues from
3 the earnings of regular full-time Association Members. The Association shall provide the City
4 copies of the Dues Deduction Authorization Form documenting an Association Member's
5 voluntary authorization to have such union dues deducted from their wages (hereafter,
6 "Authorization Form"); no dues will be deducted by the City from an Association Member unless
7 the City has a signed copy of the Authorization Form from that Association Member.

8 SECTION 2. The City shall pay any amounts deducted pursuant to Section 1 above to the Treasurer
9 of the Association on or before the first Payroll Date – as defined in Article 5, Section 3 – that
10 occurs after the end of the month in which the deductions are made. Any changes in the amount to
11 be deducted shall be certified to the City by the Treasurer of the Association at least thirty (30)
12 days prior to the effective date of such change.

13 SECTION 3. The City shall not be required to submit any amounts to the Association under this
14 Article for Association Members otherwise covered who are on layoff, leave of absence or other
15 status in which they receive no earnings for the pay period normally used by the City to make such
16 deductions or for which the earnings are not sufficient to cover the deduction.

17 SECTION 4. The City shall not be liable to the Association, Association Member, or any party by
18 reason of the requirements of this Article for the remittance or payment of any sum other than that
19 constituting actual deductions made from Association Member wages earned per the Authorization
20 Forms. The Association shall defend, indemnify and save the City harmless against any and all
21 claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by
22 reason of action taken or not taken by the City under this Article.

23 SECTION 5. In the event the Association encourages Association Members to strike for any reason

1 or any Association Member engages in a strike, this Dues Deduction Agreement shall immediately
2 be cancelled and thereafter be null and void. A strike shall mean any work stoppage, slowdown,
3 refusal to perform any customarily assigned duties or absence from work because of purported
4 illness not verified by a written report from a health care provider to the City while there is a
5 pending labor dispute, as defined in Wis. Stat. § 111.70(1)(g).

6 SECTION 6. As to new Association Members, such deduction shall be made in the month
7 immediately following the date such Association Member completes the first ninety (90) days of
8 employment and upon the City's receipt of the Authorization Form. In the event such new
9 employee becomes an Association Member prior thereto, such deduction will commence with the
10 month immediately following the receipt by the City of the Authorization Form from the
11 Association documenting the Association Member's authorization for the deduction of union dues.

12 SECTION 7. The Association agrees to certify to the City only such dues as are allowed by law
13 and further agrees to abide by the decision(s) of the Wisconsin Employment Relations Commission
14 and/or courts of competent jurisdiction in this regard.

15 SECTION 8. No employee shall be required to join the Association, but membership in the
16 Association shall be made available to all employees who apply in accordance with the Association
17 Constitution and By-Laws. An employee who chooses not to join the Association shall not be
18 required to pay dues or any other type of fee. Dues may only be deducted from an Association
19 Member's wages if the Association Member affirmatively consents to the deduction (i.e., executes
20 an Authorization Form). Authorizations of dues deductions by an Association Member may be
21 revoked upon notice in writing to the City and to the Association with the understanding that the
22 deduction will cease as reasonably as practical after receipt of the written notice of revocation.
23 Dues for part-time positions shall be prorated as determined from time to time by the Association.

ARTICLE 5 - COMPENSATION

SECTION 1. Effective the first full pay period following the dates identified in Appendix A, the salaries of the Association Members in the bargaining unit shall be established as shown in Appendix A.

SECTION 2. Step Increments – A new officer will normally be appointed at the beginning step of the Patrol Officer pay range. However, the Police Chief, with the approval of the Police and Fire Commission, may appoint a new officer at a pay step other than the beginning step if the officer's education, training and prior experience justify such an appointment. Association Members will move from the minimum (Step 1) in the pay range to the maximum (Step 6) in the pay range in five (5) annual increments from the date of appointment. Any Association Member promoted or reclassified to a higher paying position shall be advanced to that step of the salary range of the higher paying position which will result in a pay increase of not less than Eight Dollars (\$8.00) bi-weekly.

SECTION 3. Pay Days – The Departmental pay day for all Association Members shall be on the Friday after the end of each bi-weekly pay period or on the same date as other City employees receive payment of salary and wages if that bi-weekly Friday is a banking holiday (the "Payroll Date"). All Association Members shall be enrolled in Direct Deposit.

SECTION 4. Out-of-Classification Assignments – Association Members shall receive compensation in addition to their base rate in accordance with the following schedule:

1. Patrol Officers assigned to the main desk in the Communications Center shall receive an additional Seventy-Five Cents (\$0.75) per hour for every hour worked. No out-of-classification shall be paid to officers assigned to "limited duty."
2. Two (2) Patrol Officers (as determined by the Police Chief) on each shift who are

1 designated to work as Acting Patrol Sergeant shall receive an additional Twenty-Five
2 Dollars (\$25.00) per month. Patrol Officers when assigned as Acting Patrol Sergeant shall
3 receive an additional One Dollar and Fifty Cents (\$1.50) for every hour worked. Seniority
4 does not apply in assignment.

5 3. Patrol Officers shall receive sixty (60) minutes of compensatory (green) time for each full
6 shift of at least eight (8) hours worked in which the Patrol Officer works as a Field Training
7 Officer. For each partial shift of at least (4) hours to less than eight (8) hours worked in
8 which the Patrol Officer works as a Field Training Officer, Patrol Officers shall receive
9 thirty (30) minutes of compensatory (green) time.

10 4. Association Members (excluding Specialist III) when assigned to the Training Bureau as
11 an Instructor shall receive an additional One Dollar (\$1.00) per hour for every hour worked.

12 5. Patrol Officers when assigned for an entire shift as Court Liaison Officer shall receive an
13 additional Six Dollars (\$6.00) per day.

14 6. Patrol Officers when assigned as a Court Liaison (weekends only) shall receive an
15 additional One Dollar and Fifty Cents (\$1.50) per hour for every hour worked.

16 7. Road Sergeant shall receive an additional Fifteen Dollars (\$15.00) bi-weekly.

17 8. Sworn personnel when assigned as a S.W.A.T. member shall receive an additional Forty
18 Dollars (\$40.00) per month.

19 9. Four (4) Detectives (as determined by the Police Chief) from the Detective/Sensitive
20 Crimes Bureau who are assigned to primary investigator status shall receive an additional
21 Twenty-Five Dollars (\$25.00) per month in addition to any overtime hours worked.

22 10. Sworn personnel when assigned as Acting Commanding Officer shall receive an additional
23 One Dollar and Fifty Cents (\$1.50) per hour for every hour worked, excluding daily thirty

1 (30) minute lunch period.

2 It is understood that out-of-classification assignments of Association Members is within the sole
3 and absolute discretion of the Police Chief.

4 SECTION 5. Canine Officer/Drug Detection Canine Officer – Canine Officers/Drug Detection
5 Canine Officers shall be compensated at the Specialist I base hourly rate and shall receive an
6 additional ten (10) hours of pay per month at the rate of time and one-half (1-1/2) per hour, for the
7 daily care and maintenance of the police canine.

8 SECTION 6. On-Call Status for Detectives

9 1. There will be up to two (2) detectives, at the discretion of the Police Chief, assigned to
10 “On-Call Status” from the close of normal detective bureau hours beginning on Friday at
11 2300 hours of an assigned “on-call” weekend to the start of normal detective bureau
12 business hours on the successive Monday.

13 2. There will be up to two (2) detectives, at the discretion of the Police Chief, assigned to
14 “On-Call Status” on holidays, as defined by Article 11, Section 6 of this Agreement,
15 beginning at 0000 hours of the holiday until 2359 hours of the holiday.

16 3. The Department will use a random selection process to assign the order that detectives will
17 be assigned to “on-call” weekends. Once established, the order will repeat throughout the
18 calendar year to ensure that “on-call” weekends are distributed as evenly as is possible to
19 all detectives.

20 4. “On-call” holidays will be selected or assigned on the basis of seniority. The Department
21 will use the detective seniority list, and by February 10, shall afford senior detectives the
22 opportunity to select a holiday(s), which will include New Year’s Day and Martin Luther
23 King Jr Day for the following year. In the event that senior detectives do not elect to cover

every holiday, as defined above, the least senior detectives will then be required to pick an “on-call” holiday, according to the described selection process. The selection process will begin with the most senior of these detectives and proceed down the list using seniority as the basis for the order, until every holiday is covered.

5. Article 10, Section 3 requires that vacation selections be completed by December 31 of the preceding year. When picking “on-call” holidays, the Association Member shall not pick a holiday for which they are on vacation. If the random selection process for “on-call” weekends results in a detective being “on-call” during a vacation, the Police Chief, has the authority to exchange (trade one (1) weekend for another) that specific “on-call” weekend with another detective during that “on-call” rotation period to alleviate such conflict.

6. Once assigned to “On-Call Status”, it is the responsibility of the detective to fulfill this responsibility. If for some reason a detective cannot fulfill this responsibility, it is the assigned detective’s responsibility to find a replacement or trade. The replacement or trade must be approved by the Police Chief.

7. The “on-call” detective shall answer or promptly return messages left on their Department issued cell phone or phone number listed on the official Department employee roster. The detective shall be available and able to return back to duty during the time they are assigned to “On-Call Status”.

8. The Department policy will establish supervisory points of contact for all incidents occurring outside of normal detective bureau hours. Said supervisory contact will determine if the “on-call” detective will be contacted to respond to an incident.

9. Establishment of an “on-call” detective does not alter the fact that any detective is subject to be called back to duty and does not establish a requirement for the Department to call in

or contact the “on-call” detective first.

10. "On-call" detectives will be compensated for their "On-Call Status" by receiving two (2) hours of straight time pay for each full weekend they are assigned "On-Call Status" and one (1) hour of straight time for each holiday they are assigned to "On-Call Status".

11. "On-Call Status" pay does not prohibit a detective from earning overtime compensation, as provided by this Agreement, for actual hours worked outside of their scheduled duty hours during an "on-call" week.

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1. Special Investigations Unit Corporal
2. Community Resource Officer
3. Canine Officer/Drug Detection Canine Officer
4. Crisis Assessment Response Team Officer
5. Middle School Liaison Officer
6. High School Liaison Officer
7. Traffic Investigator
8. Court Liaison Sergeant
9. Special Investigations Unit Sergeant
10. Forensic/Technical Bureau Sergeant
11. Training Bureau Sergeant
12. Accreditation Compliance Officer

All of the above positions shall be assigned to a Monday through Friday work week of five

(5) days on duty and two (2) days off duty except the Canine Officer, who shall work a repetitive cycle of four (4) days on duty followed by two (2) days off duty. The parties agree that the above work cycles cannot be altered or changed without mutual agreement of the City and the Association bargaining committee. Provided, however, nothing in this provision shall be construed to limit the City's ability from establishing additional specialty positions as the needs of the Department require. Persons assigned to specialist positions who request to return to their former work assignment, or who are reassigned, may return to their former shift, if there is a vacancy or if the person assigned to replace the officer is on the shift to which the officer desires to return. If the shift to which the officer desires to return is not open, the officer will initially be assigned to the shift vacated by the person replacing the officer. When a vacancy occurs on the officer's preferred former shift, the officer shall be given priority on a one-time basis to select to return to their preferred former shift.

SECTION 2. The regular hours of employment shall be divided into five (5) shifts of eight (8) consecutive hours each designated as follows:

1. First Shift - 0700 to 1500
2. Second Shift - 1500 to 2300
3. Third Shift - 2300 to 0700
4. Fourth Shift - 1100 to 1900
5. Fifth Shift - 1900 to 0300; and such other shift as the service may require.

The regular hours for detectives shall be Monday through Friday (5-2 schedule) as follows:

1. First Shift – 0800 to 1600
2. Second Shift – 1500 to 2300 or 1600 to 2400 (Police Chief's discretion)

For those Association Members working a 5-2 schedule – Any flexing of normal duty hours shall

1 be on a mutually agreed upon basis between the Association Member and the shift/bureau
2 supervisor. The flexing of normal duty hours includes the following: changing shifts or changing
3 the starting and ending times of a shift. During the first year of employment, officers receiving
4 state-required police officer certification training shall work a standard forty (40) hour, five (5)
5 day per week schedule, as required by the training school. In case of emergency or unusual
6 conditions, the Police Chief may otherwise designate the hours. In addition, each sworn
7 Association Member of the Department assigned to a 4-2 schedule shall report fifteen (15) minutes
8 prior to each eight (8) hour tour of duty for pre-shift report duty. No additional compensation shall
9 be paid for report duty.¹ This report duty shall not be considered as part of the regular hours of
10 employment for purposes of computing off-time benefits, such as holidays, vacation, sick leave
11 and supplementary Worker's Compensation payments.

12 SECTION 3. If during report time a sworn Association Member is ordered out to perform
13 prescribed duties, the Association Member will receive fifteen (15) minutes at straight time.

