



**AN
AGREEMENT
BETWEEN**

THE CITY OF BELOIT

AND

**WISCONSIN PROFESSIONAL POLICE ASSOCIATION/
LAW ENFORCEMENT EMPLOYEE RELATIONS
DIVISION (WPPA/LEER)**

January 1, 2023 through December 31, 2025

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AGREEMENT

THIS AGREEMENT is made and entered into by and between the City of Beloit, Wisconsin, hereinafter referred to as the “City”, and Wisconsin Professional Police Association/Law Enforcement Employee Relations Division, hereinafter referred to as “WPPA/LEER.”

ARTICLE I - PURPOSE OF AGREEMENT

1.01 It is the intent and purpose of the parties hereto that this Agreement be made for the purpose of promoting and improving the working conditions between the City and WPPA/LEER, as well as the safety and well-being of the residents of the City, and to establish rates of pay and other economic conditions of the employees and other terms and conditions of employment to be observed by the parties hereto.

ARTICLE II – RECOGNITION

2.01 It is hereby certified that WPPA/LEER has been selected by the required number of eligible employees of the City of Beloit who voted at said election in the collective bargaining unit consisting of all police officers and detectives (“employees”) employed by the City of Beloit, excluding supervisory, managerial, and confidential employees, as their representative; and that pursuant to the provisions of Section 111.70 of the Municipal Employment Relations Act, said labor organization is the exclusive collective bargaining representative of all such employees for the purposes of collective bargaining with the above named Municipal Employer, or its lawfully authorized representatives, on questions of wages, hours, and conditions of employment, per Case 112, No. 49194 ME-3320, Decision No. 27840.

ARTICLE III - DUES DEDUCTION

3.01 The City agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who voluntarily sign a dues deduction authorization form where the Employee is knowingly and affirmatively consenting to the deduction of dues from

the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.

- 3.02** The City shall deduct the combined dues amount each month for each employee requesting such voluntary deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the 15th of each month.
- 3.03** Authorization of dues deduction by an employee may be revoked upon notice in writing to the City, WPPA or to the Local Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.
- 3.04** No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistent with either the WPPA or local Association Constitution and By-Laws. The City agrees to notify the WPPA office in Madison in writing of the name of any new hire into the bargaining unit. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.
- 3.05** It is expressly understood and agreed that WPPA/LEER will refund to the City or the employee involved any dues erroneously deducted by the City and paid to WPPA/LEER and/or the Local Association. The Association does hereby indemnify and hold the City harmless against any and all third-party claims, demands, suits, or any other forms of liability, including court costs, that shall arise out of or by reason of action taken or not taken by the City, which City action or non-action is in compliance with the provision of this Article, and in reliance on any lists or certificates which have been furnished to the City pursuant to this Article; provided that the defense of any such claims, demands,

suits or other forms of liability shall be under the control of the Association and its attorneys. However, nothing in this section shall be interpreted to preclude the City from participating in any legal proceedings challenging the application or interpretation of this Article through representatives of its own choosing and at its own expense.

ARTICLE IV - TERMS OF AGREEMENT

4.01 This Agreement shall be effective January 1, 2023 and shall remain in full force and effect to and including December 31, 2025. Demand for renegotiations of the existing contract shall be made in writing by July 1, 2025. In the event terms of a new contract are not agreed upon by December 31 of the bargaining period, the existing contract shall continue in force until such time as a new contract is agreed upon.

ARTICLE V - MATTERS NOT COVERED

5.01 Matters not expressly covered by this Agreement which are proper subjects for collective bargaining shall not be affected by this Agreement. All mandatory customs, agreements, procedures, and personnel policies observed and recognized during previous years, whether subject to formal agreements or not, between the City and the personnel comprising WPPA/LEER, and not specifically covered by this Agreement shall continue in full force and effect.

5.02 No changes shall be made in any such mandatory matters, without appropriate prior consultation between the City and WPPA/LEER, and mutual agreement thereto by said parties.

ARTICLE VI - RIGHTS OF EMPLOYER

6.01 It is agreed that the rights, functions, and authority to manage all operations and functions are vested in the City and include, but are not limited to, the following:

- A. To prescribe and administer policies essential to the accomplishment of the services desired by the City Council. The Association shall be provided a copy of new or amended policies ten (10) calendar days prior to implementation.
- B. To manage and otherwise supervise all employees in the bargaining unit.
- C. To hire, promote, transfer, train, assign, and retain employees and to suspend, demote, dismiss, or take other disciplinary action against employees as circumstances warrant for just cause.
- D. To lay off employees.
- E. To maintain the efficiency and economy of the City operations entrusted to the administration.
- F. To determine the methods, means, and personnel by which such operations are to be conducted.
- G. To take whatever action may be necessary to carry out the objectives of the City Council in emergency situations.
- H. To exercise discretion in the operation of the City, budget, organization, assignment of personnel, and the technology of work performance.

6.02 Nothing contained in this management rights clause should be construed to divest WPPA/LEER of any rights granted by Wisconsin Statutes. The power, rights, and authority claimed herein by the City are not to be exercised in a manner that will undermine WPPA/LEER.

ARTICLE VII - ASSOCIATION ACTIVITY

7.01 WPPA/LEER agrees to conduct its business off the job as much as possible. This section shall not operate as to prevent a steward or WPPA/LEER representative from conferring with employees during the course of the working day for reasonable time, providing that the supervisor whose shift is involved is notified. Only a designated union steward or union officer will be allowed to attend a union meeting during the hours that the representative would ordinarily be working.

- 7.02** The City agrees that time spent in the conduct of grievances and in bargaining shall not be deducted from the pay of delegated employee representatives of WPPA/LEER. The bargaining committee and grievance representatives for WPPA/LEER shall be as determined by WPPA/LEER except that no more than two employees shall be on duty and in pay status by the City. The City and WPPA/LEER agree that limitation shall not apply during meetings in progress at the time of shift change.
- 7.03** One employee who is elected to serve as a representative of WPPA/LEER for conventions or conferences shall be granted leave time to attend, provided that a two (2) weeks' notice is given to the on-duty supervisor. Such leave time shall not exceed five (5) working days per calendar year. Employees shall use discretionary time to be compensated for such time.
- 7.04** WPPA/LEER shall have the right to post notices regarding meetings and WPPA/LEER affairs on a bulletin board provided and designated for WPPA/LEER use by the City. All matters so posted shall be consistent with Wisconsin State Statutes 111.70 and 111.77.

