

2024-2026

CONTRACT

OSHKOSH PROFESSIONAL POLICE OFFICERS ASSOCIATION

AND

CITY OF OSHKOSH

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AGREEMENT

THIS AGREEMENT is entered into by and between the CITY OF OSHKOSH, Wisconsin, hereinafter referred to as "Employer" or "City", and the **OSHKOSH PROFESSIONAL POLICE OFFICERS ASSOCIATION**, hereinafter referred to as the "Association".

IN ORDER TO INCREASE GENERAL EFFICIENCY, to maintain the existing harmonious relations between the Employer and its employees, to promote the morale, well-being and security of said employees, to maintain a uniform minimum scale of wages, hours, and conditions of employment among the employees and to promote orderly procedures for the processing of any grievance between the Employer and the employees, the following Employment Contract is made.

ARTICLE 1

MANAGEMENT RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, the City reserves and retains, solely and exclusively, all of its common law, statutory, and inherent rights to manage its own affairs, as such rights existed prior to the execution of this or any other previous Agreement with the Association. Nothing herein contained shall divest the Association from any of its rights under Wis. Stats. Sec. 111.70.

ARTICLE 2

WORK WEEK

The normal work day for Patrol Officers within the Police Officer classification shall consist of ten (10) hours, and consist of the following schedule:

Five (5) days on duty and four (4) days off and
Five (5) days on duty and four (4) days off and
Five (5) days on duty and five (5) days off.

The normal work day for non-Patrol Officer assignments within the Police Officer classification and other classifications covered by this agreement shall consist of eight (8) hours.

Officers shall be paid in accordance with the rates listed in Schedule A. These rates include a ten-dollar (\$10.00) bi-weekly briefing pay allowance. Those officers working the 5-2, 5-2 schedule shall be provided with 16 additional days to be taken as time off during the calendar year. Any days not taken off by December 31st shall be forfeited by the employee.

Police School Resource Officers (SRO) will make their annual contractual vacation selection according to the following guidelines:

During the nine-month school year, no more than two (2) SRO's will be on vacation at one time. School year is defined as the first day of school in September through the last day of school in June.

During the three-month summer, no more than three (3) SRO's will be on vacation at one time. Summer is

defined as the day after the last day of school in June through the day before the first day of school in September.

Once the vacation selection process is completed, uncommitted vacation time will follow the 30-day rule for uncommitted vacation outlined in Directive 144.

Police School Liaison Officers will remain assigned to the Criminal Investigation Division during the summer months, and generally may work their regularly assigned work hours and days. One or more SRO's may be assigned to the Patrol Services Bureau if long term Patrol staffing shortages occur. SRO assignments to Patrol will be made according to seniority by time in grade as a SRO. Notification will be given to officers by May 1 and if given after May 1 the officer has 14 days to report to patrol duties.

ARTICLE 3

UNIFORM MAINTENANCE

The City will provide uniform apparel to all uniformed personnel at City expense. The items to be furnished by the City shall include coats, trousers, hats, ties, shoes, shirts, leather goods, and any other item of uniform apparel that may be required by the City.

Uniforms will be inspected periodically by shift commanders or upon request of the officer and replaced as needed. Replacement orders shall be processed by the City of Oshkosh Purchasing Division.

Non-uniformed personnel shall receive a clothing allowance of \$550.00 per year payable in January of each year. In the event of change of job, clothing allowance shall be pro-rated from the date of change. Officers transferred into a uniformed position subsequent to receiving the clothing allowance shall pay the pro-rated amount back to the City.

Uniformed officers who are assigned to undercover work and work the power shift detail for more than six (6) months out of a calendar year, shall receive a clothing allowance of \$550.00.

Cleaning and laundry services will be provided for all officers at the Employer's expense. The cleaning firm and cleaning schedule shall be designated by the City.

ARTICLE 4

LONGEVITY PAY

Officers who have attained 10-14 years of employment shall receive \$500.00 payable first pay period of calendar year. Officers who have attained 15-19 years of employment shall receive \$750 payable first pay period of calendar year. Officers who have attained 20 and over years of employment shall receive \$1000 payable the first pay period of the calendar year. Those employees reaching their 10th, 15th, 20th year of service shall earn their longevity for that year on a pro-rated basis.