14 SECTION 4. Association Members are allowed a lunch period of up to thirty (30) minutes in
15 accordance with their assigned work schedule. An Association Member must respond to an
16 assignment when required.

17 SECTION 5. Shift Selection – Shift selection shall be on the following basis:

- 18 1. For Patrol Officer, by years of service with the Department and for ranks higher than Patrol
19 Officer according to rank by years of service within that rank from the last date of
20 appointment to that rank. The above shall be subject to operational requirements as

¹ In consideration of authorization of the 4-2 work schedule as part of the 1981-1982 contract settlement, sworn Association Members will work a 15-minute report time without additional compensation. Except as otherwise provided in this Agreement, the 15-minute report time is considered to be part of the 4-2 work schedule. The 4-2 work schedule results in a work week of 38.5 average hours.

determined by the Police Chief and shall apply only when a vacancy is being filled.

2. Assignment to the Special Investigations Unit (S.I.U.) shall be a matter within the sole discretion of the Police Chief. Officers shall be assigned to a Monday through Friday work week of five (5) days on duty and two (2) days off duty.

3. Shift selection within Specialty Positions shall be determined by the length of continuous service from the date of appointment to the Specialty Position.

SECTION 6. Association Members may be temporarily assigned to a different eight (8) hour work shift for reasons of

1. positive necessity as determined by the Police Chief, due to some sudden or serious emergency
2. in-service training for two (2) or more consecutive days, except where the scheduled training is less than a full shift duration,
3. voluntary specialized schooling, seminars and conferences, or
4. other similarly good and sufficient reasons.

An Association Member shall be assigned to a 5-2 work week, Monday through Friday, when assigned to attend a specialty school of two (2) weeks or more.

SECTION 7. A time trade is where an Association Member voluntarily works the full or partial tour of duty, or changes shifts for another Association Member subject to the permission of the Police Chief. An Association Member shall not work more than twelve (12) consecutive hours in a twenty-four (24) hour period nor more than sixteen (16) hours without eight (8) hours of time off between shifts as a result of a time trade. The exchange of regular off days in this manner must be arranged by the concerned Association Members and exchanges are permitted only between Association Members of the same rank, except for Specialist I and Specialist II who may exchange

regular off days with bargaining unit Association Members of other ranks subject to the approval of the Police Chief.

SECTION 8. Association Members will be permitted unlimited time trades (trading practices within certain classifications apply, see Section 7 above.

SECTION 9. Daylight Savings Time Transition – Employees working a nine (9) hour shift as the result of the transition from daylight savings time during the fall of the year, shall be paid at the rate of time and one half (1-1/2) for the ninth hour worked. A deduction of one (1) hour shall be made from the compensatory (green) time account of each Association Member working a seven (7) hour shift as the result of the transition to daylight savings time during the spring of the year.

SECTION 10. Roll Call Sergeant – The Roll Call Sergeant's shift shall begin fifteen (15) minutes earlier and end fifteen (15) minutes earlier than those stated in Section 2 of this Article.

ARTICLE 7 - OVERTIME

SECTION 1. With the exception of report duty under Article 6, Section 2 of the labor agreement, and with the exception of the part-time School Liaison Officer position as provided in Section 10, all service performed by Association Members in excess of eight (8) hours per day when such services are authorized by the Police Chief, shall be credited in compensatory (green) or paid (white) time on the basis of time and one-half (1-1/2) for each overtime hour worked.

SECTION 2. In the event Association Members are required to work during the assigned vacation period or on a rest day, all hours worked by such Association Members will be credited on the basis of time and one-half (1-1/2) for each overtime hour worked; provided, any days of rest or assigned vacation periods may be suspended in case of positive necessity by some sudden or serious emergency which, in the judgment of the Police Chief demands that such days of rest or assigned vacation periods not be given at such time. This section shall not apply to any Association Member voluntarily working a rest day as part of a disciplinary suspension.

SECTION 3. Hourly compensation or credits referred to in this section shall be based on the hourly rates as set forth in Article 5, Section 1.

SECTION 4. Overtime shall be computed on the actual time worked.

SECTION 5. Association Members who are assigned to work overtime hours, other than directly before or after their normal tour of duty, shall be guaranteed a minimum of two (2) hours of such duty, whether or not actually worked, and those hours will be credited on the basis of one and one-half (1-1/2) times the guaranteed hours, or at one and one-half (1-1/2) times the overtime hours worked, should such duty extend beyond the guaranteed hours. Association Members shall report and compensation shall commence fifteen (15) minutes prior to scheduled Municipal Court appearances. Officers, who schedule single days of vacation or compensatory (green) time on dates

upon which the officer is required to make an appearance before the City of West Allis Municipal Court, shall receive overtime compensation only for the hours actually worked.

SECTION 6. Department seniority and, when applicable, seniority within rank will be the basis for overtime assignments for scheduled overtime only, except as described below. "Scheduled overtime" is defined as any event for which the Department has a two (2)-week advanced notice. Exceptions to seniority-based overtime assignments are as follows:

1. A School Liaison Officer shall be considered most senior and highest rank for any event sponsored by the West Allis-West Milwaukee School District;
2. Events sponsored by the Department ("Department Programs") are exempt from seniority-based overtime assignments;
3. The Police Chief may notify an Association Member of that person's ineligibility for scheduled overtime for future scheduled overtime events. Ineligibility for scheduled overtime is based upon the Association Member's performance while working previous scheduled overtime and is in the sole discretion of the Police Chief. Any Association Member so notified is not eligible for scheduled overtime for future scheduled overtime to the extent identified by the Police Chief.

The scheduled overtime event must be posted at least ten (10) days, if possible, in advance by proper departmental notice. A sign-up sheet will be placed in the Assembly, listing the event, date of the event, times officers will be scheduled for duty, sign-up deadline, and the rank of officers eligible for assignment. In lieu of a sign-up sheet, the Department may utilize an electronic sign-up system if all scheduled overtime selections utilize that system.

If an inadequate number of officers volunteer for scheduled overtime, reverse seniority will be utilized to fill overtime assignments that require staffing. Officers who are assigned overtime based

1 on a reverse seniority assignment shall not be assigned overtime if an officer has a previously
2 scheduled vacation or approved absence. Scheduled vacations and approved absences shall be
3 determined on a case-by-case basis by the Police Chief. Officers may be called to fulfill scheduled
4 overtime on “rest days” but not on “assigned vacation periods.” Once an officer accepts the
5 overtime assignment, the officer will be held responsible for appearing on that date. Officers who
6 are given overtime assignments involving Department Programs will be selected based upon
7 current job assignment, prior experience with the program, and communication and public
8 relations skills. Department Programs that are currently authorized are West Allis Night Out,
9 Community Alliance Against Drugs events, school dances and/or activity nights sponsored by the
10 school district, Weed and Seed Cigarette and Alcohol Enforcement, and the West Allis Youth
11 Commission.

12 SECTION 7. Officers shall declare overtime at the time the work is performed to be either paid
13 (white) time or compensatory (green) time. Once an officer declares that overtime to be white or
14 green, the officer may not change that selection. At no time may an officer’s total compensatory
15 (green) time available exceed 120 hours. Any overtime earned while that officer’s compensatory
16 (green) time balance is 120 hours shall be classified as paid (white) time. Any paid (white) time
17 banked at the end of Pay Period 26 shall be paid to the officer no later than December 31 of that
18 year. All compensatory (green) time in excess of 60 hours as of the end of Pay Period 26 shall be
19 paid at straight time to the officer no later than December 31 of that year. Compensatory (green)
20 time may be used for time off when approved by the Commanding Officer of the work shift/unit
21 to which the Association Member is assigned. The City will grant compensatory (green) time off
22 when, in the sole discretion of the Police Chief the taking of such compensatory (green) time off
23 will not adversely affect the efficient, disciplined, and orderly operation of the Department.

Officers will continue to have access to time trade provisions subject to the terms of this Agreement. Except in cases of retirement or resignation, all hours not paid out before December 31 shall be compensated solely as time off. When compensatory (green) time is taken, total accrued time shall first be reduced from the carry-over bank. An Association Member may request to use compensatory (green) time off not more than thirty (30) days in advance of the scheduled off day.

SECTION 8.

1. Officers voluntarily attending specialty schools, seminars and conferences on off-duty time shall receive compensatory (green) time at the straight-time rate for all time spent in such schools, seminars and conferences. The Police Chief shall retain the right to assign and limit the number of officers to attend schools, seminars and conferences. All training shall be registered with the Training Bureau Captain.

2. Officers assigned to specialty schooling, seminars and conferences who are required to drive to or from said events shall be compensated for travel time in accordance with the Fair Labor Standards Act.

SECTION 9. Throughout the year, Association Members shall have an option to receive payment at straight time for all, or any part of, the paid (white) hours in the employee's account. A request for payment for paid (white) hours must be submitted in a form determined by the City and specify the number of hours to be paid. Association Members shall make the request for payment at the same time they report their hours worked for a pay period. Payment for requested hours will be made on the Payroll Date for the pay period in which the request was submitted.

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SECTION 2. All new appointees to the Department, who have already completed an accredited Law Enforcement Academy, shall be on probation for a period of eighteen (18) months. Officers hired prior to completing an accredited Law Enforcement Academy shall be on probation for a period of twenty-two (22) months. Officers who miss extended periods of street duty during their probationary period, at the discretion of the Police Chief, may have their probation extended by the amount of time missed due to their extended absence. If the appointee proves unsatisfactory or unfit for continuance in the service during the probationary period, the appointee shall be terminated on recommendation of the Police Chief or on the recommendation of the Police and Fire Commission without recourse to appeal to the Police and Fire Commission.

1. When it becomes necessary, because of need for economy, lack of work or funds, or for other just cause, to reduce the number of subordinates, the emergency, special, temporary, part-time, or provisional subordinates, if any, shall be dismissed first, and thereafter, subordinates shall be dismissed in the order of the shortest length of service in the Department.
2. When it becomes necessary for such reasons to reduce the number of subordinates in the higher positions or offices, or to abolish any higher positions or offices in the Department, the subordinate or subordinates affected thereby shall be placed in a position or office in

1 the Department less responsible and according to their efficiency and length of service in
2 the Department.

- 3 3. The name of a subordinate dismissed for any cause set forth in this Article shall be left on
4 an eligible re-employment list for a period of two (2) years after date of dismissal. If any
5 vacancy occurs, or if the number of subordinates is increased in the Department, such
6 vacancy or new positions shall be filled by persons on such list in the inverse order of the
7 dismissal of such persons.

8 SECTION 4. Seniority shall terminate upon the occurrence of:

- 9 1. discharge for just cause
10 2. resignation, or
11 3. retirement.

1 ARTICLE 9 - LEAVES

2 SECTION 1. Funeral Leave – Upon application, leave of absence, not exceeding five (5) days with
3 pay, will be allowed to Association Members in case of death of the spouse, child, mother, father,
4 mother-in-law, and father-in-law, and the step relationships of the stated relationships; and not
5 exceeding three (3) days with pay, will be allowed to Association Members in case of death of
6 brother, sister, or son-in-law or daughter-in-law of the Association Member and the step
7 relationships of the stated relationships; and not more than two (2) days in the case of death of
8 grandmother, grandmother-in-law, grandfather, grandfather-in-law, grandchild, aunt, aunt-in-law,
9 uncle, uncle-in-law, brother-in-law and sister-in-law, and the step relationships of the stated
10 relationships. In the case of the death of any other relative, an Association Member will be
11 permitted to change their next day off so that they may attend the funeral or memorial service in
12 lieu of a funeral.

13 SECTION 2. Sickness Disability Program

14 1. Sickness Disability Program A (Association Members hired prior to August 28, 1996)

15 a. All non-civilian officers shall, after a term of employment of six (6) months, be
16 qualified to receive payment from the City on account of physical inability to work
17 by reason of sickness or accidental injury occurring outside of employment. Such
18 payments shall terminate when disability for work ceases and shall, in no case,
19 extend beyond the periods hereinafter provided.

20 b. The administration of this Sickness Disability Program shall be accomplished by
21 the Police Chief under such rules and regulations as may be prescribed by the Board
22 of Police and Fire Commissioners.

23 c. The word "sickness" as it occurs in these provisions shall be understood to include

1 bodily disease and afflictions affecting an Association Member, except as
2 hereinafter stated, whether or not a precise diagnosis is possible, when such disease
3 is in fact disabling. Sickness shall include any ailment or condition due to bodily
4 injury except such injuries as are exempt because compensable under the Worker's
5 Compensation Act. Injury may be either traumatic, such as that received from falls,
6 wounds and contusions, or may consist of such conditions as heat prostration or
7 electric shock. Mental or nervous afflictions may be recognized as sickness when
8 they take the form of mental diseases recognized by the medical profession, but the
9 term "sickness" shall not be extended to include mere mental attitudes, such as
10 anxiety, worry, grief, or mental shock, even though such may be, in fact, disabling
11 and may necessarily cause absence from duty. Necessary dental care shall be
12 recognized as a proper cause for granting sick leave. Ocular conditions
13 necessitating attention by an optometrist or ophthalmologist may be recognized as
14 a proper cause for granting sick leave.