ARTICLE VIII - SALARIES

- 8.01** Salaries during the term of this Agreement shall be paid in accordance with the schedule set forth in Appendix A, attached hereto and incorporated herein by reference as set forth at length herein.
- 8.02** In the event that the City elects to hire new officers with credentials of being a certified police officer with prior experience as a police officer, the newly hired officer will be given full service credit for the experience. Experience is defined as hours of service while acquiring certification, or as a certified sworn officer that is equivalent to the full-time service, whether full-time, or part-time at any one (1) or more employers prior to being employed at the Beloit Police Department. The determination shall be made on

the full number of work hours in a work year at the Beloit Police Department applied to the number of hours of police work claimed.

8.03 SPECIALTY POSITION PAY

- A. Except for Field Training Officers (FTO), employees assigned to any specialty position will, in addition to their base pay, receive one thousand two hundred fifty dollars (\$1,250) annually.
- B. Employees assigned as a permanent detective will, in addition to their base pay, receive one thousand seven hundred fifty dollars (\$1,750) annually.
- C. Employees performing work as an FTO will receive one hour of pay at an overtime rate for each day in which they are training a new employee assigned to a FTO training phase.
- D. Employees being reassigned from the Special Operations Division or any specialty position, will then receive only those wages established in Appendix A within the proper classification.

8.04 SPECIALTY POSITION TIMEFRAMES

The length of service for the specialty positions listed below shall be as follows:

Specialty Position	Length of Service
Canine Handler	Service life of the dog
Child Maltreatment Officer (CMO)	36 months
Field Training Officer (FTO)	Chief’s discretion
Detective	Permanent, unless removed for cause
School Resource Officer (SRO)	36 months
Task Force Officer	36 months
Violent Crimes Interdiction Team (VCIT)	36 months

Specialty positions may be extended in periods of twelve (12) months, but in no event shall exceed the total number of consecutive months listed below:	
Specialty Position	Extensions to Service
Child Maltreatment Officer (CMO)	not to exceed 60 months
School Resource Officer (SRO)	not to exceed 60 months
Task Force Officer	not to exceed 60 months
Violent Crimes Interdiction Team (VCIT)	not to exceed 60 months
All Other Specialty Positions	not to exceed 36 months

An employee may remain in an assigned specialty position as long as they perform to standards, complete all necessary training, and are within the time parameters of the assignment. An employee assigned as a permanent detective shall only be removed from the specialty position assignment for cause related to performance or disciplinary issues.

The Chief may assign an employee on a temporary basis to fill any specialty position as the needs of the service dictate.

8.05 SPECIALTY POSITION WORK HOURS

- A. Employees assigned as School Resource Officers shall be scheduled to an eight-hour, five-day on, two-day off, Monday through Friday work schedule (5/2 schedule) during the school year, except that on days during the school year when school is not in session, SROs may be scheduled to fill in for known patrol staffing needs with adjustment of hours, if necessary, upon reasonable notice.
- B. Employees assigned to the Special Operations Division (Detectives, Child Maltreatment Officer, Violent Crimes Interdiction Team, Task Force Officer and other specialty positions) shall be scheduled a ten-hour, Monday through Friday work schedule. Based on the needs of the Department, work hours may be varied.
- C. All other specialty positions shall be assigned to schedules and duties based upon the needs of the Department.

It is understood that the City has the management right to create, eliminate or modify specialty positions during the term of the Agreement. Modifications to existing specialty positions involving wages, hours or conditions of employment shall be subject to negotiations between the parties, however, the creation or elimination of a specialty position is not the subject of negotiations or agreement between the parties.

Pay for specialty positions shall be as set forth in section 8.03 of this Agreement.

8.06 OVERTIME ASSIGNMENT OF SPECIALTY POSITIONS

Employees assigned to specialty positions in the Special Operations Division may volunteer to fill in for patrol shift coverage staffing needs consistent with the overtime posting provisions in Article IX of this Agreement.

8.07 SCHOOL RESOURCE OFFICER (SRO) SUMMER ASSIGNMENT AND BENEFIT TIME REQUESTS

Employees assigned as School Resource Officers shall be assigned to the Patrol or Special Operations Division when the school year is not in session (i.e. summer break). Such assignments shall be made no later than July 1st of each year. Division and shift assignments will be first offered to the most senior SRO who may choose to accept or decline such assignment and choose another that is available. Assignments to an employee assigned as an SRO may be changed through the course of the summer, based upon Departmental needs. SROs assigned to the Patrol Division will be placed on a shift; however, in order to maintain continuity in earned benefit time, they will only be assigned to eight (8) hours of any ten (10) hour patrol shift. The assignment of an SRO to a patrol shift during the summer break period shall not displace another employee who is assigned to that shift. Work to be performed by the SRO assigned to one of the Divisions shall be consistent with work performed by that Division.

School Resource Officers are expected to submit their request for discretionary benefit time off consistent with Article XIII of this Agreement.

8.08 INCENTIVE PAY PLAN

Statement of Intent

The intent implied in the formulation of an Incentive Pay Plan for police is to improve the educational level of law enforcement personnel. It is for this purpose that the benefits included within this pay plan are offered.

Implied throughout this Incentive Pay Plan is the premise that this plan should act as an incentive for the attainment of a broader background in higher education. Also implied

is the premise that the broader educational background should reflect itself in job performance.

Goals

There are three specific goals which are a part of this Incentive Pay Plan:

1. To aid in the attraction of qualified individuals who have an interest in law enforcement.
2. To upgrade the educational level of the personnel of the Beloit Police Department.
3. To retain qualified police officers who have exhibited a desire for self-improvement.

Definitions

For purpose of this pay plan, education shall mean course work as offered by a university, college, technical school, or special training academy as approved by the Police Chief. The term "service rating" shall refer to the system of evaluating job performance. Law enforcement personnel shall be defined as "all sworn full time officers."

Eligibility

To attain eligible status for inclusion in the Incentive Plan an individual must:

1. Acquire a permanent appointment after successfully completing police training and probationary periods.
2. Attain satisfactory performance on all service ratings.

Education incentive payments will be made on the basis of points. Points for purpose of this Incentive Plan shall be awarded on the following basis:

1. One point for each approved semester hour credit.
2. One-thirtieth of a point for each class hour at approved police oriented non-academic seminar or short courses for which an exam, class project, or other evaluation is required and for which no job time is given or pay received unless attendance is required. These approved class hours shall

be banked from course to course for purposes of determining total points or fractions.

STEP	POINTS	INCREMENTS	
		MONTH	BI-WEEKLY
1	15	\$12.00	\$5.54
2	30	\$24.00	\$11.08
3	45	\$36.00	\$16.62
4	60	\$48.00	\$22.16
5	75	\$60.00	\$27.70
6	90	\$72.00	\$33.24
7	105	\$84.00	\$38.76
8	120	\$96.00	\$44.30
9	Baccalaureate	\$108.00	\$49.84
10	Baccalaureate + 15	\$120.00	\$55.38
11	Baccalaureate + 30	\$132.00	\$60.92
12	Baccalaureate + 45	\$144.00	\$66.46
13	Master's Degree	\$156.00	\$72.00

The following point values and payments are the amount awarded for the purpose of educational incentive.