COMPENSATORY TIME

Work done in excess of the normally scheduled work day or work week shall be compensated at the rate of time and one half in either compensatory time or cash as the officer may choose with the exception of special event overtime, which must be taken in pay.

All compensatory time will be recorded and may be taken as time off or as pay received after the pay period in which it was earned, subject to the approval of the department head or management designee(s). Employees will receive pay each pay period for any time accumulated in excess of one hundred sixty (160) hours. Officers shall not be allowed to carry over more than eighty (80) hours from year to year. The formula for computing the hourly rate shall be: bi-weekly rate + educational divided by 77.2 hours.

CANCELLATION OF OVERTIME ASSIGNMENTS

If a scheduled overtime assignment is cancelled inside of eight (8) hours before the officers are scheduled to begin work, or before the officers have worked forty (40) minutes of overtime, those officers involved will be paid one hour of straight call-in time.

Any officer reporting for an overtime assignment who is sent home prior to the scheduled end of the assignment will be compensated for the time worked only.

ARTICLE 5

CALL IN TIME AND COURT APPEARANCE

An officer called to return to duty or appear in court at some time other than their regular scheduled duty day shall receive three (3) hours pay for the call or appearance unless the call or appearance is canceled by 7 p.m. of the day prior to the call or appearance. The officer, in addition, shall receive time and one-half for the time spent on the call or appearance.

Officers called or scheduled to appear in court during vacation shall be paid three (3) hours call-in pay plus time and one-half for time worked and, in addition thereto, shall receive the scheduled hours of vacation returned. If notification of cancellation is given 24 hours prior to the start of vacation, no call pay is given. If cancellation occurs thereafter, a vacation day return shall be made. Vacation shall be defined to include off-days commencing on the officer's last day of work before the vacation and their first day of work after vacation. This provision shall apply only when vacation is taken in three consecutive day blocks and include attached off days. On trials lasting more than one day, no additional call-in pay shall be given after the first day. When an officer is on sick leave or workers compensation, the officer shall be considered to be working and will receive no extra pay for appearing in court on that date providing the appearance does not exceed the normally scheduled work day.

A call is defined as a request to return to duty at some time other than the regularly scheduled time not scheduled at least twenty-four (24) hours in advance and not immediately following the officer's regularly scheduled shift.

No call or court appearance shall preclude an officer from working their regularly scheduled shift except by their request and upon approval of their department head. An officer called to return to duty and then called back and told not to return to duty is entitled to one (1) hour of call-in. If the officer returns to duty at the Police Department, they shall receive 3 hours call time. If the officer declines the call, no call-in is paid.

Officers who receive more than one subpoena for court at different times on the same day will provide the patrol commander with notification that they have received multiple subpoenas. This must be done as soon as possible after receiving second and subsequent subpoenas.

The department may require officers to remain at the department, in pay status, and be assigned work at the rate of pay (one and one-half times the employee's regular rate) called for in the contract during the time they are not required to be in court between subpoenas. An officer who is not required to remain at the department, in pay status, shall be entitled to a call-in for each subpoena if the appearances do not overlap.

Officers shall have the option to refuse to remain at the department, in pay status, between subpoenas. If the officer selects this option they shall not be entitled to the second call-in. Refusal to remain at the department only applies to the issue of multiple subpoenas and does not affect other calls to return to duty as outlined in this article.

CALL-INS

Any officer in one of the six categories listed below that is ordered in to work will be entitled to an additional one-half hour of straight call-in pay plus overtime for time worked outside their normal hours of work, commencing when they report for duty. "Reporting for duty" begins when the officer arrives at the Police Department, the incident scene, or when the officer logs on with dispatch from their one-on-one car, if they were called in for a road patrol assignment. The additional one-half hour call-in pay does not apply when the call-up is previously scheduled or officers being ordered in have an hour or longer before having to report.

Categories which trigger this compensation are as follows:

1. SWAT Team, including Negotiators.
2. Mobile Field Force.
3. Crash Investigation Team.
4. Officer or Detective being ordered in.
5. Department-Wide Call-up.
6. K-9 Officers

ARTICLE 6

AUTHORIZED ABSENCE

A. Sick Leave:

Each full time or probationary employee shall accumulate sick leave at the rate of eight (8) working hours for each month of service. Such unused sick leave shall be allowed to accumulate without limitation. Routine doctor and dental exams, including eye exams and non-emergency surgery, shall be scheduled on off-duty time whenever practicable.