15 d. The sickness disability benefits shall be as follows:

16 i. Short Term Disability

- 17 1. An Association Member who has completed five (5) years of service
18 shall receive full pay for the first through fifth consecutive working
19 days of absence.

20 ii. Long-Term Disability

- 21 1. An Association Member who has completed ten (10) years of
22 service but less than fifteen (15) years of service shall receive full
23 pay for twenty (20) weeks and then half pay for an additional

thirty-two (32) weeks.

2. If the Association Member has completed fifteen (15) years of service but less than twenty (20) years of service, full pay from the sixth consecutive working day of absence and continuing for twenty-six (26) weeks, then half pay for an additional twenty-six (26) weeks.

3. If the Association Member has completed twenty (20) years of service but less than twenty-five (25) years of service, full pay from the sixth consecutive working day of absence and continuing for thirty-nine (39) weeks, then half pay for an additional thirteen (13) weeks.

4. If the Association Member has completed more than twenty-five (25) years of service, full pay from the sixth consecutive day of absence and continuing for fifty-two (52) weeks.

e. The Association Member is to give notification of sickness to their immediate supervisor prior to the scheduled work starting time. In the event the Association Member has not given such prior notification, sick leave may be granted by the Police Chief if the circumstances justify it.

f. If an Association Member has received long-term disability benefits for any period and is again absent on account of the same sickness within two (2) weeks after the termination of such period, any remaining long-term benefits shall begin on the first day of absence.

g. Successive periods of sickness from any single cause shall be counted together as

1 one (1) period in computing the period during which an Association Member shall
2 be entitled to benefits, except that any sickness occurring after an Association
3 Member has returned to work and has been continuously engaged thereafter in the
4 performance of duty for thirteen (13) weeks shall be considered as a new sickness
5 and not as part of any disability which preceded such period of thirteen (13) weeks.

6 h. "Full pay" and "half pay" shall be based on the Association Member's normal rate
7 of pay as established by salary ordinance excluding any other pay such as, but not
8 limited to, overtime, shift premiums, special duty pay, vacation accrual, holiday
9 pay accrual and automobile allowance.

10 i. Termination of Long-Term Disability Benefits. Thirty (30) days from the date a
11 health care provider determines that an Association Member, receiving long-term
12 disability benefits, is permanently and totally disabled, or that the Association
13 Member will never return to unrestricted duty within the Police service, the
14 Association Member will make application for disability retirement benefits under
15 either or both Wis. Stat. §§ 40.63 or 40.65. Thirty (30) days after certification of
16 disability, or within thirty (30) days after receipt of the decision of the Worker's
17 Compensation Division, DWD, determining the Association Member eligible for
18 benefits under Wis. Stat. § 40.65, long-term disability benefits will cease.
19 Employment will simultaneously terminate, subject to existing rules regarding use
20 of accrued vacation days. The City will provide all appropriate assistance to
21 Association Members who decide to make application for disability retirement.

22 j. Health Insurance. An Association Member whose long-term disability benefits
23 cease under the conditions set forth in paragraph 9 above may participate in the

1 City's retiree health insurance as permitted by and in accordance with City Code
2 and Policy and, if applicable, upon payment of the premium share addressed in
3 Article 14, Section 3. Retiree Health Insurance.

4 k. This program shall not apply to time lost due to accidental injury arising out of and
5 in the course of employment for the City.

6 l. Certification of Illness

7 i. Sick leave of four (4) consecutive working days or less may be permitted
8 without requiring the Association Member to submit a health care
9 provider's certification of sickness or illness provided the Police Chief has
10 other satisfactory evidence of bona fide illness. The granting of sick leave
11 for not more than four (4) days without the necessity of a health care
12 provider's certification is in all cases discretionary with the Police Chief
13 and shall be subject to such verification as the Police Chief sees fit to
14 require.

15 ii. When sick leave extends beyond the fourth consecutive working day of
16 absence, a statement from a health care provider (when appropriate)
17 certifying the nature and duration of the sickness and the anticipated date of
18 return is required in all cases. There shall be no payment for sickness in
19 excess of four (4) consecutive working days until certification is received
20 by the Police Chief.

21 iii. Association Members receiving long-term disability benefits shall
22 periodically submit reports regarding the nature of the sickness. Said reports
23 shall include the health care provider's estimate of the date the Association

1 Member will be able to return to duty. The Police Chief, keeping in mind
2 the nature of the sickness, shall determine the interval between reports.

3 iv. An Association Member, upon returning to work after receiving long-term
4 disability benefits, shall submit a health care provider's report certifying
5 that the Association Member is able to return to duty.

6 v. The word health care provider as it occurs herein is defined as provided
7 under State and Federal FMLA – a doctor of medicine, doctor of osteopathy,
8 physician's assistant, podiatrist, dentist, clinical psychologist, optometrist,
9 chiropractor, nurse practitioner, nurse midwife, or Christian Science
10 Practitioner.

11 m. An Association Member with less than five (5) years of service credited may utilize
12 accrued vacation or time due to off-set any period of unpaid absence under
13 paragraph 4 above.

14 n. Sick leave may be allowed in cases of sickness or injury occurring on vacation,
15 provided a proper certificate, as already described, is filed, and other vacation time
16 may be allowed in lieu of that lost due to sickness. The privilege of allowing not
17 more than four (4) days of sick leave without certificate shall not be extended,
18 however, to sickness while on vacation, and only certified sickness or injury shall
19 be recognized.

20 o. Willful violation of any of the rules and regulations of sick leave by any Association
21 Member or willful making of any false report regarding illness or sick leave shall
22 subject the Association Member committing such violation or making such false
23 report to disciplinary action and shall be considered cause for discharge, suspension

1 or demotion, subject to the law and rules regulating such actions.

2 p. The several provisions of this Article shall not be understood to infringe on the
3 statutory power of the Board of Police and Fire Commissioners to conduct
4 investigations and the Board may, at any time, conduct investigations into the
5 operation of the Sickness Disability Program A.

6 2. Sickness Disability Program B¹ (Association Members hired on/after August 28, 1996.

7 a. All non-civilian officers shall be qualified to receive payment from the City on
8 account of physical inability to work by reason of sickness or accidental injury
9 occurring outside of employment. Such payments shall terminate when disability
10 for work ceases and shall, in no case, extend beyond the periods hereinafter
11 provided.

12 b. The administration of this Sickness Disability Program shall be accomplished by
13 the Police Chief under such rules and regulations as may be prescribed by the Board
14 of Police and Fire Commissioners.

15 c. The word "sickness" as it occurs in these provisions shall be understood to include
16 bodily disease and afflictions affecting an Association Member, except as
17 hereinafter stated, whether or not a precise diagnosis is possible, when such disease
18 is in fact disabling. Sickness shall include any ailment or condition due to bodily
19 injury except such injuries as are exempt because compensable under the Worker's

¹ 1. Effective upon signing of Agreement, all new hires are required to participate in "Sickness Disability Program B".
2. Association Members hired prior to signing of this Agreement and currently in "Sickness Disability Program A", may change to "Program B", indefinitely, with a thirty (30) day notice to the Human Resources Office. This change is irreversible.
3. Current Association Member balances will be equal to 1.25 days/month upon signing of Agreement. No credit will be given to current Association Members for prior years of service.

1 Compensation Act. Injury may be either traumatic, such as that received from falls,
2 wounds and contusions, or may consist of such conditions as heat prostration or
3 electric shock. Mental or nervous afflictions may be recognized as sickness when
4 they take the form of mental diseases recognized by the medical profession, but the
5 term "sickness" shall not be extended to include mere mental attitudes, such as
6 anxiety, worry, grief, or mental shock, even though such may be, in fact, disabling
7 and may necessarily cause absence from duty. Necessary dental care shall be
8 recognized as a proper cause for granting sick leave. Ocular conditions
9 necessitating attention by an optometrist or ophthalmologist may be recognized as
10 a proper cause for granting sick leave.

- 11 d. Benefits. An Association Member shall earn 1.25 days of sick leave per month
12 (fifteen (15) days per year).
- 13 e. The Association Member is to give notification of sickness to their immediate
14 supervisor prior to the scheduled work starting time. In the event the Association
15 Member has not given such prior notification, sick leave may be granted by the
16 Police Chief if the circumstances justify it.
- 17 f. Termination of Sickness Disability Benefits. Thirty (30) days from the date a health
18 care provider determines that an Association Member is permanently and totally
19 disabled, or that the Association Member will never return to unrestricted duty
20 within the Police service, the Association Member will make application for
21 disability retirement benefits under either or both Wis. Stat. §§40.63 or 40.65.
22 Thirty (30) days after certification of disability, or within thirty (30) days after
23 receipt of the decision of the Worker's Compensation Division, DWD, determining

1 the Association Member eligible for benefits under Wis. Stat. § 40.65, sickness
2 disability benefits will cease. Employment will simultaneously terminate, subject
3 to existing rules regarding use of accrued vacation days. The City will provide all
4 appropriate assistance to Association Members who decide to make application for
5 disability retirement.

6 g. Health Insurance. An Association Member whose sickness disability benefits cease
7 under the conditions set forth in paragraph 6 above may participate in the City's
8 retiree health insurance as permitted by and in accordance with City Code and
9 Policy and, if applicable, upon payment of the premium share addressed in Article
10 14, Section 3. Retire Health Insurance.

11 h. This program shall not apply to time lost due to accidental injury arising out of and
12 in the course of employment for the City.

13 i. Certification of Illness

14 i. Sick leave of four (4) consecutive working days or less may be permitted
15 without requiring the Association Member to submit a health care
16 provider's certification of sickness or illness provided the Police Chief has
17 other satisfactory evidence of bona fide illness. The granting of sick leave
18 for not more than four (4) days without the necessity of a health care
19 provider's certification is in all cases discretionary with the Police Chief
20 and shall be subject to such verification as the Police Chief sees fit to
21 require.

22 ii. When sick leave extends beyond the fourth consecutive working day of
23 absence, a statement from a health care provider (when appropriate)

1 certifying the nature and duration of the sickness and the anticipated date of
2 return is required in all cases. There shall be no payment for sickness in
3 excess of four (4) consecutive working days until certification is received
4 by the Police Chief.

5 iii. Association Members receiving sickness disability benefits shall
6 periodically submit reports regarding the nature of the sickness. Said reports
7 shall include the health care provider's estimate of the date the Association
8 Member will be able to return to duty. The Police Chief, keeping in mind
9 the nature of the sickness, shall determine the interval between reports.

10 iv. An Association Member, upon returning to work after receiving sickness
11 disability benefits, shall submit a health care provider's report certifying
12 that the Association Member is able to return to duty.

13 v. The word health care provider as it occurs herein is defined as provided
14 under State and Federal FMLA – a doctor of medicine, doctor of osteopathy,
15 physician's assistant, podiatrist, dentist, clinical psychologist, optometrist,
16 chiropractor, nurse practitioner, nurse midwife, or Christian Science
17 Practitioner.

18 j. Sick leave may be allowed in cases of sickness or injury occurring on vacation,
19 provided a proper certificate, as already described, is filed, and other vacation time
20 may be allowed in lieu of that lost due to sickness. The privilege of allowing not
21 more than four (4) days of sick leave without certificate shall not be extended,
22 however, to sickness while on vacation, and only certified sickness or injury shall
23 be recognized.

1 k. Willful violation of any of the rules and regulations of sick leave by any Association
2 Member or willful making of any false report regarding illness or sick leave shall
3 subject the Association Member committing such violation or making such false
4 report to disciplinary action and shall be considered cause for discharge, suspension
5 or demotion, subject to the law and rules regulating such actions.

6 l. The several provisions of this Article shall not be understood to infringe on the
7 statutory power of the Board of Police and Fire Commissioners to conduct
8 investigations and the Board may, at any time, conduct investigations into the
9 operation of the Sickness Disability Program B.

10 SECTION 3. Worker's Compensation – All Members who become eligible for weekly Worker's
11 Compensation payments, shall be paid eighty percent (80%) of wages in lieu of such payments.
12 Such wages, which shall not diminish the Association Member's sick leave, shall be paid only
13 during the period of temporary partial or temporary total disability. "Temporary partial" and
14 "temporary total" are hereby defined according to Wisconsin law.

15 SECTION 4. Military Leaves of Absence – Association Members who enter military service in
16 times of national emergency or who participate in active duty training with the reserve components
17 of the military establishment shall be reimbursed by the City in accordance with City Code and
18 Policy.