Points will be re-totaled for purposes of making alterations and incentive pay adjustments following successful completion of the educational work. Payroll adjustments will be effective the next pay period after submission of credits to the Police Chief. The Police Chief shall be responsible for the administration of the Educational Incentive Plan. When an individual desires to appeal an interpretative ruling by the Chief, an Appeals Committee comprised of the Chairman of the Police and Fire Commission, the business agent for Wisconsin Professional Police Association/Law Enforcement Employee Relations Division assigned to this contract, and the Human Resources Director for the City of Beloit will rule upon that appeal. Such appeal must be made in writing to the Human Resources Director within ten days after an adverse ruling by the Police Chief and it will be the responsibility of the Human Resources Director to call a meeting of the committee. The ruling of the committee on these appeals will be binding upon both parties.

8.09 All employees shall be paid via direct deposit to a financial institution designated by the employee.

ARTICLE IX - HOURS OF EMPLOYMENT

9.01 With the exception of employees assigned to work as School Resource Officers, the work schedule shall be a ten (10) hour work day. Exceptions may be made for training or special assignments provided the employee agrees to accept such training or assignment. On the common training day, Wednesday, shift hours may be adjusted to accommodate the training. All time in excess of an employee's normal work day hours or hours worked over the employee's normal work week will be paid at a rate of time-and-one-half the employee's base pay.

9.02 COMPENSATORY (COMP) TIME

Employees will be allowed to elect compensatory time in lieu of cash overtime at the rate of 1.5 hours for each overtime hour worked under the following conditions:

- A. The election of comp time as well as the request for use of comp time (use of a full day of comp time is an employee's normal work day hours) must be communicated on forms developed by the Department.
- B. The Police Chief or their designee has the sole discretion to approve or disapprove the scheduling of comp time and to designate times when comp time may be used.
- C. The maximum amount of comp time that may be accumulated in an employee's comp time bank at any one time is fifty (50) hours. An employee is allowed to a cash payout of the comp time accumulation during the nearest pay period to July 1st and December 1st.
- D. Comp time must be taken in whole or half hour increments only.
- E. Any comp time not scheduled or not able to be scheduled for use by December 1 will be allowed to be carried over into the next year to a maximum of 15 hours.

9.03 Whenever an employee is ordered to appear for an internal investigation on a normal work day outside of their duty hours, they shall be paid one-and-one half (1 1/2) times their hourly rate. On an off-duty day, they shall be paid twice (2x) their hourly rate.

9.04 Whenever an employee is required to be on standby or called in, excluding court time, on their off time by the Police Chief or their designee, the employee shall receive a minimum of two (2) hours pay at the overtime rate.

9.05 OVERTIME STAFFING ASSIGNMENTS

In order to ensure safe, efficient, and effective operations, employees may be required to work overtime assignments to address staffing needs of the Department. Such overtime assignments are defined as follows:

- A. **Call-In:** An employee is directed to report for duty earlier than the assigned work shift.
- B. **Holdover:** An employee is directed to remain on duty in excess of the assigned work shift.
- C. **Special Operations:** An employee assigned to a specialty position or unit who possesses special skills and abilities (Tactical Operations Unit, Mobile Field Force, Evidence Technicians, Detectives, etc.) is directed to report for duty as the result of a special operation, investigation or critical incident.
- D. **Shift Coverage:** An employee is provided the opportunity to work overtime on an off day to fill patrol staffing needs due to position vacancies, extended leaves (FMLA, Military, etc.), or extended illness.
- E. **Special Events:** An employee is provided the opportunity to work overtime to staff a special event such as, community festivals, parades, dignitary security details, etc.

9.06 CALL-IN OVERTIME PROCESS

A Captain or their designee will ensure an overtime call-in list is established and maintained for Patrol Division personnel. The call-in list will be based on seniority by assigned shift. A Captain or their designee shall determine the need for call-in overtime based on the needs of the Department on the given day/time.

When a call-in is needed, a Captain or their designee shall first use the current volunteer list to identify potential volunteers who may work the overtime concurrently with the shift in need or on their off day. An updated volunteer list will be available electronically and employees may designate whether or not they wish to be notified of volunteer overtime while on their off days. All specialty positions, including but not limited to, School Resource Officers (SRO) and employees assigned to the Violent Crimes Interdiction Team (VCIT), may place themselves on the volunteer list. If unable to fill the need through the volunteer list, a Captain or their designee will then utilize the mandatory call-in list to notify the next employee in line to be mandated.

Incidents or investigations requiring a call-in of employees assigned to the Special Operations Division shall be determined and initiated by a Captain or their designee.

9.07 HOLDOVER OVERTIME PROCESS

The on-duty supervisor shall determine the need for holdover overtime based on the needs of the Department on the given day/time. When an overtime need is identified at the end of a shift and not posted (i.e. sick call), the on-duty supervisor shall ask for volunteers from the current patrol shift. If no employee volunteers, then the on-duty supervisor shall mandate the next employee in accordance to the mandatory list.

9.08 SPECIALTY POSITION OVERTIME

Employees assigned to a specialty position (Patrol or Special Operations) who are called in to duty by a Captain or their designee are eligible to receive overtime pay from the time they report for duty until completion of the assignment. If an employee has been assigned a take-home vehicle, then the employee will be paid from the time they leave

their home until completion of the assignment. Employees assigned to a specialty position may decline to respond if unable to do so as a result of illness, incapacity, or other circumstances. This section does not apply to employees assigned as Field Training Officers (FTOs).

9.09 SPECIAL EVENTS AND SHIFT COVERAGE OVERTIME

The Department shall post overtime needs for employees who wish to work overtime to staff special events, perform Honor Guard detail, or to fill shift coverage needs. Overtime assignments shall be posted by the Department as follows:

- A. All overtime under this section will be posted no more than ninety (90) days in advance.
- B. Posted overtime will be open to all employees regardless of assignment.
- C. Postings will close 72 hours prior to the overtime assignment.
- D. Selection of employees for the overtime assignment will be made based on seniority. Notwithstanding the foregoing, employees assigned as School Resource Officers shall have a first right of refusal for school-related events.
- E. It is the employee's responsibility to check if they have the overtime and report for duty at the assigned time.
- F. Shift coverage overtime postings will be in one-hour increments. Employees may not sign up for more than 10 hours on a given day off.

The Department reserves the management right to mandate employees to report for duty during off time, but only when the Chief determines it is necessary as the result of a critical incident or other extraordinary event requiring significant personnel to ensure public safety.