An employee may use sick leave with pay for absences necessitated by injury or illness to the employee. Sick leave may also be used for employee doctor or dental appointments that cannot be scheduled other than during the employee's work day. At least three (3) work days notice shall be required to apply for the leave for doctor or dental appointments which are subject to the approval of the supervisor for scheduling.

Up to forty (40) hours of an employee's sick leave accumulation may be used per year for illness, injury, doctor and dental appointments that cannot be scheduled other than during the employee's work day for

the employee's spouse or dependent children. At least three (3) work days notice shall be required to apply for leave for doctor and dental appointments which are subject to the approval of the supervisor for scheduling.

Notwithstanding the above, an employee may use vacation, holiday or compensatory time for the injury or illness of spouse, child, or family member living within the residence.

To qualify for sick leave payment an employee must do the following:

- a. Report their absence prior to the start of each work day to department head or supervisor.
- b. Keep their supervisor informed of the conditions if the absence is more than three (3) working days.
- c. Upon request submit a doctor's certificate for such absence. The certificate must state the nature of the illness or injury and whether the employee has been incapacitated for the period of their absence.
- d. The employee upon returning to duty must sign an application for sick leave form requesting the sick leave benefits. Such a signature shall be acknowledgment of full compliance with all regulations related to sick leave benefits as set forth in this Contract.

In the event any employee has misused the provisions contained herein or has requested the use of sick leave when such leave is not authorized by the terms of this Contract, the employee's absence shall be without pay. The determination that an employee has abused the benefits contained in this paragraph shall not preclude the employee from using accumulated sick leave when authorized by the terms of this Contract in the future nor shall the accumulated sick leave credited to that employee be affected thereby.

In addition to the employees' right to accumulate sick leave without limitation, unused accumulated sick leave up to 1200 hours shall be paid at fifty-nine percent (59%) of the employees' rate in effect at the time of said separation for those employees who retire at age 50 or older or for those employees who separate because of disability or death, Pursuant to Wisconsin Statutes. As another option, an employee, who has up to 1200 hours and is at least 50 years old, may choose to contribute one-third of their total accumulated sick leave payout amount placed in a 457 account for each of the next three years. In such case, the employee shall receive one-third of their total accumulated sick leave paid at fifty-nine percent (59%) of the employee's rate in effect when the deposit is made. This option shall only be available to those employees who meet all rules, regulations and requirements of the 457 plan administrators. Once this option is exercised, it shall be irrevocable unless otherwise directed by the Director or Administrative Services (or designee).

B. Vacation Leave:

All full-time employees shall be granted the following vacation benefits: After one (1) year of service, eighty (80) hours. After five (5) years of service, one hundred twenty (120) hours. After ten (10) years of service, one hundred sixty (160) hours. After eighteen (18) years of service, two hundred (200) hours. After 25 years of service, two hundred twenty-four (224) hours. In the event an employee has not worked the full calendar year prior to his vacation such vacation shall be pro-rated based on the time actually worked. Vacation will not be carried over from year to year. Any vacation time request that are not prescheduled during the selection process are individually subject to supervisory approval.

Those employees reaching their fifth, tenth, and eighteenth year of service shall earn their vacation for that year on a prorated basis.

Departmental seniority on shifts shall determine the choice of vacation. The most senior employee shall have first choice of vacation, however, the first choice will be limited to one (1) time period which could comprise their entire vacation or any portion thereof. Once the employee makes their selection, the second senior person will make a similar selection and on down through the least senior person on each shift. This process will then be repeated until each person has chosen their entire vacation schedule in increments no less than one day. If the employee wishes, they may hold 56 hours in abeyance to be taken in no less than hourly increments throughout the year, subject to supervisory approval.

This process shall be completed within five (5) weeks from the date the vacation time for each person has been certified and sent to the Association by the Chief of Police. The vacation schedule is subject to the staffing of the department as determined by the Police Chief. The employees are permitted to choose vacation from January 1st through December 31st. In the event of separation prior to completion of one year of service, no terminal vacation shall be paid.