19 SECTION 5. Subrogation – In the event the City makes any payment of sickness disability benefits
20 under City Code and Policy, the City shall be subrogated to all the Association Member's rights
21 of recovery therefore against any third party or their insurer for such payment. Should the
22 Association Member make a claim or maintain an action against a third party in a case where
23 sickness disability benefits have been paid, said claim or action shall include a demand for

1 reimbursement of the sickness disability benefits paid by the City. The City shall be entitled to any
2 such benefits recovered by the Association Member, minus one-third (1/3) thereof which
3 represents the cost of collection. The City shall fully restore the recovered sickness disability hours
4 to the Association Member's account. Any right to subrogation for the payment of medical
5 expenses, including hospitalization and/or surgical care under City Code and Policy, shall be
6 pursuant to the subrogation provisions of the Health Insurance Plan.

7

ARTICLE 10 - VACATIONS

SECTION 1. Association Members of the Police Department shall be entitled to and shall be granted vacations in accordance with the following schedule:

1. Eleven (11) working days after one (1) year of service
2. Twelve (12) working days after five (5) years of service
3. Seventeen (17) working days after eight (8) years of service
4. Twenty (20) working days after twelve (12) years of service
5. Twenty-two (22) working days after sixteen (16) years of service
6. Twenty-four (24) working days after twenty (20) years of service
7. Twenty-five (25) working days after twenty-one (21) years of service
8. Twenty-six (26) working days after twenty-two (22) years of service
9. Twenty-eight (28) working days after twenty-three (23) years of service
10. Twenty-nine (29) working days after twenty-five (25) years of service

Vacation time shall be earned at the rate of the number of days per month since the last anniversary date of appointment, within the preceding calendar year, with the maximum number of days per calendar year based upon an Association Member's years of service credit, as indicated in the following schedule:

Days Per Month Since Last Anniversary Date	Maximum Days Per Calendar Year	Association Member's Years of Service Credit
0.92	11	At least 1, but less than 5
1.00	12	At least 5, but less than 8
1.42	17	At least 8, but less than 12
1.66	20	At least 12, but less than 16
1.84	22	At least 16, but less than 20

2.00	24	At least 20, but less than 21
2.09	25	At least 21, but less than 22
2.17	26	At least 22, but less than 23
2.34	28	At least 23, but less than 25
2.42	29	After 25

An Association Member appointed on or before the fifteenth day of any month shall be considered to accrue vacation for the entire month and an Association Member appointed after the fifteenth day of any month shall not accrue vacation until the first of the succeeding month.

SECTION 2. Any Association Member 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.

SECTION 3. A vacation selection may at minimum be three (3) consecutive vacation days, to a maximum of ten (10) vacation days. Consecutive is understood to mean in conjunction with off days. If the three (3) vacation picks are not utilized on the December 31 deadline for selection for the following calendar year, Association Members may pick the remaining unused vacation picks throughout the year as long as the schedule is not closed for the requested days. Unused vacation picks would have to be a minimum of three (3) days and a maximum of ten (10) days. The shift commander shall consider requests of down to a single day for a vacation pick on a case-by-case basis. Single and two (2) day selections must be in the officer's first three (3) requests to be

1 considered. A one (1) week minimum block utilizing vacation days is required for Christmas week.
2 Officers must maintain sufficient days of vacation to cover all scheduled vacation selections. The
3 deadline for the vacation selection process shall be December 31 of the current calendar year for
4 selection in the next calendar year.

5 SECTION 4. Any vacation taken before it has been fully earned shall be considered time owed the
6 City until it is earned. Any Association Member who leaves the service of the Department due to
7 resignation, retirement, layoff or death, or who takes military leave will be paid for earned vacation
8 time. In case of the death of any Association Member, the accrued vacation allowance of such
9 Association Member shall be paid to such person and in the manner provided by Wis. Stat. §
10 109.03(3). Any Association Member who leaves the service of the Department for any of the
11 reasons set forth above will have the compensation for vacation time owed the City deducted from
12 the Association Member's final pay. Association Members discharged for cause shall not be
13 entitled to pay for accumulated vacation time.

14 SECTION 5. Each year's vacation must be taken before December 31. Vacation time not taken off
15 before the end of the year will be considered lost, however, this does not include time accrued
16 since the last anniversary date for vacation purposes. When a person Association Member who has
17 resigned from the Department's service applies for reinstatement, the Police and Fire Commission
18 may, should it desire, grant that Association Member credit for prior service with the Department
19 for vacation purposes, if the situation should warrant such action.

20 SECTION 6. For purposes of vacation entitlement, an Association Member will receive credit for
21 other service in the employment of the City.

22 SECTION 7. The Police Chief shall determine and establish vacation schedules for bureaus and
23 work shifts, being guided by the practical considerations involved in the efficient operation of the

Department and the need to maintain the necessary strength of personnel. Choice of vacation within the vacation schedule shall be on the following basis: for Patrol Officer, by years of service with the Department and for ranks higher than Patrol Officer, according to rank by years of service within that rank from the last date of appointment to that rank.

SECTION 8.

1. Loss of vacation accrual shall begin after three (3) consecutive months on sickness disability, at a loss rate of one-twelfth (1/12) of the Association Member's annual vacation entitlement for the third month and one-twelfth (1/12) for each succeeding full month on sickness disability.

2. If an Association Member goes on sickness disability leave on or before the fifteenth day of the month, the Association Member shall be considered to be on sickness disability leave for the complete month and if the Association Member goes on sickness disability leave after the fifteenth of a month, that month will not be considered for loss of vacation accrual. If the Association Member returns to duty prior to completing any full month on sickness disability, that month shall not be considered for loss of vacation accrual. If an Association Member is on sickness disability leave on December 31, loss of vacation accrual will, nonetheless, continue into the next year.

3. Paragraphs 7 and 8 of Section 2, Sickness Disability Program A, of Article 9, Leaves, shall apply to loss of vacation accrual.

4. If an Association Member is on sickness disability leave on their appointment date, loss of vacation accrual will nonetheless continue.

SECTION 9. An Association Member who uses one (1) full and continuous workweek of vacation in the months of January, February, or March, will be credited with one (1) additional day of

1 vacation for said calendar year.¹ The granting of this one (1) additional vacation day shall be
2 contingent upon the Association Member notifying, in writing or via email, the Administrative
3 Support Specialist assigned to the Police Chief's Office, that they are entitled to the one (1)
4 additional day per this provision. Upon notification to the Administrative Support Specialist, the
5 additional one (1) day will be placed in the Association Member's regular vacation bank in
6 accordance with the provisions of this collective bargaining contract.

¹ Capped at one (1) additional day per calendar year; that is, an Association Member is not granted one (1) additional day per each week taken in the months of January, February, or March.

ARTICLE 11 - HOLIDAYS

SECTION 1. In lieu of holidays, Association Members shall be paid the equivalent of eleven (11) eight (8) hour days, which shall be paid at time and one half (1-1/2). The holiday pay hourly rate shall be as set forth in Appendix A. This compensation shall be paid on or before the first Payroll Date after December 1 of the year in which it is earned. Part-time School Liaison Officers shall not be eligible for holiday pay.

SECTION 2. Association Members who terminate employment for any reason other than involuntary disciplinary discharge, will be compensated as set forth in Section 1, on a pro-rated basis computed on time worked in that calendar year. Partial months shall be credited to the closest full month. Such compensation for a deceased Association Member will be paid to the survivors or the estate of the deceased Association Member.

SECTION 3. Association Members for the calendar year in which their employment commences shall be compensated as set forth in Section 1 on a pro-rated basis computed on time worked in that calendar year. Partial months shall be credited to the closest full month.

SECTION 4. Association Members who are in the wage step progression or who have been appointed to a Specialty Position or promoted during the course of the year will be compensated as set forth in Section 1, on a pro-rated basis computed on time worked in paid classification in that calendar year. Partial months shall be credited to the closest full month.

SECTION 5.

1. Loss of holiday pay accrual shall begin after three (3) consecutive months on sickness disability, at a loss rate of one-twelfth (1/12) of the Association Member's holiday pay for the third month and one-twelfth (1/12) for each succeeding full month on sickness disability.

2. If the Association Member goes on sickness disability leave on or before the fifteenth day of a month, the Association Member shall be considered to be on sickness disability leave for the complete month and if the Association Member goes on sickness disability leave after the fifteenth day of a month, that month will not be considered for loss of holiday pay accrual. Likewise, if the Association Member returns to duty prior to completing any full month on sickness disability that month shall not be considered for loss of holiday pay accrual.

3. Holiday pay is paid for the period of January 1 through December 31 of each year. If an Association Member is on sickness disability leave on December 31, loss of holiday pay accrual will nonetheless continue into the next year.

SECTION 6. The following days shall be holidays for all Association Members assigned to specialty positions working a Monday through Friday schedule of five (5) days on duty, two (2) days off duty:

1. New Year's Day

2. Martin Luther King Day

3. Memorial Day

4. Independence Day

5. Labor Day

6. Thanksgiving Day

7. Day after Thanksgiving

8. December 24

9. Christmas Day

10. Three (3) "random" days which shall be assigned in the same manner as a vacation day at

- 1 the request of the Association Member and with the approval of the Police Chief. All random days
- 2 may be taken in less than four (4) hour increments and must be used by December 31 of each year.
- 3

ARTICLE 12 - CLOTHING

SECTION 1. All Members shall be paid an allowance of Five Hundred Dollars (\$500.00) annually no later than the second Payroll Date in March, to be used for the maintenance and cleaning of all uniforms and/or work clothing.

SECTION 2. The City shall maintain a uniform replacement fund. Each year the City shall pay into the fund One Hundred Fifty Dollars (\$150.00) per uniformed Member covered by this Agreement on January 1 of each year. In addition, any amount remaining in the fund from the previous year, not to exceed Three Thousand Dollars (\$3,000.00), shall be carried over into the fund for the subsequent year. The uniform replacement fund shall be administered by the Police Department for the purpose of uniform and equipment replacement. The Police Chief shall periodically inspect the uniforms and equipment of the Association Members and may require any needed uniforms and equipment to be purchased from such fund. A sum of Two Hundred Dollars (\$200.00) per year shall be paid to each sworn non-uniformed Member on or before the first Payroll Date after December 1 in lieu of participation in the uniform replacement fund; Detectives shall receive an additional Two Hundred Dollars (\$200.00) per year. The uniform replacement fund shall be City property.

SECTION 3. The Police Department shall provide all required uniforms and equipment to each new appointee. Such uniforms and equipment so purchased shall be the property of the Police Department.

SECTION 4. Upon approval by the Police Chief, the City will pay the reasonable cost of repair or replacement of items of equipment and personal belongings, damaged, destroyed or rendered unusable, in the line of duty. A request for repair or replacement shall be transmitted to the Police Chief in an interoffice memorandum. Payment will not be made for items damaged or destroyed

1 through the negligence or misconduct on the part of the Association Member. Association
2 Members are required to exercise prudence and sound judgment with regard to the type, quality
3 and value of items of equipment or personal belongings, carried by the Association Member in the
4 course of duty. Full payment shall not be made for items of unnecessarily high value.

5

ARTICLE 13 - PENSIONS

SECTION 1. Association Members shall be enrolled in the Wisconsin Retirement System (WRS) pursuant to Wis. Stat. § 40.22 and are subject to paying the requisite portion of the Association Member-required contribution in accordance with Wis. Stat. § 40.05(1) and any other applicable laws.

SECTION 2. Compulsory retirement shall be governed by the Rules and Regulations of a Board of Police and Fire Commissioners of the City of West Allis.

1 ARTICLE 14 - HEALTH, DENTAL, AND LIFE INSURANCE

2 SECTION 1. Premium Share. Association Members who participate in health insurance provided
3 to them by the City in accordance with City Code or Policy shall pay the following monthly
4 premium share contributions:

- 5 1. Except as provided below, twenty percent (20%) per month for a single, couple or family
6 plan.
- 7 2. Fifteen (15%) per month for a single, couple or family plan for any Association Members
8 who, along with their spouse, participate in a City-sponsored Health Risk Assessment
9 (HRA).¹

10 SECTION 2. Life Insurance – Association Members shall be covered for life insurance under the
11 State of Wisconsin Insurance Program in accordance with Wis. Stat. §§ 40.70 to 40.74. The City
12 shall pay one hundred percent (100%) of the Association Member life insurance premium under
13 the City's existing Wisconsin Group Life Insurance Program for each Association Member
14 enrolled.

15 SECTION 3. Retiree Health Insurance – An Association Member who retires shall be eligible to
16 participate in health insurance provided by the City for retirees as permitted by and in accordance
17 with City Code and Policy and, if applicable, upon payment of the premium share in Section 1
18 above.

19 SECTION 4. Dental Insurance – Association Members shall be covered for dental insurance under
20 the dental insurance program established for Association Members within the managerial,
21 supervisory, confidential and professional service of the City of West Allis, pursuant to City Code

¹ If a Health Risk Assessment (HRA) is not offered in any given plan year, Association Members will be subject to the rate listed in A. 1., B. 1., or C.1, as applicable. Eligible child(ren) may participate in City-sponsored HRA's.