ARTICLE X - COURT TIME

- 10.01** Each employee subpoenaed to appear in any court, whether it be criminal, civil, Police and Fire Commission Hearing, or other administrative hearing, concerning matters arising in the course of their duties, during non-duty hours, shall receive one and one-half (1 1/2) times their hourly rate of pay for time actually spent in court (including time

spent waiting at the courthouse or other location of the hearing at the direction of the prosecutor or other subpoenaing authority), if on a scheduled work day. On an employee's day off, that employee will receive double time for time spent in court. Employees will be paid for lunch periods if required to return for further testimony after the lunch periods. Any employee subpoenaed to appear in any court or hearing, who in fact responds to such subpoena, shall receive not less than forty (\$40.00) dollars regardless of the time in fact spent in court.

10.02 Employees subpoenaed to appear in a court outside the corporate limits of Rock County, shall in addition, be reimbursed for mileage, meals and other reasonable necessary expenses as established by City policy. Receipts are required by the City for meals and other expenses. Inside Rock County, employees will be reimbursed the actual round trip mileage from their residence not to exceed thirty-two (32) miles.

10.03 Subpoena cancellations not given with a minimum twenty-four (24) hour notice, will result in the minimum court allowance payment to the employee.

10.04 COURT/SHIFT SUBSTITUTION TIME

Each employee who is subpoenaed to appear in any court case concerning matters arising in the course of their duties will receive compensation as outlined in Article X. If the combination of shift work and court time results in sixteen (16) hours or more of continuous on-duty time or the inability to have eight (8) hours of rest between the end of a shift and a court case that results in sixteen (16) hours of on-duty time in a 24-hour period, the employee may elect to use discretionary benefit time for their subsequent shift regardless of staffing under the following conditions:

- A. Duty hours and court hours are consecutive during the same work day.
- B. The time between the end of duty hours and the start of court hours is less than eight (8) hours and would result in 16 hours of continuous on-duty time within a twenty-four (24) hour period.

- C. Employees must notify the on-duty supervisor at least one hour prior to the start of their tour of duty or immediately after their court appearance as applicable to this section.

In lieu of using discretionary benefit time as outlined, an employee may flex their work schedule with supervisory approval.

10.05 SUBSTITUTIONS

REQUIREMENTS

In order to allow another mechanism for employees to acquire discretionary time off without adversely affecting the efficient operations of the Department, a substitution program may be utilized by employees under the following parameters:

- A. Employees may acquire substitutions in no less than 1 hour of their shift.
- B. The employee requesting a substitution must first be denied the use of discretionary benefit time due to staffing needs of the Department or have insufficient discretionary time available.
- C. A department-issued form shall be utilized and completed by the requesting employee. The form shall include the date, shift, and name of the employee working replacement. Both employees involved in the substitution shall sign the form, acknowledging the responsibility to work the agreed day and shift.
- D. If an employee who is substituting for another employee exceeds the hours of the substitution shift, the substituting employee shall be entitled to overtime compensation for the excess hours.

Employees engaged in the substitution process must be of the same job classification. The hours worked by the substituting employee shall be excluded from the calculation of hours for which the substituting employee could otherwise be entitled to overtime. The substituting employees are responsible to report for duty on the agreed upon date/shift. If a replacement employee utilizes sick time on the date/shift they were to work replacement, their sick bank will be docked accordingly and they will be unable to request or work in a replacement capacity for a period of six (6) months.

ARTICLE XI - HOLIDAY PAY

11.005 For the purpose of this Article, holidays are as follows:

New Year's Day	Thanksgiving Day
Martin Luther King Jr. Day	Friday after Thanksgiving
Memorial Day	Christmas Eve Day
Fourth of July	Christmas Day
Labor Day	New Year's Eve Day

11.01 Employees assigned to the Patrol Division and working a 10-hour schedule shall receive a total of 80 hours of pay at their current hourly base pay rate for the following holidays listed which they are employed. The payment will be made the first pay date in December each year.

11.02 Employees working a 5/2 schedule shall not receive any compensation for the holidays if they do not work on that day except that if any holiday occurs during any one-week vacation period, the employee will not be charged vacation leave for such days. The employee will be required to use five (5) vacation days for scheduling purposes within a fourteen (14) day period of that holiday if they wish to protect a one-week block of vacation.

11.025 Employees assigned to the Special Operations Division working a 10-hour schedule shall not receive any compensation for the holidays if they do not work on a holiday. If the day of the holiday falls on the employee's regular day off, then the employee may request a different day off in the same work week (Saturday-Friday) to count as the paid holiday. For example, if an employee works Tuesday, Wednesday, Thursday and Friday and the observed holiday falls on a Monday, the employee may request any other day from Tuesday through Friday to take as a holiday that work week.

Whenever a holiday falls on a Saturday, the preceding Friday shall be observed as the paid holiday. When a holiday falls on a Sunday, the succeeding Monday shall be observed as the paid holiday. When Christmas Eve or New Year's Eve falls on Friday and

Christmas Day or New Year's Day on Saturday, the preceding Thursday and Friday shall be observed as the paid holidays. When Christmas Eve or New Year's Eve falls on Sunday and Christmas Day or New Year's Day on Monday, the following Monday and Tuesday shall be observed as the paid holidays.

If a holiday occurs during any one-week vacation period, the employee will not be charged vacation leave for such day(s), however, the employee will be required to use four (4) vacation days for scheduling purposes within a fourteen (14) day period of that holiday if they wish to protect a one-week block of vacation.

11.03 Employees working during the twenty-four (24) hour period identified as a holiday will be paid at a rate of one and one-half times (1 ½) times the employee's normal pay for hours worked during that twenty-four (24) hour period.

11.04 A holiday shall cover a twenty-four (24) hour period beginning at 12:00 AM on the day of the holiday and continue until 11:59 PM the same day.

11.05 Those employees who leave employment prior to the end of the calendar year shall be paid for the holidays they have earned on their last payroll check.

11.06 PERSONAL DAY

Employees, including new hires, will be allowed one (1) personal day per year with pay. The number of hours off is based upon the employee's regular work schedule (8 hours/day or 10 hours/day). The personal day shall not be carried over to a subsequent year(s). A request to use a personal day must be received by the on-duty supervisor not less than 12 hours prior to the start of the employee's shift. A properly submitted request to use a personal day shall not be denied due to staffing levels or because it will cause overtime. The use of a personal day may be denied: (A) if the request is not received by the on-duty supervisor at least 12 hours prior to the start of the employee's

shift; or (B) in the event of an emergency, natural disaster or critical incident as determined by the on-duty supervisor.

ARTICLE XII - MEDICAL INSURANCE

12.01 The City shall provide medical, dental, and hospital insurance coverage for each employee and that employee's dependents, including eligible retired employees and their dependents.

