Menasha

# MEMORANDUM

December 31, 2014

TO: PERSONNEL COMMITTEE

FROM: PAMELA A. CAPTAIN

1. TENTATIVE AGREEMENT – POLICE PROFESSIONAL POLICE ASSOCIATION
2. POLICE ADMINISTRATION 2015 PAY INCREASE

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1. **TENTATIVE AGREEMENT – MENASHA PROFESSIONAL POLICE ASSOCIATION**
   Enclosed for your consideration is a Tentative Agreement with the Menasha Professional Police Association (formerly Local 603). Please see the attached. Negotiations began August 28 and ended with a tentative agreement having been reached yesterday, December 30th. In summary this is a 2 year agreement with a 1% pay increase in January 2015 and 2016. Under the agreement there is also a one-time 1% lump sum payment that each officer will receive in January 2016. The City was able to negotiate re-instatement of a health insurance premium contribution in year 2 (2.5% of the premium); a reduction of 3 sick leave days per year; a sick leave to vacation conversion of up to 3 unused sick leave days per year; and an elongated step increase schedule with the top step moving from 4 years to 6 years. Finally, there is a change in the sick leave payout provision at retirement. The change will allow an officer to retire early as allowed by the Wisconsin Retirement System without a loss of accumulated sick leave. Under the current contract, an officer must wait until full retirement age before receiving accumulated sick leave. The difference is 3 years. This change is similar to what is allowed by non-represented employees who retire.

2. **POLICE ADMINISTRATION 2015 PAY INCREASE**
   On March 3, 2014, the Common Council studied and approved a Police Administration Pay Structure, requiring subsequent pay increases be approved. Therefore, in consideration of the 1% pay increase for represented officers effective the last pay period in January 2015, it is recommended that the Common Council approve a 1% pay increase for police administration.

BARGAINING SESSION

December 30, 2014

1. Duration: 2 years

2. Increase Rates of Pay: 1% effective the last pay period in January 2015
   1% lump sum 1st pay period in January 2016 (based on 2015 base wages)
   1% effective the 1st pay period in January 2016

3. Step Increases:
   a. Hire to 1.5 Years of Service (Probation) Step 1
   b. 1.5 Years to 3 Years of Service Step 2
   c. 3 Years to 4.5 Years of Service Step 3
   d. 4.5 Years to 6 Years of Service Step 4
   e. 6 + Years of Service Step 5
   f. Step 6 As assigned

   *Effective with new hires*

4. Employee premium contribution: Health 0% 2015
   Health 2.5% 2016

5. Work Hours
   c. For training, officers working night shift hours (10pm -6am or 8pm-4am) may be provided the day off before the training and will then work the training and the regularly scheduled shift.

6. Sick Leave: One (1) day sick leave earned for each month worked. An employee who does not use any sick days during the calendar year will be able to convert up to three (3) of the unused sick days into vacation days for use in the subsequent year. If an employee uses 1 sick day they may convert a maximum of 2 sick days into vacation days. If an employee uses 2 sick days they may convert a maximum of 1 sick day into a vacation day. Sick leave in excess of 3 or more days per year is not eligible to convert sick days into vacation days. Under no circumstances can converted sick days into vacation days be paid out. *Converted days used first.*

   "Effective January 1, 2004, in addition to the provisions of 5 above, upon retirement of an employee who is immediately eligible for a retirement annuity from the Wisconsin Retirement System and retires ~~not reduced for early retirement reasons~~, the City will place ~~in escrow~~ with a 3rd party administrator of the City's choosing at the employee's current base rate of pay up to a maximum of 75 days of unused, accumulated sick leave for purposes of paying [insert IRS tax code reference]."

X 12/30/14 5pm