Officers who are off on an approved vacation day(s) will not be ordered to return to work except for special team activation, and emergencies. If officers are off on three (3) or more consecutive vacation days, they will not be ordered to return to work on their vacation days, and any regularly scheduled off days attached to the vacation days except for a court subpoena, special team activation, and emergencies.

A block of vacation is three (3) or more vacation days taken consecutively in conjunction with regularly scheduled off days. Example: (3-day block of vacation) Officer selects one (1) vacation day, then has two (2) regularly scheduled off days, then selects two (2) more vacation days.

Special Team Activations shall include: SWAT Team including Negotiators, Mobile Field Force and Crash Investigation Team.

C. Holiday Leave:

All full-time employees shall be granted twelve (12) paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, December 24th, Christmas Day, Spring Holiday, and four (4) additional floating holidays shall be granted each employee. Such holiday leave shall be granted as ninety-six (96) hours off in lieu of the calendar holidays. Holiday leave shall be subject to the departmental work schedule and staffing requirements as determined by the Police Chief. Employees may choose to waive holiday leave in favor of cash payment.

Cash payment shall be computed based on the hourly rate in effect at the time of the holiday times the number of holiday hours accredited to each employee. The Employer shall be notified of the employee's desire for cash payments by the 1st day of October of the preceding year. All holidays shall be credited to the employee January 1 of each year and must be used by December 31 of each year except a maximum of twenty-four (24) hours of holiday time may be carried over to April 1 of the following year. Holidays not used within these time limits will be forfeited. Holiday pay shall be paid in the first pay period of November.

Any officer working on one of the eight (8) designated holidays shall receive time and one-half pay for hours worked on that day. In the event that the officer works in excess of their normal work day on the designated holiday, the officer shall be compensated at the rate of double time for hours worked in excess of their normal working day.

Notwithstanding the above, Light Duty Officers injured related to a non-worker's compensation claim are required to take time off on holidays and are not permitted to work unless permission is obtained from their immediate supervisor.

December 31 will replace January 1 as the designated holiday for officers working third shift or night shift overlap for purposes of time and one-half pay.

D. Funeral Leave:

In the case of death in the immediate family of a regular full-time employee (spouse, children, step-children, parents, step-parents, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, guardian, half-brother and half-sister) the employee will be paid for scheduled time off from the day of death up to and including the day after the funeral but not to exceed twenty-four (24) hours at the employee's regular straight time hourly rate. Employees scheduled for ten (10) hour shifts shall be allowed to utilize other accrued benefit time for up to six (6) additional hours during an approved funeral leave. No funeral leave will be paid to any employee while on sick leave, layoff, or any leave of absence.

In the case of extended travel time or other exigent circumstances being necessary, additional leave shall be allowed if the employee uses holiday, vacation, or compensatory time, subject to reasonable minimum manpower requirements.

E. Injury Leave:

In the event that an employee is sick, ill, or hurt, and would be otherwise covered by the Worker's Compensation statute, or the City's Workers' Compensation carrier, but is not eligible to receive benefits because the duration of the illness is not long enough, then the City agrees to pay for up to three (3) full days of pay to the affected employee. Accumulated sick time of the affected member shall not be applied to the three (3) days provided for herein.

Sick leave, injury leave, or temporary disability benefits shall be payable to any employee injured while in the employ of an Employer other than the City of Oshkosh, except that the sick leave benefits shall be reduced in an amount equal to the Workers' Compensation benefits received from the Employer or its insurer.

ARTICLE 7

PAY PERIODS

All payroll stubs shall be available at 1:00 p.m. on every other Friday unless extenuating circumstances exist. In the event such days are legal holidays, checks will be issued on the day preceding.

Effective January 1, 2004, all employees shall participate in the direct deposit payroll system.

ARTICLE 8

INSURANCE BENEFITS

A. Insurance Medical Benefits Plan:

The Employer shall provide health coverage.

Health Risk Assessment (HRA): Participation in the City's Health Risk Assessment (HRA) program is voluntary. To receive the preferred premium contribution rate, the employee and covered spouse must participate in the HRA process.

The City reserves the right to offer an HRA and select the HRA administrator in its sole discretion. The City shall pay for the costs to provide the HRA. In the event the City elects to discontinue the HRA program, employees shall contribute the preferred employee health insurance rates.