1 and Policy. The City shall pay one hundred percent (100%) of the premium for the term of this
2 Agreement.

3

1 ARTICLE 15 - GRIEVANCE RESOLUTION PROCEDURES

2 SECTION 1. All grievances of Association Members or the Association shall be processed in
3 accordance with the procedures outlined below. Whenever the word "Association Member"
4 appears in the grievance procedure, it shall be replaced by the term "grievant". All grievances
5 processed by the Association shall begin at Step 2 of the grievance procedure. A grievance shall
6 consist only of a dispute or disagreement involving the interpretation or application of the terms
7 or provisions of this Agreement, including a complaint involving working conditions established
8 by this Agreement and the application of the Police Department rules and regulations. The
9 grievance procedure shall not apply to departmental operations and proceedings; nor to
10 disciplinary actions, promotional procedures, job classifications, or any other matter contained in
11 Wis. Stat. § 62.13. All matters subject to the provisions of Wis. Stat. § 62.13, shall be processed
12 in accordance with such statute.

13 **Step 1.** If an Association Member has a grievance, the Association Member shall first present and
14 discuss the grievance orally with the command staff member involved, or in their absence, a
15 command staff member, either alone or accompanied by an Association representative. In order to
16 be timely, a grievance must be presented at the Step 1 level within fifteen (15) calendar days of
17 knowledge of the circumstances causing the grievance. The command staff member shall have
18 four (4) calendar days to reach a decision and communicate it orally to the Association Member.

19 **Step 2.** The grievance shall be considered settled at the Step 1 level, unless within fifteen (15)
20 calendar days after the communication of the command staff member's decision, the Association
21 Member and/or the Association representative shall reduce the grievance to writing and present it
22 to the Police Chief. Within fifteen (15) calendar days, the Police Chief shall send to the Association
23 Member and the Association a written answer to the grievance. The written answer shall state the

1 nature of any suggested resolution of the grievance or the reason(s) for rejecting the grievance.

2 **Step 3.** The grievance shall be considered settled in accordance with the written answer of the
3 Police Chief, unless a written notice is given by either the Association Member or the Association
4 of the desire to appeal the grievance for final and binding determination to either the Police and
5 Fire Commission or to a private arbitration. In order to be timely, the written notice of appeal must
6 be presented to the Police Chief within fifteen (15) calendar days after the date of the Police Chief's
7 written answer.

8 **Step 4.** Police and Fire Commission Appeal. The Commission shall schedule the grievance for a
9 formal hearing within fifteen (15) calendar days after the date of the written notice of appeal. The
10 Commission shall render its decision within fifteen (15) calendar days after the hearing. The
11 decision of the Commission shall be final and binding on the parties. In arriving at its decision, the
12 Commission shall neither modify, amend, add to, or subtract from the language of this Agreement.

13 **Step 5.** Arbitration Appeal. The private arbitration of a grievance shall be governed and controlled
14 by the following procedures:

15 1. Within seven (7) calendar days after receipt of a written notice for arbitration, the parties
16 shall meet to select an arbitrator. If the parties fail to select an arbitrator, the Wisconsin
17 Employment Relations Commission may be requested by either or both parties to provide
18 a panel of five (5) arbitrators. Both the City and the Association shall have the right to
19 delete two (2) names from the panel of arbitrators received from the Wisconsin
20 Employment Relations Commission, each in alternate strikes, with the remaining person
21 becoming the arbitrator.

22 2. The arbitrator so selected shall hold a hearing at a time and place convenient to the parties
23 and shall take such evidence as is in the arbitrator's judgment appropriate to the disposition

1 of the dispute. The arbitrator shall have initial authority to determine whether or not the
2 grievance is arbitrable, and once so determined, shall proceed to determine the merits of
3 the grievance submitted to arbitration.

4 3. The arbitrator shall be requested to issue a decision within thirty (30) days after the
5 conclusion of testimony and argument. The arbitrator, in arriving at a determination of any
6 issue, shall be limited to the terms of this Agreement and shall neither modify, amend, add
7 to, nor subtract from the language of the Agreement. The arbitrator shall adjudicate and
8 not legislate or determine interests. The decision of the arbitrator shall be final and binding
9 on the parties.

10 4. Expenses for the arbitrator's services and the proceedings shall be borne equally by the City
11 and the Association; however, each party shall be responsible for compensating its own
12 representatives and witnesses. If either party desires a verbatim record of the proceedings,
13 it may cause such a record to be made, providing such party pays for the record. If both
14 parties desire a verbatim record, such cost shall be borne equally.

15 SECTION 2. The failure of a party to comply with any time limit described in the procedures
16 stated in this Article shall have the effect of resolving the grievance in favor of the position of the
17 opposing party. The time limits specified in this Article may be extended at any step by the written
18 mutual consent of the parties.

1 ARTICLE 16 - RESIDENCY

2 SECTION 1. Emergency Contact

3 Members shall, at all times, maintain a telephone service and shall within twenty-four (24) hours
4 notify the Administrative Support Specialist of any change of telephone number through which
5 they may be reached in cases of emergency.

6 SECTION 2. Two-Tier Residency

7 1. A two-tier wage scale shall be established for resident and non-resident perimeter
8 Association Members.

9 2. The resident scale, Wage Scale R, shall reflect the negotiated wages for each contract year.

10 3. The non-resident perimeter scale, Wage Scale P, shall reflect the effect of the pay for non-
11 resident perimeter Association Members as two percent (2%) less than that of resident
12 Association Members (Wage Scale R).

13 4. An Association Member's wage scale (either Wage Scale R or Wage Scale P) shall be
14 determined on an ongoing basis by the actual locational status of the Association Member
15 from the exact date that residency to non-residency or non-residency to residency occurs;
16 no post-dating or pre-dating shall take place. Association Members shall notify the City
17 within twenty-four (24) hours of any change in residency.

18 5. The perimeter for establishing non-residency shall be south of Highway 60, east of
19 Highway P, south of Highway MM, east of Highway 67, north of Highway LO, east of
20 Highway E, and north of Highway 20. To establish qualified residency, the residence must
21 have a postal address inside of the boundaries or on one (1) of the highways named. All
22 Association Members hired before January 1, 2008, shall be "grandfathered" at their
23 current residence; if said Association Member moves, must be within boundaries.

- 1 6. Any non-resident Association Member hired after May 25, 1999, shall be paid at Wage
2 Scale P. Residency within the City limits or the designated perimeter must be established
3 within eighteen (18) months of appointment. The appropriate wage scale shall apply.
- 4 7. Notwithstanding any of the above, residency within the City or the designated perimeter
5 remains a condition of employment.
- 6

1 ARTICLE 17 - MISCELLANEOUS PROVISIONS

2 SECTION 1. All other benefits currently being enjoyed by the members shall continue to be in
3 effect provided such benefit does not duplicate a similar benefit herein provided. No Association
4 Member shall suffer a reduction in such benefits as a consequence of the execution of this
5 Agreement. Except as otherwise stated herein, the benefits for part-time Association Members
6 shall be consistent with those outlined in this Agreement with proration being applied per City
7 policy.

8 SECTION 2. Any motions or resolutions heretofore adopted by the City Council and inconsistent
9 with the foregoing provisions of this Agreement are hereby superseded by this Agreement.

10 SECTION 3. This Agreement is subject to amendment, alteration, or addition only by subsequent
11 written agreement between and executed by the City and the Association where mutually
12 agreeable. The waiver of any breach, term or condition of this contract by either party hereto shall
13 not constitute a precedent in the future enforcement of all its terms and conditions.

14 SECTION 4. If any Article of this Agreement, or any addenda thereto, should be held invalid by
15 operation of law or any tribunal of competent jurisdiction, or if compliance with or enforcement
16 of any Article should be restrained by such tribunal, the remainder of this Agreement and addenda
17 shall not be affected thereby, and the parties shall enter into immediate collective bargaining
18 negotiations for the purpose of arriving at a mutually satisfactory replacement of such Article.

19 SECTION 5.

- 20 1. The City will reimburse up to Five Hundred Dollars (\$500.00) per year of tuition costs
21 incurred through enrollment in job-related courses designed to directly improve the
22 knowledge of the Association Member or a course prerequisite for a job-related degree.
- 23 2. Reimbursable tuition costs shall include tuition, course materials, books, library fees,

1 student fees, supplies, registration, etc.

2 3. Reimbursable tuition costs shall not include mileage or other transportation costs, meals or
3 lodging.

4 4. Reimbursement shall be made upon the Association Member furnishing a receipt where
5 reimbursable costs are not paid by another source.

6 5. Course and subject approval shall be obtained in advance from the Police Chief in order to
7 qualify for later reimbursement.

8 6. In order to qualify for reimbursement, the Association Member must submit proof to the
9 Police Chief of satisfactory completion of each semester's work with at least a grade point
10 average of "C" or the equivalent.

11 7. Course work will be accomplished during non-working hours.

12 SECTION 6. Members of the bargaining unit will be compensated at the Internal Revenue Service
13 mileage reimbursement rate for personal use of an automobile to travel to training schools.

14 SECTION 7. Miscellaneous Clarification – Association Members are allowed to carryover
15 compensatory (green) time off, along with forty (40) hours of vacation. The combined limit would
16 not include any time accumulated at the start of the calendar year (i.e., thirty-two (32) hours of
17 time accumulated January 1, by personnel on the 5-2 work schedule). Vacation carryover must be
18 used by July 1 or it will be lost.

19 SECTION 8. Association Members who suffer an illness/injury but who are able to perform
20 temporary light duties shall be required to do so rather than take sick/injury leave. Whether or not
21 an Association Member is able to perform temporary light duties shall be determined by the
22 Association Member's doctor, the City's doctor, or both, or in the case of disagreement, a doctor
23 mutually agreed upon by the City and the Association. Temporary light duty shall consist of

1 Association Members working up to eight (8) hours per day, but in a limited capacity. Association
2 Members shall be given a minimum of ten (10)-calendar days' notice if their normal work shift or
3 work hours are to be altered. Once that schedule is set, any changes can only be made by mutual
4 agreement between the City and the member as long as the temporary light duty continues. If there
5 is a conflict between the altered hours or work week and a previously scheduled vacation,
6 compensatory (green) time or time trade day, the Association Member will be allowed to take the
7 time off. Temporary light duty shall require the Association Member to perform those duties
8 approved by their doctor, the City's doctor, both doctors, or in the case of disagreement, a doctor
9 mutually agreed upon by the City and the Association.

10 SECTION 9. This Agreement constitutes an entire agreement between the parties and no verbal
11 statement shall supersede any of its provisions.

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SECTION 4. When the Association is notified by the City of a violation of this Article, the Association shall immediately take necessary affirmative action to terminate the prohibited conduct. The Association shall be liable, financially or otherwise, to the City for such prohibited conduct unless such necessary affirmative action is immediately taken. Affirmative action shall include the following: (1) Officers of the Association shall talk with those responsible for or participating in such prohibited conduct, stating to them that (a) their action violates this Agreement which subjects them to discipline, including discharge, (b) the prohibited conduct is not authorized by the Association and the Association does not approve or condone it, and (c) the prohibited conduct should immediately cease and the involved personnel should immediately return to their respective and assigned duties; (2) The Association shall immediately post a notice signed by its president stating the information listed in (1) above.

1 ARTICLE 19 - DURATION

2 This Agreement shall become effective from January 1, 2026, up to and including December 31,
3 2029. Either party wishing to negotiate a successor agreement shall advise the other party at least
4 ninety (90) days prior to the date of expiration by written notice. If an agreement is not reached
5 prior to the expiration of the contract, all benefits and conditions of the contract which are
6 mandatory subjects of bargaining under the provisions of the Wisconsin Municipal Employment
7 Relations Act shall continue until a successor agreement has been reached.

WEST ALLIS PROFESSIONAL POLICE ASSOCIATION

By: _____
Name: Zachary Scott
Title: President
Date: _____

By: _____
Name: _____
Title: Secretary
Date: _____

CITY OF WEST ALLIS

By: _____
Name: Erin Hirn
Title: City Administrator
Date: _____

WEST ALLIS POLICE AND FIRE COMMISSION

As to the provisions of the Contract which address operational functions.

By: _____
Name: Mark Manthei
Title: President

Date: _____

Countersigned this ____ day of _____, 2025, and I hereby certify that provision has been made to pay the liability that will accrue under this contract between the City of West Allis and the West Allis Professional Police Association.

By: _____

Name: Jason Kaczmarek

Title: Comptroller

Approved as to form this _____ day of _____, 2025.

By: _____

Name: Kail Decker

Title: City Attorney

APPENDIX A

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

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

The duty assignments of Specialist I positions of S.I.U. Corporal, 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, High School Liaison Officer, Middle School Liaison Officer, Part-Time 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.