Effective January 1, 2023, employees will contribute by payroll deduction 10% of premium, not to exceed \$4,400 annually for family coverage and \$1,848 annually for single coverage.

12.02 RETIREE INSURANCE

Employees retiring under honorable conditions or duty incurred injury or disease, from active employment and receiving an annuity from the Wisconsin Retirement Fund as Beloit Police Officers (Retiree) and their dependents (including widow/er and dependent children) shall be eligible to remain in the same group health and dental plan as active employees, however, eligibility shall cease when the Retiree becomes eligible for Medicare or another group health insurance plan (other than the City of Beloit), whether enrolled or not. The City agrees to reimburse on a monthly basis the premium cost, in addition to deductibles, copays, and coinsurance expenses, paid for that period up to the applicable single and/or family maximums set by the Affordable Care Act for that calendar year; however, annual reimbursements, during any year of retirement, shall not exceed \$10,000 single/\$20,000 family.

The Retiree will be reimbursed payment of premiums and any deductibles, coinsurance and copayments from a Retiree Health Reimbursement Account (HRA) established by the City or, where such reimbursement cannot be paid from the HRA, as a direct, taxable payment from the City. The HRA accounts and direct reimbursement method will be set

up to reimburse Retirees on a monthly basis after a request for reimbursement of the appropriate amount is made by the Retiree with the appropriate documentation. Appropriate documentation for reimbursement can include an Explanation of Benefits (EOB) with regard to the deductible, coinsurance and copayment and/or a pay statement reflecting the premium contribution amount.

The Retiree and any dependents receiving reimbursements under this program shall not participate in City's Group Health Plan and shall not be eligible to re-enroll or participate in the City's Group Health Plan. In the event the other group insurance is no longer available and the Retiree acquires health insurance elsewhere, the Retiree and dependent spouse/domestic partner shall continue to be reimbursed under the same Retiree Health Reimbursement Account (HRA) or direct reimbursement method. Upon eligibility for Medicare of Retiree, all reimbursements under the Retiree Health Reimbursement Account (HRA) or direct reimbursement method will end.

Upon retirement, in the event a Retiree is not eligible for coverage with another group health insurance plan, then the Retiree and eligible dependents may remain in the same City's group health and dental plan as active employees with the same contribution rates.

Retirees shall be subject to any modifications of benefits, plan design, premium contributions or carrier that the City may implement in the future and apply uniformly to the active employee's insurance plan. At the age of Medicare eligibility, Retirees and their dependents that remain eligible for health care continuation, shall enroll in Medicare and will be responsible to pay the entire Medicare premium.

The City may, at its sole discretion, offer a supplemental or a fully-insured policy to Retirees after they reach Medicare eligibility. If such a program is offered, Retirees may participate in any plan offered by the City with the Retiree paying the full cost of the

plan. The City reserves the right to stop offering a Medicare supplement plan at any time for any reason.

12.03 LIFE INSURANCE

The City shall pay the full premium cost for life insurance coverage provided by the City for each employee.

12.04 The particular policy coverages and underwriting company shall be selected by the City with at least equal representation by WPPA/LEER as has been afforded in prior years to the employees under arrangements or associations then existing.

12.05 VEBA

The City agrees to establish a Voluntary Employee's Beneficiary Association (VEBA) in accordance with applicable sections of the Internal Revenue Service Code at no cost to the City.

12.06 VEBA (Post-Employment Health Plan)

The City agrees to participate in the Post-Employment Health Plan for Collectively Bargained Public Employees ("Plan") in accordance with the terms and conditions of the Plan's participation agreement, a copy of which can be provided upon request. The parties may jointly agree to change the administrator and/or trustee for the Plan during the term of the collective bargaining agreement.

The City agrees to contribute to the Plan on behalf of the employees covered by this Agreement.

For the term of this Agreement, the City shall contribute for each eligible employee the amount of \$825.

ARTICLE XIII – VACATIONS

13.01 It is the policy of the City that vacations are necessary to the health and well-being of its employees and that the time off so provided shall be taken by every employee. Paid vacations for employees shall be computed as follows:

- 80 hours after 1 year of continuous service
- 120 hours after 5 years of continuous service
- 140 hours after 7 years of continuous service
- 160 hours after 10 years of continuous service
- 200 hours after 19 years of continuous service

Definitions

1. Full-week vacation period for employees working a 10-hour schedule: A period of vacation days connecting regular scheduled off days together within the ten (10) hour shift schedule, consisting of not more than eleven (11) consecutive calendar days off, inclusive of regular off days and/or holidays.
2. Full-week vacation period for SROs: A period of vacation days connecting regular scheduled off days together within the eight (8) hour shift schedule consisting of not more than ten (10) consecutive calendar days off, inclusive of regular off days and/or holidays.
3. Segmented vacation period for employees working a 10-hour schedule: A period of minimally 20 vacation hours consisting of not more than seven (7) consecutive calendar days off, inclusive of regular off days and/or holidays.
4. Segmented vacation period for SROs: A period of minimally 16 vacation hours consisting of not more than five (5) consecutive calendar days off, inclusive of regular off days and/or holidays.

13.02 Employees who have earned vacation rights under the foregoing provisions shall be entitled to take such vacation during a calendar year as follows:

- A. In full-week vacation periods.

- B. Employees having two weeks' (80 hours) vacation may split one week into segmented vacation periods or single-day vacations.
- C. Employees who have earned three (3) or more weeks' (120 hours or more) vacation may only split up to two weeks into segmented vacation periods or single-day vacations.
- D. School Resource Officers (SROs)
Employees assigned as SROs are subject to using full and/or segmented vacations as denoted above, however, they will not be required to follow the selection process in section 13.03 or otherwise compete with other employees for those specific full-week or segmented vacation periods. SROs must submit all full and/or segmented vacation selections to the SRO coordinator by February 15 of the current year. Benefit time, including vacation time, must be taken on non-student contact days.

13.03 Scheduling of vacations shall be done on a schedule provided by the Department, utilizing seniority within the bargaining unit. Except for SROs, the schedule shall be implemented as follows:

- A. All employees, by bargaining unit seniority, shall select one (1) full-week (40 hours) vacation period by January 15 of the current calendar year.
For employees assigned to the Patrol Division, one employee per shift (1-4) may be off on a full-week vacation period at one time from September through May of a given year. One employee per team (A, B, or C) may be off on a full-week vacation period one time from June through August of a given year. It is understood that full-week vacation periods will overlap on the common work day (Wednesday).
- B. All employees, by bargaining unit seniority, shall then select any additional full-week vacation periods by January 30 of the current calendar year. Employees assigned to the Patrol Division shall be subject to the same parameters as subsection A.