1. Employee Contributions **With** Health Risk Assessment (HRA).

Effective January 1, 2024, employees will contribute up to 12% up to a maximum of \$166.30 per month towards single; \$311.87 per month towards dual and \$384.63 per month towards the family premium equivalents.

2. Employee Contributions **Without** Health Risk Assessment (HRA):

Effective January 1, 2024, employees will contribute up to 15% up to a maximum of \$207.88 per month towards single; \$389.84 per month towards dual and \$480.79 towards the family premium equivalents.

Note: Health insurance premium contributions are actually made one month prior to the effective dates shown.

B. Dental Insurance:

Effective 1/1/2019: Employees may participate in the dental plan at the same level of benefits and premium share as offered and provided to non-represented employees.

C. Income Continuation Insurance:

The City shall participate in the State's Group Income Continuation Insurance Program. The City will pay its Employer's share.

D. Life Insurance:

The Employer shall pay 100% of the premium of the State's Group Basic Life Insurance Policy. Other amounts of coverage for the employee and spousal and dependent coverage shall be available to the employee at their own expense.

E. Section 125 Plan:

The City shall offer a Section 125 Plan as allowed by law. Employees will be allowed to contribute

premium contributions, unreimbursed medical expenses, and dependent care expenses into the plan subject to the plan's rules and regulations.

ARTICLE 9

PENSION

In addition to the statutory requirements, the Employer shall pay to the employee's retirement fund an amount not to exceed seven percent (7%) of the employee's gross wages.

Effective January 1, 2014, an employee shall contribute their portion of the Wisconsin Retirement System (WRS) on the same basis as general employees as determined by the Employee Trust Funds (ETF).

ARTICLE 10

PREVIOUS BENEFITS

The Employer agrees to maintain in substantially the same manner, all benefits, policies, and procedures related to wages, hours, and conditions of employment that are mandatory subjects of bargaining not specifically referred to or altered by this Agreement.

ARTICLE 11

WAIVER OF RIGHTS

Neither party to this Agreement by such act at the time hereof or subsequent hereto agrees to and does waive any rights possessed by it or them under state and federal laws, regulations or statutes. In the event any clause or portion of this Agreement is in conflict with statutes of the State of Wisconsin governing municipalities or other statutes such clause or portion of the Agreement shall be declared invalid and negotiations shall be instituted to adjust the invalidated clause or portion thereof.

ARTICLE 12

LAY-OFFS

When it is deemed necessary by the City to lay off employees because of need for economy, lack of work or funds or other just cause, it shall follow the lay-off procedure outlined in Wisconsin Statutes, 1973, Section 62.13(5m).

SENIORITY

Employees who leave the bargaining unit to accept another position within the Police Department of the City of Oshkosh which is outside the bargaining unit and, within one (1) year of leaving the bargaining unit, return to a position in the bargaining unit, shall retain all accumulated seniority earned in the bargaining unit as well as the seniority earned outside the bargaining unit.

ARTICLE 13

RULES & EVALUATION REPORTS

The Association recognizes that the Employer may adopt and publish rules from time to time, however, the Employer shall submit such rules to the Association for its information prior to the effective date.

For this purpose, rules shall be defined as any rules, regulations, policies, directives, and postings published by the Department or the city affecting the department. Such rules shall be submitted to the Wage Board Chairman and the Association President and shall also be posted for knowledge and record. All such rules shall bear the signature of the Chief of Police or their designee. In the event of a dispute to such rules, the Association shall have fifteen (15) days after inception to dispute such rules through the grievance procedure.

Evaluation reports of employees shall be submitted to the evaluated employee in final form and identical to those filed in the personnel office and in the office of the Chief of the Department.

ARTICLE 14

PROGRESSION OF DISCIPLINARY ACTION

Progression of disciplinary action shall be as follows: First, oral reprimand or written reprimand. An Association representative may be present with the employee at the time (or at such time as) any oral or written reprimand, suspension or dismissal is registered with the employee.

The Association shall be furnished a copy of any written notice of reprimand or suspension. A written reprimand sustained in the grievance or not contested shall be recorded.

An employee shall have the right to the presence of an Association representative when their work performance or conduct affecting their status as an employee are the subject of discussion for the record. The City shall, at all steps of this Article, affirmatively ask the employee if they desire an Association representative to be present.