PART 1A - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2026

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,330.65	\$ 2,697.83	\$ 2,935.01	\$ 3,171.47	\$ 3,350.71	\$ 3,502.81
	Hourly (77 hours)	\$ 30.2682	\$ 35.0368	\$ 38.1170	\$ 41.1879	\$ 43.5157	\$ 45.4910
	Annual (26 pay periods)	\$ 60,596.90	\$ 70,143.58	\$ 76,310.26	\$ 82,458.22	\$ 87,118.46	\$ 91,073.06
	Holiday (11 days)	\$ 3,995.40	\$ 4,624.85	\$ 5,031.45	\$ 5,436.81	\$ 5,744.07	\$ 6,004.82
	Total Annual Pay	\$ 64,592.30	\$ 74,768.43	\$ 81,341.71	\$ 87,895.03	\$ 92,862.53	\$ 97,077.88
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,653.46					
	Hourly (77 hours)	\$ 47.4475					
	Annual (26 pay periods)	\$ 94,989.96					
	Holiday (11 days)	\$ 6,263.07					
	Total Annual Pay	\$ 101,253.03					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,653.46					
	Hourly (80 hours)	\$ 47.4475					
	Annual (26 pay periods)	\$ 94,989.96					
	Holiday (11 days)	\$ 6,263.07					
	Total Annual Pay	\$ 101,253.03					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,720.48	\$ 3,861.43				
	Hourly (80 hours)	\$ 48.3179	\$ 50.1484				
	Annual (26 pay periods)	\$ 96,732.48	\$ 100,397.18				
	Holiday (11 days)	\$ 6,377.97	\$ 6,619.59				
	Total Annual Pay	\$ 103,110.45	\$ 107,016.77				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,720.48	\$ 3,888.74				
	Hourly (77 hours)	\$ 48.3179	\$ 50.5031				
	Annual (26 pay periods)	\$ 96,732.48	\$ 101,107.24				
	Holiday (11 days)	\$ 6,377.97	\$ 6,666.41				
	Total Annual Pay	\$ 103,110.45	\$ 107,773.65				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 3,926.13	\$ 3,983.54				
	Hourly (80 hours)	\$ 50.9887	\$ 51.7343				
	Annual (26 pay periods)	\$ 102,079.38	\$ 103,572.04				
	Holiday (11 days)	\$ 6,730.51	\$ 6,828.93				
	Total Annual Pay	\$ 108,809.89	\$ 110,400.97				

PART 1A - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2026

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,287.44	\$ 2,647.34	\$ 2,879.57	\$ 3,111.64	\$ 3,287.72	\$ 3,436.59
	Hourly (77 hours)	\$ 29.7070	\$ 34.3810	\$ 37.3970	\$ 40.4109	\$ 42.6977	\$ 44.6310
	Annual (26 pay periods)	\$ 59,473.44	\$ 68,830.84	\$ 74,868.82	\$ 80,902.64	\$ 85,480.72	\$ 89,351.34
	Holiday (11 days)	\$ 3,921.33	\$ 4,538.30	\$ 4,936.41	\$ 5,334.24	\$ 5,636.09	\$ 5,891.30
	Total Annual Pay	\$ 63,394.77	\$ 73,369.14	\$ 79,805.23	\$ 86,236.88	\$ 91,116.81	\$ 95,242.64
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,584.92					
	Hourly (77 hours)	\$ 46.5574					
	Annual (26 pay periods)	\$ 93,207.92					
	Holiday (11 days)	\$ 6,145.58					
	Total Annual Pay	\$ 99,353.50					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,584.92					
	Hourly (80 hours)	\$ 46.5574					
	Annual (26 pay periods)	\$ 93,207.92					
	Holiday (11 days)	\$ 6,145.58					
	Total Annual Pay	\$ 99,353.50					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,649.78	\$ 3,788.50				
	Hourly (80 hours)	\$ 47.3997	\$ 49.2013				
	Annual (26 pay periods)	\$ 94,894.28	\$ 98,501.00				
	Holiday (11 days)	\$ 6,256.77	\$ 6,494.57				
	Total Annual Pay	\$ 101,151.05	\$ 104,995.57				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,649.78	\$ 3,814.73				
	Hourly (77 hours)	\$ 47.3997	\$ 49.5419				
	Annual (26 pay periods)	\$ 94,894.28	\$ 99,182.98				
	Holiday (11 days)	\$ 6,256.77	\$ 6,539.54				
	Total Annual Pay	\$ 101,151.05	\$ 105,722.52				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 3,852.10	\$ 3,907.89				
	Hourly (80 hours)	\$ 50.0273	\$ 50.7518				
	Annual (26 pay periods)	\$ 100,154.60	\$ 101,605.14				
	Holiday (11 days)	\$ 6,603.60	\$ 6,699.24				
	Total Annual Pay	\$ 106,758.20	\$ 108,304.38				

PART 1B - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2026

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,377.26	\$ 2,751.79	\$ 2,993.71	\$ 3,234.90	\$ 3,417.72	\$ 3,572.87
	Hourly (77 hours)	\$ 30.8735	\$ 35.7375	\$ 38.8794	\$ 42.0117	\$ 44.3860	\$ 46.4009
	Annual (26 pay periods)	\$ 61,808.76	\$ 71,546.54	\$ 77,836.46	\$ 84,107.40	\$ 88,860.72	\$ 92,894.62
	Holiday (11 days)	\$ 4,075.30	\$ 4,717.35	\$ 5,132.07	\$ 5,545.54	\$ 5,858.95	\$ 6,124.92
	Total Annual Pay	\$ 65,884.06	\$ 76,263.89	\$ 82,968.53	\$ 89,652.94	\$ 94,719.67	\$ 99,019.54
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,726.53					
	Hourly (77 hours)	\$ 48.3965					
	Annual (26 pay periods)	\$ 96,889.78					
	Holiday (11 days)	\$ 6,388.34					
	Total Annual Pay	\$ 103,278.12					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,726.53					
	Hourly (80 hours)	\$ 48.3965					
	Annual (26 pay periods)	\$ 96,889.78					
	Holiday (11 days)	\$ 6,388.34					
	Total Annual Pay	\$ 103,278.12					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,794.89	\$ 3,938.66				
	Hourly (80 hours)	\$ 49.2843	\$ 51.1514				
	Annual (26 pay periods)	\$ 98,667.14	\$ 102,405.16				
	Holiday (11 days)	\$ 6,505.53	\$ 6,751.99				
	Total Annual Pay	\$ 105,172.67	\$ 109,157.15				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,794.89	\$ 3,966.51				
	Hourly (77 hours)	\$ 49.2843	\$ 51.5131				
	Annual (26 pay periods)	\$ 98,667.14	\$ 103,129.26				
	Holiday (11 days)	\$ 6,505.53	\$ 6,799.73				
	Total Annual Pay	\$ 105,172.67	\$ 109,928.99				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,004.65	\$ 4,063.21				
	Hourly (80 hours)	\$ 52.0084	\$ 52.7690				
	Annual (26 pay periods)	\$ 104,120.90	\$ 105,643.46				
	Holiday (11 days)	\$ 6,865.11	\$ 6,965.50				
	Total Annual Pay	\$ 110,986.01	\$ 112,608.96				

PART 1B - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2026

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,333.19	\$ 2,700.29	\$ 2,937.16	\$ 3,173.87	\$ 3,353.47	\$ 3,505.32
	Hourly (77 hours)	\$ 30.3012	\$ 35.0687	\$ 38.1449	\$ 41.2191	\$ 43.5516	\$ 45.5236
	Annual (26 pay periods)	\$ 60,662.94	\$ 70,207.54	\$ 76,366.16	\$ 82,520.62	\$ 87,190.22	\$ 91,138.32
	Holiday (11 days)	\$ 3,999.75	\$ 4,629.07	\$ 5,035.13	\$ 5,440.92	\$ 5,748.81	\$ 6,009.12
	Total Annual Pay	\$ 64,662.69	\$ 74,836.61	\$ 81,401.29	\$ 87,961.54	\$ 92,939.03	\$ 97,147.44
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,656.62					
	Hourly (77 hours)	\$ 47.4886					
	Annual (26 pay periods)	\$ 95,072.12					
	Holiday (11 days)	\$ 6,268.49					
	Total Annual Pay	\$ 101,340.61					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,656.62					
	Hourly (80 hours)	\$ 47.4886					
	Annual (26 pay periods)	\$ 95,072.12					
	Holiday (11 days)	\$ 6,268.49					
	Total Annual Pay	\$ 101,340.61					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,722.78	\$ 3,864.27				
	Hourly (80 hours)	\$ 48.3478	\$ 50.1853				
	Annual (26 pay periods)	\$ 96,792.28	\$ 100,471.02				
	Holiday (11 days)	\$ 6,381.91	\$ 6,624.46				
	Total Annual Pay	\$ 103,174.19	\$ 107,095.48				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,722.78	\$ 3,891.02				
	Hourly (77 hours)	\$ 48.3478	\$ 50.5327				
	Annual (26 pay periods)	\$ 96,792.28	\$ 101,166.52				
	Holiday (11 days)	\$ 6,381.91	\$ 6,670.32				
	Total Annual Pay	\$ 103,174.19	\$ 107,836.84				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 3,929.14	\$ 3,986.05				
	Hourly (80 hours)	\$ 51.0278	\$ 51.7669				
	Annual (26 pay periods)	\$ 102,157.64	\$ 103,637.30				
	Holiday (11 days)	\$ 6,735.67	\$ 6,833.23				
	Total Annual Pay	\$ 108,893.31	\$ 110,470.53				

PART 2A - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2027

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,412.92	\$ 2,793.07	\$ 3,038.62	\$ 3,283.42	\$ 3,468.99	\$ 3,626.46
	Hourly (77 hours)	\$ 31.3366	\$ 36.2736	\$ 39.4626	\$ 42.6418	\$ 45.0518	\$ 47.0969
	Annual (26 pay periods)	\$ 62,735.92	\$ 72,619.82	\$ 79,004.12	\$ 85,368.92	\$ 90,193.74	\$ 94,287.96
	Holiday (11 days)	\$ 4,136.43	\$ 4,788.12	\$ 5,209.06	\$ 5,628.72	\$ 5,946.84	\$ 6,216.79
	Total Annual Pay	\$ 66,872.35	\$ 77,407.94	\$ 84,213.18	\$ 90,997.64	\$ 96,140.58	\$ 100,504.75
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,782.43					
	Hourly (77 hours)	\$ 49.1225					
	Annual (26 pay periods)	\$ 98,343.18					
	Holiday (11 days)	\$ 6,484.17					
	Total Annual Pay	\$ 104,827.35					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,782.43					
	Hourly (80 hours)	\$ 49.1225					
	Annual (26 pay periods)	\$ 98,343.18					
	Holiday (11 days)	\$ 6,484.17					
	Total Annual Pay	\$ 104,827.35					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,851.81	\$ 3,997.74				
	Hourly (80 hours)	\$ 50.0235	\$ 51.9187				
	Annual (26 pay periods)	\$ 100,147.06	\$ 103,941.24				
	Holiday (11 days)	\$ 6,603.10	\$ 6,853.27				
	Total Annual Pay	\$ 106,750.16	\$ 110,794.51				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,851.81	\$ 4,026.01				
	Hourly (77 hours)	\$ 50.0235	\$ 52.2858				
	Annual (26 pay periods)	\$ 100,147.06	\$ 104,676.26				
	Holiday (11 days)	\$ 6,603.10	\$ 6,901.73				
	Total Annual Pay	\$ 106,750.16	\$ 111,577.99				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,064.72	\$ 4,124.16				
	Hourly (80 hours)	\$ 52.7886	\$ 53.5605				
	Annual (26 pay periods)	\$ 105,682.72	\$ 107,228.16				
	Holiday (11 days)	\$ 6,968.09	\$ 7,069.99				
	Total Annual Pay	\$ 112,650.81	\$ 114,298.15				