- C. All employees, by bargaining unit seniority, shall then select any segmented vacation periods by February 15 of the current calendar year. Segmented vacation periods shall be granted based on staffing needs of the Department and may overlap portions of full-week vacations. In order to accommodate unforeseen events, employees may be granted segmented vacation periods after February 15 in a given year.
- D. After February 15 of the current calendar year, all vacation time off requests shall be processed on a first-come, first-served basis. In the event more than one employee submits a request at the same time, the tie breaker, if necessary, shall be based on bargaining unit seniority.
- E. No more that 50% of the employees assigned to the Special Operations Division may schedule full-week or segmented vacation periods during the same time period.
- F. All requests for time off shall be date/time-stamped utilizing the department time and attendance system and will be approved based on staffing needs of the Department based on bargaining unit seniority.

13.04 RESERVED FOR FUTURE USE

13.05 VACATION FOR NEW HIRES

- A. **Accruals.** Newly-hired employees will accumulate 6.66 hours per month paid vacation from the date of employment until the 31st of December of the same year. These employees will be eligible for this vacation upon the completion of one year of service.
- B. **Lateral New Hire.** A newly-hired employee who is currently employed as a full-time police officer in Wisconsin (or another State and has passed the Wisconsin Department of Justice's reciprocity exam) and having completed a minimum of one year of continuous and uninterrupted service as a sworn law enforcement officer for such other agency(ies), is eligible for vacation leave that is reflective of

the full-time continuous service as a City of Beloit law enforcement officer. The calculation of the amount of vacation leave awarded for prior years of law enforcement service is determined by the Chief. Future vacation increases will be based upon the prior years of law enforcement service (rounded down to a whole number) combined with service in the local WPPA union and awarded on January 1. Vacation awarded at the time of hire shall not be used until 90 days after the first date of hire with the City and shall be scheduled and used pursuant to the terms of this subsection and Article 13 of this Agreement. If a newly-hired employee leaves employment with the City of Beloit prior to the completion of one year of continuous service, the amount of vacation awarded at the time of hire shall be repaid by the employee if used, and any balance that is unused shall not be paid out to the employee at separation.

13.06 Departmental vacation schedules shall be subject to final approval by the Chief. Once approved, full or segmented vacation periods shall not be cancelled by the Department unless the Chief determines it necessary due to extraordinary circumstances or in the event of public emergencies requiring significant personnel to ensure public safety.

13.07 The use of any discretionary benefit time in single-day increments shall not be allowed on the following days/shifts, unless approved by the Chief of Police no sooner than 30 days in advance:

Memorial Day	First Shift
Fourth (4 th) of July	Second and Third Shift
Homecoming	First Shift
New Year's Eve	Third Shift

Full-week vacations will not be affected.

13.08 VACATION

One (1) day equals ten (10) hours for employees on a 10-hour work schedule and eight (8) hours for employees on an 8-hour work schedule. There may only be one employee off per start time on full-week vacation (5), except for June, July and August in which it would be one off for full-week vacation per team (Team A, B, or C) (3); however, additional employees may be allowed off if staffing and the needs of the Department allow as determined by the on-duty supervisor.

13.09 VACATION CARRYOVER

Vacation leave is expected to be used in full each year. However, in the event that an employee is not able to schedule and use vacation leave prior to the end of the calendar year due to extraordinary circumstances, the employee may request accrued, but unused vacation leave be carried over to the next calendar year with written approval from the Chief. In no event shall more than 20 hours be carried over to the next calendar year. Such a request must be approved and submitted to the Human Resources Department no later than December 1.

ARTICLE XIV - LEAVES OF ABSENCE

14.01 Leaves of absence may be granted to full-time regular employees who have completed their probationary period and who are covered by this Agreement, in accordance with this Article.

14.02 PERSONAL

The Police Chief may grant a permanent employee a leave of absence without pay for personal reasons for periods not to exceed ninety (90) days. Leaves of absence for personal reasons may be granted any permanent employee for periods in excess of ninety (90) days, or extensions of ninety (90) day leaves of absence previously allowed, may be granted by the Police Chief with the approval of the City Manager.

14.03 Leaves of absence allowed under the terms of this Article for personal reasons shall be without pay; however, such leaves shall be without prejudice to any other rights of such employee. Any employee on an unpaid leave of absence, except for FMLA, must pay 100% of insurance premiums. Employees on FMLA must pay the same premium contribution as active employees.

ARTICLE XV - BEREAVEMENT

15.01 IMMEDIATE FAMILY

In the event of the death of a member of an employee's immediate family, as that term is hereinafter defined, such employee shall be granted leave of absence without loss of pay for a period not to exceed three (3) working days, where absence from work is necessitated.

15.02 The term "immediate" family as used herein includes spouse, domestic partner as defined in Wis. Stats. sections 40.02(21c) and 770.01(1), parents, foster parents, step-parents and grandparents of employee and spouse, great-grandparents, children, step-children, current son-in-law, current daughter-in-law, brothers, sisters, grandchildren, half-brothers and sisters, guardians and children of guardians.

15.03 NON-IMMEDIATE FAMILY

In the event of the death of a member of an employee's non-immediate family, as that term is hereinafter defined, such employee shall be granted a leave of absence without loss of pay for a period not to exceed two (2) working days, where absence from work is necessitated.

15.04 The term "non-immediate" family as used herein includes, sister-in-law, brother-in-law, step-brother, step-sister, foster siblings, aunts and uncle, niece and nephew of the employee and the employee's spouse.

15.05 FUNERAL LEAVE

In the event an employee is requested to act as pallbearer, they shall be granted leave for a period of not more than four (4) hours for such purpose without loss of pay provided, however, employees who are asked to be pallbearers because of their affiliation with some fraternal association or other organization shall be limited to one paid four (4) hour leave per calendar year.

ARTICLE XVI - SICK LEAVE

16.01 Each employee shall accumulate one (1) day (ten (10) hours for employees on a 10-hour work schedule, eight (8) hours for employees on an 8-hour work schedule) of sick leave for each calendar month or major portion thereof of service until a total of nine hundred and sixty (960) hours of sick leave has been accumulated. Upon authorization of the City Manager, an extension of sick leave up to the number of days an employee had accumulated when the employee first became sick, may be allowed. Any such extension will be debited against the employee's future sick leave accumulation.

16.02 In the event of the death of any employee who has completed the probationary period and, at the time of the employee's death, is serving as an active employee of the Police Department, regardless of the number of years of service, the City shall pay into the employee's VEBA account an amount equivalent to such employee's wages for fifty (50) percent of the employee's accumulated sick leave.