ARTICLE 15

GRIEVANCE PROCEDURE

Both the Association and the City recognize that grievances and complaints should be settled promptly and at the earliest possible stages and that the grievance process must be initiated within ten (10) days of the incident or knowledge of the incident, whichever is the latter. Any grievance not reported or filed within ten (10) days shall be invalid. A grievance is defined as any dispute or misunderstanding relating to employment between the City and the Association.

For the purpose of the final step of the grievance procedure, a grievance will be limited to the interpretation of application of the terms and conditions of this agreement, including past practices and policies incorporated in this agreement by its terms, and shall be handled in the following manner:

1. The grieved employee shall present the grievance orally to their Supervisor, either alone or accompanied by an Association representative, or if the employee refuses to present the grievance,

the Association may present the grievance. The supervisor shall, within five (5) days, excluding Saturdays, Sundays and holidays, provide a response to the employee.

2. If the grievance is not settled at the first step, the grievance shall be presented in writing to the Police Chief within ten (10) days (Saturday, Sunday and holidays excluded). The Chief shall within ten (10) days (Saturday, Sunday, and holidays excluded) hold an informal meeting with the aggrieved employee, and Association representatives. The Chief's Response to the grievance shall be in writing. If the grievance is not resolved to the satisfaction of all parties within five (5) days (Saturday, Sunday and Holidays excluded), either party may proceed to the next step.
3. The grievance shall be presented in writing to the City Manager for disposition within ten (10) working days (Saturday, Sunday and holidays excluded). Response to the grievance shall be in writing.
4. If the grievance is not settled under the provisions of paragraph 3 above and one of the parties deems the issue to be arbitrated, the party shall process the grievance within ten (10) days (Saturday, Sunday and holidays excluded) of completion of the provisions of paragraph 3 to arbitration. Arbitration procedures shall follow those outlined in State Statutes. The decision of the arbitrator shall be final and binding on the parties, subject to judicial review.

Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Association. However, each party shall be responsible for compensating its own representatives and witnesses.

ARTICLE 16

AGENCY SHOP

The Employer agrees to deduct monthly dues in the amount certified by the Association from the pay of employees who individually sign a dues deduction authorization form supplied by the Association affirmatively consenting to the deduction of dues for the employee's paycheck including a Local Association dues which the employee has authorized to be deducted in conjunction with the Association Dues.

It shall be the Association's responsibility to obtain dues authorization forms from new employees and provide them to employer. Dues deductions will commence on the first pay period after receipt of the dues deduction form.

Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, the Association or the Association's representative.

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.

It is expressly understood and agreed that the Association will refund to the employer, or the employee involved any dues erroneously deducted by the employer and paid to the Local Association, the Association shall indemnify and hold the employer harmless against any and all claims, demands, suits, order, judgements or any other forms of liability against Employer which may arise out of employer's compliance with this Article.

ARTICLE 17

MILEAGE POLICY

Employees shall be reimbursed for mileage incurred for work related activities at the rate as determined by the City Council.

ARTICLE 18

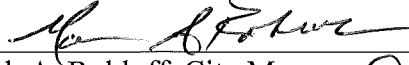
RECOGNITION & UNIT OF REPRESENTATION

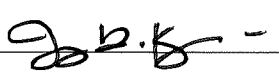
The City hereby recognizes the Association as the sole and exclusive bargaining agent with respect to hours, wages and conditions of employment for all certified sworn personnel excluding the position of Chief, Assistant Chief, Police Captain, Lieutenants, Sergeants, and all other employees of the Oshkosh Police Department.

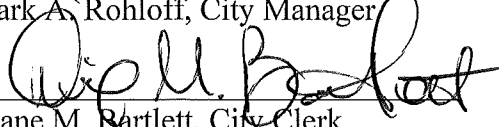
THIS AGREEMENT shall become effective as of January 1, 2024, and will remain in full force and effect to and including the 31st day of December, 2026.