PART 2A - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2027

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,368.19	\$ 2,740.79	\$ 2,981.22	\$ 3,221.48	\$ 3,403.77	\$ 3,557.90
	Hourly (77 hours)	\$ 30.7557	\$ 35.5947	\$ 38.7171	\$ 41.8374	\$ 44.2048	\$ 46.2065
	Annual (26 pay periods)	\$ 61,572.94	\$ 71,260.54	\$ 77,511.72	\$ 83,758.48	\$ 88,498.02	\$ 92,505.40
	Holiday (11 days)	\$ 4,059.75	\$ 4,698.50	\$ 5,110.66	\$ 5,522.54	\$ 5,835.03	\$ 6,099.26
	Total Annual Pay	\$ 65,632.69	\$ 75,959.04	\$ 82,622.38	\$ 89,281.02	\$ 94,333.05	\$ 98,604.66
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,711.47					
	Hourly (77 hours)	\$ 48.2009					
	Annual (26 pay periods)	\$ 96,498.22					
	Holiday (11 days)	\$ 6,362.52					
	Total Annual Pay	\$ 102,860.74					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,711.47					
	Hourly (80 hours)	\$ 48.2009					
	Annual (26 pay periods)	\$ 96,498.22					
	Holiday (11 days)	\$ 6,362.52					
	Total Annual Pay	\$ 102,860.74					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,778.62	\$ 3,922.23				
	Hourly (80 hours)	\$ 49.0730	\$ 50.9381				
	Annual (26 pay periods)	\$ 98,244.12	\$ 101,977.98				
	Holiday (11 days)	\$ 6,477.63	\$ 6,723.82				
	Total Annual Pay	\$ 104,721.75	\$ 108,701.80				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,778.62	\$ 3,949.39				
	Hourly (77 hours)	\$ 49.0730	\$ 51.2908				
	Annual (26 pay periods)	\$ 98,244.12	\$ 102,684.14				
	Holiday (11 days)	\$ 6,477.63	\$ 6,770.38				
	Total Annual Pay	\$ 104,721.75	\$ 109,454.52				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 3,988.08	\$ 4,045.84				
	Hourly (80 hours)	\$ 51.7932	\$ 52.5434				
	Annual (26 pay periods)	\$ 103,690.08	\$ 105,191.84				
	Holiday (11 days)	\$ 6,836.71	\$ 6,935.73				
	Total Annual Pay	\$ 110,526.79	\$ 112,127.57				

PART 2B - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2027

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,461.18	\$ 2,848.93	\$ 3,099.39	\$ 3,349.09	\$ 3,538.37	\$ 3,698.99
	Hourly (77 hours)	\$ 31.9634	\$ 36.9991	\$ 40.2518	\$ 43.4947	\$ 45.9529	\$ 48.0388
	Annual (26 pay periods)	\$ 63,990.68	\$ 74,072.18	\$ 80,584.14	\$ 87,076.34	\$ 91,997.62	\$ 96,173.74
	Holiday (11 days)	\$ 4,219.17	\$ 4,883.88	\$ 5,313.24	\$ 5,741.30	\$ 6,065.78	\$ 6,341.13
	Total Annual Pay	\$ 68,209.85	\$ 78,956.06	\$ 85,897.38	\$ 92,817.64	\$ 98,063.40	\$ 102,514.87
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,858.08					
	Hourly (77 hours)	\$ 50.1049					
	Annual (26 pay periods)	\$ 100,310.08					
	Holiday (11 days)	\$ 6,613.85					
	Total Annual Pay	\$ 106,923.93					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,858.08					
	Hourly (80 hours)	\$ 50.1049					
	Annual (26 pay periods)	\$ 100,310.08					
	Holiday (11 days)	\$ 6,613.85					
	Total Annual Pay	\$ 106,923.93					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,928.85	\$ 4,077.69				
	Hourly (80 hours)	\$ 51.0240	\$ 52.9570				
	Annual (26 pay periods)	\$ 102,150.10	\$ 106,019.94				
	Holiday (11 days)	\$ 6,735.17	\$ 6,990.33				
	Total Annual Pay	\$ 108,885.27	\$ 113,010.27				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,928.85	\$ 4,106.53				
	Hourly (77 hours)	\$ 51.0240	\$ 53.3316				
	Annual (26 pay periods)	\$ 102,150.10	\$ 106,769.78				
	Holiday (11 days)	\$ 6,735.17	\$ 7,039.77				
	Total Annual Pay	\$ 108,885.27	\$ 113,809.55				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,146.01	\$ 4,206.64				
	Hourly (80 hours)	\$ 53.8443	\$ 54.6317				
	Annual (26 pay periods)	\$ 107,796.26	\$ 109,372.64				
	Holiday (11 days)	\$ 7,107.45	\$ 7,211.38				
	Total Annual Pay	\$ 114,903.71	\$ 116,584.02				

PART 2B - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2027

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,415.55	\$ 2,795.61	\$ 3,040.84	\$ 3,285.91	\$ 3,471.85	\$ 3,629.06
	Hourly (77 hours)	\$ 31.3708	\$ 36.3066	\$ 39.4914	\$ 42.6742	\$ 45.0890	\$ 47.1306
	Annual (26 pay periods)	\$ 62,804.30	\$ 72,685.86	\$ 79,061.84	\$ 85,433.66	\$ 90,268.10	\$ 94,355.56
	Holiday (11 days)	\$ 4,140.94	\$ 4,792.47	\$ 5,212.87	\$ 5,632.99	\$ 5,951.74	\$ 6,221.25
	Total Annual Pay	\$ 66,945.24	\$ 77,478.33	\$ 84,274.71	\$ 91,066.65	\$ 96,219.84	\$ 100,576.81
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,785.70					
	Hourly (77 hours)	\$ 49.1649					
	Annual (26 pay periods)	\$ 98,428.20					
	Holiday (11 days)	\$ 6,489.77					
	Total Annual Pay	\$ 104,917.97					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,785.70					
	Hourly (80 hours)	\$ 49.1649					
	Annual (26 pay periods)	\$ 98,428.20					
	Holiday (11 days)	\$ 6,489.77					
	Total Annual Pay	\$ 104,917.97					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,854.19	\$ 4,000.67				
	Hourly (80 hours)	\$ 50.0544	\$ 51.9568				
	Annual (26 pay periods)	\$ 100,208.94	\$ 104,017.42				
	Holiday (11 days)	\$ 6,607.18	\$ 6,858.29				
	Total Annual Pay	\$ 106,816.12	\$ 110,875.71				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,854.19	\$ 4,028.38				
	Hourly (77 hours)	\$ 50.0544	\$ 52.3166				
	Annual (26 pay periods)	\$ 100,208.94	\$ 104,737.88				
	Holiday (11 days)	\$ 6,607.18	\$ 6,905.79				
	Total Annual Pay	\$ 106,816.12	\$ 111,643.67				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,067.84	\$ 4,126.76				
	Hourly (80 hours)	\$ 52.8291	\$ 53.5943				
	Annual (26 pay periods)	\$ 105,763.84	\$ 107,295.76				
	Holiday (11 days)	\$ 6,973.44	\$ 7,074.45				
	Total Annual Pay	\$ 112,737.28	\$ 114,370.21				

PART 3A - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2028

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,510.40	\$ 2,905.91	\$ 3,161.38	\$ 3,416.07	\$ 3,609.14	\$ 3,772.97
	Hourly (77 hours)	\$ 32.6026	\$ 37.7391	\$ 41.0569	\$ 44.3645	\$ 46.8719	\$ 48.9996
	Annual (26 pay periods)	\$ 65,270.40	\$ 75,553.66	\$ 82,195.88	\$ 88,817.82	\$ 93,837.64	\$ 98,097.22
	Holiday (11 days)	\$ 4,303.54	\$ 4,981.56	\$ 5,419.51	\$ 5,856.12	\$ 6,187.10	\$ 6,467.95
	Total Annual Pay	\$ 69,573.94	\$ 80,535.22	\$ 87,615.39	\$ 94,673.94	\$ 100,024.74	\$ 104,565.17
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,935.24					
	Hourly (77 hours)	\$ 51.1070					
	Annual (26 pay periods)	\$ 102,316.24					
	Holiday (11 days)	\$ 6,746.13					
	Total Annual Pay	\$ 109,062.37					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,935.24					
	Hourly (80 hours)	\$ 51.1070					
	Annual (26 pay periods)	\$ 102,316.24					
	Holiday (11 days)	\$ 6,746.13					
	Total Annual Pay	\$ 109,062.37					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,007.43	\$ 4,159.24				
	Hourly (80 hours)	\$ 52.0445	\$ 54.0161				
	Annual (26 pay periods)	\$ 104,193.18	\$ 108,140.24				
	Holiday (11 days)	\$ 6,869.88	\$ 7,130.13				
	Total Annual Pay	\$ 111,063.06	\$ 115,270.37				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,007.43	\$ 4,188.66				
	Hourly (77 hours)	\$ 52.0445	\$ 54.3982				
	Annual (26 pay periods)	\$ 104,193.18	\$ 108,905.16				
	Holiday (11 days)	\$ 6,869.88	\$ 7,180.56				
	Total Annual Pay	\$ 111,063.06	\$ 116,085.72				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,228.93	\$ 4,290.77				
	Hourly (80 hours)	\$ 54.9212	\$ 55.7243				
	Annual (26 pay periods)	\$ 109,952.18	\$ 111,560.02				
	Holiday (11 days)	\$ 7,249.59	\$ 7,355.61				
	Total Annual Pay	\$ 117,201.77	\$ 118,915.63				

PART 3A - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2028

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,463.86	\$ 2,851.52	\$ 3,101.66	\$ 3,351.63	\$ 3,541.29	\$ 3,701.64
	Hourly (77 hours)	\$ 31.9982	\$ 37.0327	\$ 40.2813	\$ 43.5277	\$ 45.9908	\$ 48.0732
	Annual (26 pay periods)	\$ 64,060.36	\$ 74,139.52	\$ 80,643.16	\$ 87,142.38	\$ 92,073.54	\$ 96,242.64
	Holiday (11 days)	\$ 4,223.76	\$ 4,888.32	\$ 5,317.13	\$ 5,745.65	\$ 6,070.78	\$ 6,345.67
	Total Annual Pay	\$ 68,284.12	\$ 79,027.84	\$ 85,960.29	\$ 92,888.03	\$ 98,144.32	\$ 102,588.31
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,861.41					
	Hourly (77 hours)	\$ 50.1482					
	Annual (26 pay periods)	\$ 100,396.66					
	Holiday (11 days)	\$ 6,619.56					
	Total Annual Pay	\$ 107,016.22					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,861.41					
	Hourly (80 hours)	\$ 50.1482					
	Annual (26 pay periods)	\$ 100,396.66					
	Holiday (11 days)	\$ 6,619.56					
	Total Annual Pay	\$ 107,016.22					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 3,931.27	\$ 4,080.68				
	Hourly (80 hours)	\$ 51.0555	\$ 52.9958				
	Annual (26 pay periods)	\$ 102,213.02	\$ 106,097.68				
	Holiday (11 days)	\$ 6,739.32	\$ 6,995.45				
	Total Annual Pay	\$ 108,952.34	\$ 113,093.13				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 3,931.27	\$ 4,108.95				
	Hourly (77 hours)	\$ 51.0555	\$ 53.3630				
	Annual (26 pay periods)	\$ 102,213.02	\$ 106,832.70				
	Holiday (11 days)	\$ 6,739.32	\$ 7,043.91				
	Total Annual Pay	\$ 108,952.34	\$ 113,876.61				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,149.20	\$ 4,209.30				
	Hourly (80 hours)	\$ 53.8857	\$ 54.6662				
	Annual (26 pay periods)	\$ 107,879.20	\$ 109,441.80				
	Holiday (11 days)	\$ 7,112.91	\$ 7,215.94				
	Total Annual Pay	\$ 114,992.11	\$ 116,657.74				

PART 3B - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2028

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,560.61	\$ 2,964.03	\$ 3,224.61	\$ 3,484.39	\$ 3,681.32	\$ 3,848.43
	Hourly (77 hours)	\$ 33.2547	\$ 38.4939	\$ 41.8781	\$ 45.2518	\$ 47.8094	\$ 49.9796
	Annual (26 pay periods)	\$ 66,575.86	\$ 77,064.78	\$ 83,839.86	\$ 90,594.14	\$ 95,714.32	\$ 100,059.18
	Holiday (11 days)	\$ 4,389.62	\$ 5,081.19	\$ 5,527.90	\$ 5,973.24	\$ 6,310.83	\$ 6,597.31
	Total Annual Pay	\$ 70,965.48	\$ 82,145.97	\$ 89,367.76	\$ 96,567.38	\$ 102,025.15	\$ 106,656.49
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 4,013.94					
	Hourly (77 hours)	\$ 52.1291					
	Annual (26 pay periods)	\$ 104,362.44					
	Holiday (11 days)	\$ 6,881.04					
	Total Annual Pay	\$ 111,243.48					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 4,013.94					
	Hourly (80 hours)	\$ 52.1291					
	Annual (26 pay periods)	\$ 104,362.44					
	Holiday (11 days)	\$ 6,881.04					
	Total Annual Pay	\$ 111,243.48					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,087.58	\$ 4,242.42				
	Hourly (80 hours)	\$ 53.0855	\$ 55.0964				
	Annual (26 pay periods)	\$ 106,277.08	\$ 110,302.92				
	Holiday (11 days)	\$ 7,007.28	\$ 7,272.72				
	Total Annual Pay	\$ 113,284.36	\$ 117,575.64				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,087.58	\$ 4,272.43				
	Hourly (77 hours)	\$ 53.0855	\$ 55.4861				
	Annual (26 pay periods)	\$ 106,277.08	\$ 111,083.18				
	Holiday (11 days)	\$ 7,007.28	\$ 7,324.17				
	Total Annual Pay	\$ 113,284.36	\$ 118,407.35				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,313.51	\$ 4,376.59				
	Hourly (80 hours)	\$ 56.0196	\$ 56.8388				
	Annual (26 pay periods)	\$ 112,151.26	\$ 113,791.34				
	Holiday (11 days)	\$ 7,394.59	\$ 7,502.73				
	Total Annual Pay	\$ 119,545.85	\$ 121,294.07				