16.03 The condition in granting sick leave requires that the employee be ill or injured to a degree that prevents them from performing their regularly assigned duty or when necessary to care for a child or spouse who is ill or injured. The employee shall call the on duty supervisor to notify them of the date they expects to return to work, if they are able to do so, otherwise, the employee shall call the on-duty supervisor each day in advance so that arrangements can be made for a substitute. As a condition of returning to regular duty from sick leave, that exceeds three (3) working days, the Chief may

require an employee to provide a health care provider's certificate of illness. The Chief may also request medical certification when there is suspected abuse.

16.04 Employees retiring from active duty, and receiving an annuity(ies) from the Wisconsin Retirement Fund, shall receive a maximum of six (6) weeks of gratuity pay, from their sick leave bank, paid to the employee at the time of retirement provided the employee gives the City written notice at least three (3) months prior to the employee's retirement date. Upon retirement, any employee retiring with the maximum of nine hundred and sixty (960) hours total in their bank will also receive four (4) weeks of gratuity pay paid to the employee at the time of retirement provided the employee gives the City written notice at least three (3) months prior to the employee's retirement date. .

ARTICLE XVII – WORKERS' COMPENSATION

17.01 In the event any employee becomes entitled to and receives Workers' Compensation under Chapter 102 of the Wisconsin Statutes, the employee's Workers' Compensation payments for the employee's period of compensable total disability shall be supplemented by the City so that said employee's full salary is paid during said period.

17.02 The period of time during which an employee shall receive full salary under the provisions of this Article shall be limited to ninety (90) work days. Upon approval of the Police Chief and with the concurrence of the City Manager, additional cumulative periods of up to ninety (90) days of such benefits may be allowed.

ARTICLE XVIII - CLOTHING ALLOWANCE

18.01 UNIFORM ALLOWANCE

Each non-probationary employee shall receive an annual uniform allowance of eight hundred (\$800.00) dollars each year, which shall be paid directly to the employee with the first paycheck in January of each year.

18.02 RESERVED FOR FUTURE USE

18.03 BULLET RESISTANT VESTS

At the time of the expiration of the manufacturer's warranty, the City will replace the bullet resistant vest. The City will purchase Level II vests.

ARTICLE XIX - WISCONSIN RETIREMENT FUND

19.01 Employees will be required to pay a percentage of each payment of earnings equal to the full amount of the general employee's share of the WRS payment, as approved by the Employee Trust funds from time to time.

19.02 All such payments made by the employee under the terms of this Article shall be treated as employee contributions and not municipality contributions subject to the provision of Wisconsin Statutes section 40.05(2m).

ARTICLE XX - GRIEVANCE PROCEDURES

20.01 POLICY: The City and WPPA/LEER agree that grievances are to be resolved in a timely and orderly manner and therefore establish this procedure.

20.02 DEFINITION: A grievance is defined as any difference of opinion or misunderstanding in regard to the interpretation, application, or enforcement of this Agreement or work rules which may arise between the City and WPPA/LEER or any employee covered by this Agreement. A grievance shall only be eligible for processing in this procedure if it is initiated at STEP 1 within ten (10) days of its occurrence or the knowledge of said occurrence.

The term days when used in this article shall mean work days excluding Saturdays, Sundays, and holidays designated by this contract or City ordinance.

20.03 EXTENSION OF TIME LIMITS: Time limits set forth herein may be extended by mutual agreement of the City and WPPA/LEER. Said extension shall be in writing and signed by the City and WPPA/LEER.

20.04 PROCEDURE

STEP 1: ORAL GRIEVANCE: The aggrieved employee may present the grievance orally to their immediate supervisor within ten (10) days of the alleged violation or knowledge of the alleged violation. The immediate supervisor shall respond within five (5) days to the employee.

STEP 2: WRITTEN GRIEVANCE: If the matter is not resolved as outlined in STEP 1, the grievance shall be stated in writing and presented to the Police Chief or their designee within seven (7) days of receipt of the decision at STEP 1 or last date due. Within ten (10) days of the receipt of the grievance, the Chief or their designee and the WPPA/LEER Representative shall schedule a meeting at a mutually agreed upon time and date to attempt to resolve the grievance. The meeting may be waived by mutual agreement of the WPPA/LEER Representative and the Chief or their designee. Within seven (7) days of the meeting, if one is held or seven (7) days from date of the mutual waiving of the meeting, the Chief or their designee shall respond in writing to WPPA/LEER with a copy to the City Manager.

STEP 3: CITY MANAGER: If the grievance is not resolved at STEP 2 within ten (10) days of the receipt of the decision at STEP 2, the WPPA/LEER Representative and the City Manager or their designee shall schedule a meeting at a mutually agreed upon time and date to attempt to resolve the grievance. The meeting may be waived by mutual agreement of the WPPA/LEER Representative and the City Manager or their designee. Within seven (7) days of the meeting, if one is held or seven (7) days of the mutual waiving of the meeting, the City Manager or their designee shall respond to WPPA/LEER.

STEP 4: ARBITRATION: If the grievance is not resolved in STEP 3, WPPA/LEER may file a written notice with the Wisconsin Employment Relations Commission (WERC) with a copy to the City Manager or their designee within ten (10) days of the receipt of the decision at STEP 3 or last date due that the grievance is being submitted to arbitration. Said notice shall specify the issued to be arbitrated and the requested remedy. The notice shall also request that the WERC submit a panel of seven (7) non-WERC staff arbitrators to WPPA/LEER and the City. The appealing party shall then begin the process of alternately striking names from the list, and the last remaining name shall be appointed as the arbitrator to hear the case. Said process shall be completed within ten (10) days following receipt of the list from the WERC. The arbitrator so selected will confer with representatives of the City and WPPA/LEER and hold hearings promptly and will issue a decision on a timely basis. The arbitrator shall not have the power to alter or change any of the provision of this Agreement or to substitute any new provisions for any existing provisions, nor to give any decisions inconsistent with the terms of this Agreement. The arbitrator shall expressly confine themselves to the precise issue submitted for arbitration and shall have no authority to determine any other issue not so submitted to them. The decision of the arbitrator shall be in writing and shall be final and binding upon the parties unless either party believes the arbitrator has exceeded their lawful authority and the decision may be reversed as provided in Wisconsin Statutes Chapter 788.

20.05 EXPENSES

In the event there is a charge for the services of an arbitrator, including per diem expenses, if any, and/or actual and necessary travel and subsistence expenses, or for transcript of the proceedings, the parties shall share the expenses equally. Each party shall be responsible for its own costs of preparing briefs, attorney's fees, and non-City employee witness expense. The moving party shall pay the required filing fee.

ARTICLE XXI - SHIFT ASSIGNMENT POLICY

21.01 With respect to employees who have completed the probationary period, shift assignments shall be made for the good of the Department. However, where practicable, merit and seniority within the bargaining unit considerations will be the basis of such shift assignment.