PART 3B - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2028

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,513.14	\$ 2,908.55	\$ 3,163.69	\$ 3,418.66	\$ 3,612.12	\$ 3,775.67
	Hourly (77 hours)	\$ 32.6382	\$ 37.7734	\$ 41.0869	\$ 44.3982	\$ 46.9106	\$ 49.0347
	Annual (26 pay periods)	\$ 65,341.64	\$ 75,622.30	\$ 82,255.94	\$ 88,885.16	\$ 93,915.12	\$ 98,167.42
	Holiday (11 days)	\$ 4,308.24	\$ 4,986.09	\$ 5,423.47	\$ 5,860.56	\$ 6,192.21	\$ 6,472.58
	Total Annual Pay	\$ 69,649.88	\$ 80,608.39	\$ 87,679.41	\$ 94,745.72	\$ 100,107.33	\$ 104,640.00
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 3,938.64					
	Hourly (77 hours)	\$ 51.1512					
	Annual (26 pay periods)	\$ 102,404.64					
	Holiday (11 days)	\$ 6,751.95					
	Total Annual Pay	\$ 109,156.59					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 3,938.64					
	Hourly (80 hours)	\$ 51.1512					
	Annual (26 pay periods)	\$ 102,404.64					
	Holiday (11 days)	\$ 6,751.95					
	Total Annual Pay	\$ 109,156.59					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,009.90	\$ 4,162.29				
	Hourly (80 hours)	\$ 52.0766	\$ 54.0557				
	Annual (26 pay periods)	\$ 104,257.40	\$ 108,219.54				
	Holiday (11 days)	\$ 6,874.11	\$ 7,135.35				
	Total Annual Pay	\$ 111,131.51	\$ 115,354.89				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,009.90	\$ 4,191.13				
	Hourly (77 hours)	\$ 52.0766	\$ 54.4303				
	Annual (26 pay periods)	\$ 104,257.40	\$ 108,969.38				
	Holiday (11 days)	\$ 6,874.11	\$ 7,184.79				
	Total Annual Pay	\$ 111,131.51	\$ 116,154.17				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,232.18	\$ 4,293.49				
	Hourly (80 hours)	\$ 54.9634	\$ 55.7596				
	Annual (26 pay periods)	\$ 110,036.68	\$ 111,630.74				
	Holiday (11 days)	\$ 7,255.17	\$ 7,360.27				
	Total Annual Pay	\$ 117,291.85	\$ 118,991.01				

PART 4A - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2029

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,611.82	\$ 3,023.31	\$ 3,289.10	\$ 3,554.08	\$ 3,754.95	\$ 3,925.40
	Hourly (77 hours)	\$ 33.9197	\$ 39.2638	\$ 42.7156	\$ 46.1569	\$ 48.7656	\$ 50.9792
	Annual (26 pay periods)	\$ 67,907.32	\$ 78,606.06	\$ 85,516.60	\$ 92,406.08	\$ 97,628.70	\$ 102,060.40
	Holiday (11 days)	\$ 4,477.41	\$ 5,182.82	\$ 5,638.46	\$ 6,092.71	\$ 6,437.06	\$ 6,729.26
	Total Annual Pay	\$ 72,384.73	\$ 83,788.88	\$ 91,155.06	\$ 98,498.79	\$ 104,065.76	\$ 108,789.66
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 4,094.22					
	Hourly (77 hours)	\$ 53.1717					
	Annual (26 pay periods)	\$ 106,449.72					
	Holiday (11 days)	\$ 7,018.66					
	Total Annual Pay	\$ 113,468.38					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 4,094.22					
	Hourly (80 hours)	\$ 53.1717					
	Annual (26 pay periods)	\$ 106,449.72					
	Holiday (11 days)	\$ 7,018.66					
	Total Annual Pay	\$ 113,468.38					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,169.33	\$ 4,327.27				
	Hourly (80 hours)	\$ 54.1471	\$ 56.1983				
	Annual (26 pay periods)	\$ 108,402.58	\$ 112,509.02				
	Holiday (11 days)	\$ 7,147.42	\$ 7,418.18				
	Total Annual Pay	\$ 115,550.00	\$ 119,927.20				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,169.33	\$ 4,357.88				
	Hourly (77 hours)	\$ 54.1471	\$ 56.5958				
	Annual (26 pay periods)	\$ 108,402.58	\$ 113,304.88				
	Holiday (11 days)	\$ 7,147.42	\$ 7,470.65				
	Total Annual Pay	\$ 115,550.00	\$ 120,775.53				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,399.78	\$ 4,464.12				
	Hourly (80 hours)	\$ 57.1400	\$ 57.9756				
	Annual (26 pay periods)	\$ 114,394.28	\$ 116,067.12				
	Holiday (11 days)	\$ 7,542.48	\$ 7,652.78				
	Total Annual Pay	\$ 121,936.76	\$ 123,719.90				

PART 4A - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2029

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,563.40	\$ 2,966.72	\$ 3,226.96	\$ 3,487.03	\$ 3,684.36	\$ 3,851.18
	Hourly (77 hours)	\$ 33.2909	\$ 38.5288	\$ 41.9086	\$ 45.2861	\$ 47.8488	\$ 50.0153
	Annual (26 pay periods)	\$ 66,648.40	\$ 77,134.72	\$ 83,900.96	\$ 90,662.78	\$ 95,793.36	\$ 100,130.68
	Holiday (11 days)	\$ 4,394.40	\$ 5,085.81	\$ 5,531.93	\$ 5,977.77	\$ 6,316.05	\$ 6,602.02
	Total Annual Pay	\$ 71,042.80	\$ 82,220.53	\$ 89,432.89	\$ 96,640.55	\$ 102,109.41	\$ 106,732.70
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 4,017.41					
	Hourly (77 hours)	\$ 52.1742					
	Annual (26 pay periods)	\$ 104,452.66					
	Holiday (11 days)	\$ 6,886.99					
	Total Annual Pay	\$ 111,339.65					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 4,017.41					
	Hourly (80 hours)	\$ 52.1742					
	Annual (26 pay periods)	\$ 104,452.66					
	Holiday (11 days)	\$ 6,886.99					
	Total Annual Pay	\$ 111,339.65					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,090.10	\$ 4,245.54				
	Hourly (80 hours)	\$ 53.1182	\$ 55.1369				
	Annual (26 pay periods)	\$ 106,342.60	\$ 110,384.04				
	Holiday (11 days)	\$ 7,011.60	\$ 7,278.07				
	Total Annual Pay	\$ 113,354.20	\$ 117,662.11				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,090.10	\$ 4,274.95				
	Hourly (77 hours)	\$ 53.1182	\$ 55.5188				
	Annual (26 pay periods)	\$ 106,342.60	\$ 111,148.70				
	Holiday (11 days)	\$ 7,011.60	\$ 7,328.49				
	Total Annual Pay	\$ 113,354.20	\$ 118,477.19				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,316.82	\$ 4,379.36				
	Hourly (80 hours)	\$ 56.0626	\$ 56.8748				
	Annual (26 pay periods)	\$ 112,237.32	\$ 113,863.36				
	Holiday (11 days)	\$ 7,400.26	\$ 7,507.47				
	Total Annual Pay	\$ 119,637.58	\$ 121,370.83				

PART 4B - RESIDENT

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2029

RESIDENT (R) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,664.06	\$ 3,083.78	\$ 3,354.88	\$ 3,625.16	\$ 3,830.05	\$ 4,003.91
	Hourly (77 hours)	\$ 34.5982	\$ 40.0491	\$ 43.5699	\$ 47.0800	\$ 49.7409	\$ 51.9988
	Annual (26 pay periods)	\$ 69,265.56	\$ 80,178.28	\$ 87,226.88	\$ 94,254.16	\$ 99,581.30	\$ 104,101.66
	Holiday (11 days)	\$ 4,566.96	\$ 5,286.48	\$ 5,751.22	\$ 6,214.56	\$ 6,565.80	\$ 6,863.85
	Total Annual Pay	\$ 73,832.52	\$ 85,464.76	\$ 92,978.10	\$ 100,468.72	\$ 106,147.10	\$ 110,965.51
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 4,176.10					
	Hourly (77 hours)	\$ 54.2351					
	Annual (26 pay periods)	\$ 108,578.60					
	Holiday (11 days)	\$ 7,159.03					
	Total Annual Pay	\$ 115,737.63					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 4,176.10					
	Hourly (80 hours)	\$ 54.2351					
	Annual (26 pay periods)	\$ 108,578.60					
	Holiday (11 days)	\$ 7,159.03					
	Total Annual Pay	\$ 115,737.63					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,252.72	\$ 4,413.82				
	Hourly (80 hours)	\$ 55.2301	\$ 57.3223				
	Annual (26 pay periods)	\$ 110,570.72	\$ 114,759.32				
	Holiday (11 days)	\$ 7,290.38	\$ 7,566.55				
	Total Annual Pay	\$ 117,861.10	\$ 122,325.87				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,252.72	\$ 4,445.04				
	Hourly (77 hours)	\$ 55.2301	\$ 57.7278				
	Annual (26 pay periods)	\$ 110,570.72	\$ 115,571.04				
	Holiday (11 days)	\$ 7,290.38	\$ 7,620.07				
	Total Annual Pay	\$ 117,861.10	\$ 123,191.11				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,487.78	\$ 4,553.40				
	Hourly (80 hours)	\$ 58.2829	\$ 59.1351				
	Annual (26 pay periods)	\$ 116,682.28	\$ 118,388.40				
	Holiday (11 days)	\$ 7,693.34	\$ 7,805.83				
	Total Annual Pay	\$ 124,375.62	\$ 126,194.23				

PART 4B - PERIMETER

POLICE UNION PAY SCHEDULE

EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2029

PERIMETER (P) PAY SCALE

		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Patrol Officer [4-2 schedule]	Bi-Weekly	\$ 2,614.67	\$ 3,026.05	\$ 3,291.50	\$ 3,556.77	\$ 3,758.05	\$ 3,928.20
	Hourly (77 hours)	\$ 33.9568	\$ 39.2994	\$ 42.7468	\$ 46.1918	\$ 48.8058	\$ 51.0156
	Annual (26 pay periods)	\$ 67,981.42	\$ 78,677.30	\$ 85,579.00	\$ 92,476.02	\$ 97,709.30	\$ 102,133.20
	Holiday (11 days)	\$ 4,482.29	\$ 5,187.51	\$ 5,642.57	\$ 6,097.32	\$ 6,442.37	\$ 6,734.06
	Total Annual Pay	\$ 72,463.71	\$ 83,864.81	\$ 91,221.57	\$ 98,573.34	\$ 104,151.67	\$ 108,867.26
Corporal (Specialist I **) [4-2 schedule]	Bi-Weekly	\$ 4,097.76					
	Hourly (77 hours)	\$ 53.2177					
	Annual (26 pay periods)	\$ 106,541.76					
	Holiday (11 days)	\$ 7,024.73					
	Total Annual Pay	\$ 113,566.49					
Corporal (Specialist I **) [5-2 schedule]	Bi-Weekly	\$ 4,097.76					
	Hourly (80 hours)	\$ 53.2177					
	Annual (26 pay periods)	\$ 106,541.76					
	Holiday (11 days)	\$ 7,024.73					
	Total Annual Pay	\$ 113,566.49					
Detective (Specialist II ***) [5-2 schedule]	Bi-Weekly	\$ 4,171.90	\$ 4,330.45				
	Hourly (80 hours)	\$ 54.1805	\$ 56.2396				
	Annual (26 pay periods)	\$ 108,469.40	\$ 112,591.70				
	Holiday (11 days)	\$ 7,151.83	\$ 7,423.63				
	Total Annual Pay	\$ 115,621.23	\$ 120,015.33				
Sergeant of Police [4-2 schedule]	Bi-Weekly	\$ 4,171.90	\$ 4,360.45				
	Hourly (77 hours)	\$ 54.1805	\$ 56.6292				
	Annual (26 pay periods)	\$ 108,469.40	\$ 113,371.70				
	Holiday (11 days)	\$ 7,151.83	\$ 7,475.06				
	Total Annual Pay	\$ 115,621.23	\$ 120,846.76				
Detective Sergeant (Specialist III ****) [5-2 schedule]	Bi-Weekly	\$ 4,403.16	\$ 4,466.95				
	Hourly (80 hours)	\$ 57.1839	\$ 58.0123				
	Annual (26 pay periods)	\$ 114,482.16	\$ 116,140.70				
	Holiday (11 days)	\$ 7,548.27	\$ 7,657.63				
	Total Annual Pay	\$ 122,030.43	\$ 123,798.33				