ARTICLE XXII - PERSONNEL FILES

22.01 An employee shall receive a copy of all discipline put in their personnel file and shall have an opportunity to respond in writing. The employee must also sign all discipline or documents that may lead to discipline and evaluations placed into their file as an acknowledgment of review, prior to placing such material in the personnel file. Any employee may examine their file upon request to the Human Resources Director or their designee.

ARTICLE XXIII – PROBATIONARY PERIOD

23.01 New employees who have completed an academy certified by the Wisconsin Law Enforcement Standards Board (LESB) prior to the first day of employment and who are certified or become certified as a law enforcement officer upon hire with the Beloit Police Department shall serve a probationary period for the first eighteen (18) months of employment, unless extended by mutual agreement. This paragraph shall apply to newly hired employees who start employment with the City on or after December 1, 2023.

New employees who have not completed an academy certified by the Wisconsin Law Enforcement Standards Board (LESB) or are not otherwise certified as a Wisconsin law enforcement officer by the LESB prior to the first day of employment shall serve a probationary period for the first twenty-two (22) months of employment, unless extended by mutual agreement. This paragraph shall apply to newly hired employees who start employment with the City on or after December 1, 2023.

Employees hired prior to December 1, 2023 shall serve a probationary period for the first eighteen (18) months of employment, unless extended by mutual agreement.

ARTICLE XXIV – AMENDMENTS

24.01 This Agreement is subject to amendment, alteration, or addition only by subsequent written agreement between and executed by the City and WPPA/LEER. The failure on the part of either party to this Agreement to exercise its rights because of a breach of any term or condition of this Agreement on the part of either party shall not constitute a precedent nor operate as a waiver to enforce the same or any other term or condition of this Agreement thereafter.

ARTICLE XXV - SAVING CLAUSE

25.01 If any article or section of this Agreement or any addendum thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by any court or other tribunal of competent jurisdiction, the remainder of the Agreement and the addenda thereto shall not be affected thereby, and the parties to this Agreement shall thereafter enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory substitute for such article or section.

ARTICLE XXVI – EXECUTION

26.01 This Agreement may be executed electronically and each party to the Agreement shall receive fully-executed copies of the Agreement.

ARTICLE XXVII – IMPACT OF CITY POLICIES

27.01 The parties adopt by reference all of the general city policies on employment. If there is a conflict between a city policy and an express provision of the collective bargaining agreement, the contract language prevails. This article excludes the policy on Drug and Alcohol Testing which will be discussed and mutually agreed upon by the parties and made part of the Department policies.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the 7th day of
November, 2023.

CITY OF BELOIT

Jerry Gabrielatos

Jerry Gabrielatos
City Manager

**THE WISCONSIN PROFESSIONAL POLICE
ASSOCIATION/LAW ENFORCEMENT
EMPLOYEE RELATIONS DIVISION**

Dennis LeCaptain

Dennis LeCaptain
Business Agent

ATTEST

Marcy J. Granger

Marcy J. Granger
City Clerk-Treasurer

Zackary Anderson

Zackary Anderson
President

APPENDIX A
BELOIT CITY - WPPA/LEER

Effective 1/1/2023 the following salary schedule shall be in full force and effect:

	HOURLY	OVERTIME	BI-WEEKLY	ANNUAL (X26)
Academy	\$23.7615	\$35.6423	\$1,900.92	\$49,423.92
Start w/ Academy	\$26.4575	\$39.6863	\$2,116.60	\$55,031.60
2nd Yr. Employee	\$28.8358	\$43.2537	\$2,306.86	\$59,978.46
3rd Yr. Employee	\$29.3887	\$44.0831	\$2,351.10	\$61,128.50
4th Yr. Employee	\$32.1687	\$48.2531	\$2,573.50	\$66,910.90
5th Yr. Employee	\$32.5205	\$48.7808	\$2,601.64	\$67,642.64
10th Yr. Employee	\$33.5435	\$50.3153	\$2,683.48	\$69,770.48
15th Yr. Employee	\$34.6158	\$51.9237	\$2,769.26	\$72,000.86
18th Yr. Employee	\$34.9080	\$52.3620	\$2,792.64	\$72,608.64
20th Yr. Employee	\$35.4925	\$53.2388	\$2,839.40	\$73,824.40

Effective 1/1/2024 the following salary schedule shall be in full force and effect:

	HOURLY	OVERTIME	BI-WEEKLY	ANNUAL (X26)
Academy	\$24.9496	\$37.4244	\$1,995.97	\$51,895.17
Start w/ Academy	\$27.7804	\$41.6706	\$2,222.43	\$57,783.23
2nd Yr. Employee	\$30.2776	\$45.4164	\$2,422.21	\$62,977.41
3rd Yr. Employee	\$30.8581	\$46.2872	\$2,468.65	\$64,184.85
4th Yr. Employee	\$33.7771	\$50.6657	\$2,702.17	\$70,256.37
5th Yr. Employee	\$34.1465	\$51.2198	\$2,731.72	\$71,024.72
10th Yr. Employee	\$35.2207	\$52.8311	\$2,817.66	\$73,259.06
15th Yr. Employee	\$36.3466	\$54.5199	\$2,907.73	\$75,600.93
18th Yr. Employee	\$36.6534	\$54.9801	\$2,932.27	\$76,239.07
20th Yr. Employee	\$37.2671	\$55.9007	\$2,981.37	\$77,515.57

Effective 1/1/2025 the following salary schedule shall be in full force and effect:

	HOURLY	OVERTIME	BI-WEEKLY	ANNUAL (X26)
Academy	\$25.9476	\$38.9214	\$2,075.81	\$53,971.01
Start w/ Academy	\$28.8916	\$43.3374	\$2,311.33	\$60,094.53
2nd Yr. Employee	\$31.4887	\$47.2331	\$2,519.10	\$65,496.50
3rd Yr. Employee	\$32.0924	\$48.1386	\$2,567.39	\$66,752.19
4th Yr. Employee	\$35.1282	\$52.6923	\$2,810.26	\$73,066.66
5th Yr. Employee	\$35.5124	\$53.2686	\$2,840.99	\$73,865.79
10th Yr. Employee	\$36.6295	\$54.9443	\$2,930.36	\$76,189.36
15th Yr. Employee	\$37.8005	\$56.7008	\$3,024.04	\$78,625.04
18th Yr. Employee	\$38.1195	\$57.1793	\$3,049.56	\$79,288.56
20th Yr. Employee	\$38.7578	\$58.1367	\$3,100.62	\$80,616.22












2023 - 2025 WPPA CBA (FINAL) 20231106

Final Audit Report

2023-11-07


Created:	2023-11-07
By:	Elizabeth Krueger (kruegere@beloitwi.gov)
Status:	Signed
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"2023 - 2025 WPPA CBA (FINAL) 20231106" History

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 Agreement completed.

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