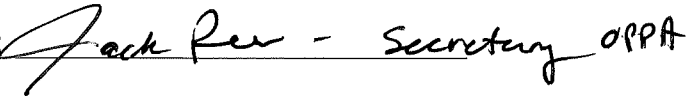
CITY OF OSHKOSH

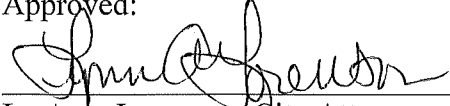
OSHKOSH PROFESSIONAL POLICE OFFICERS ASSOCIATION (OPPA)


By: 
Mark A. Rohloff, City Manager

By:  - PRESIDENT OPPA

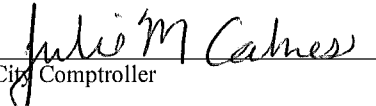
By: 
Diane M. Bartlett, City Clerk

By:  - Secretary OPPA

Approved:

Lynn A. Lorenson, City Attorney

By:  - Vice President OPPA

I hereby certify that the necessary provisions have been made to pay the liability which will accrue under this contract.


City Comptroller

SCHEDULE A
POLICE PAY PLAN*

EFFECTIVE THE PAY PERIOD THAT INCLUDES JANUARY 1, 2024 (Restructured)

	<u>Range</u>	<u>Period</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
POLICE OFFICER	1	BIWK	2343.80	2484.42	2633.49	2791.50	2958.99	3136.53	3183.57	3215.41
		MO	5078.23	5382.91	5705.90	6048.25	6411.15	6795.82	6897.74	6966.72
POLICE SPECIALIST	2	BIWK	2385.52	2528.65	2680.37	2841.19	3011.66	3192.36	3240.25	3272.65
		MO	5168.63	5478.74	5807.47	6155.91	6525.26	6916.78	7020.54	7090.74
SCHOOL RESOURCE OFFICER	3	BIWK	2416.83	2561.84	2715.54	2878.48	3051.19	3234.26	3282.77	3315.60
		MO	5236.47	5550.65	5883.67	6236.71	6610.91	7007.56	7112.67	7183.80
DETECTIVE	4	BIWK	2501.00	2651.06	2810.13	2978.73	3157.46	3346.90	3397.11	3431.08
		MO	5418.83	5743.96	6088.62	6453.92	6841.16	7251.62	7360.41	7434.01
DETECTIVE II	5	BIWK	2557.82	2711.28	2873.96	3046.40	3229.18	3422.93	3474.27	3509.02
		MO	5541.94	5874.44	6226.91	6600.53	6996.56	7416.35	7527.59	7602.88

EFFECTIVE THE PAY PERIOD THAT INCLUDES JANUARY 1, 2025 (4.25%)

	<u>Range</u>	<u>Period</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
POLICE OFFICER	1	BIWK	2443.41	2590.01	2745.41	2910.14	3084.75	3269.83	3318.87	3352.06
		MO	5294.06	5611.69	5948.39	6305.30	6683.63	7084.63	7190.89	7262.80
POLICE SPECIALIST	2	BIWK	2486.90	2636.12	2794.29	2961.94	3139.66	3328.04	3377.96	3411.74
		MO	5388.28	5711.59	6054.30	6417.54	6802.60	7210.75	7318.91	7392.10
SCHOOL RESOURCE OFFICER	3	BIWK	2519.55	2670.72	2830.95	3000.82	3180.87	3371.72	3422.29	3456.51
		MO	5459.03	5786.56	6133.73	6501.78	6891.89	7305.39	7414.96	7489.11
DETECTIVE	4	BIWK	2607.29	2763.73	2929.56	3105.33	3291.65	3489.14	3541.49	3576.90
		MO	5649.13	5988.08	6347.38	6728.22	7131.91	7559.80	7673.23	7749.95
DETECTIVE II	5	BIWK	2666.53	2826.51	2996.10	3175.87	3366.42	3568.40	3621.93	3658.15
		MO	5777.48	6124.11	6491.55	6881.05	7293.91	7731.53	7847.52	7925.99

EFFECTIVE THE PAY PERIOD THAT INCLUDES JANUARY 1, 2026 (4.25%)

	<u>Range</u>	<u>Period</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
POLICE OFFICER	1	BIWK	2547.25	2700.09	2862.09	3033.82	3215.85	3408.80	3459.92	3494.52
		MO	5519.04	5850.20	6201.20	6573.28	6967.68	7385.73	7496.49	7571.46
POLICE SPECIALIST	2	BIWK	2592.59	2748.16	2913.05	3087.82	3273.10	3469.48	3521.52	3556.74
		MO	5617.28	5954.35	6311.61	6690.28	7091.72	7517.21	7629.96	7706.27
SCHOOL RESOURCE OFFICER	3	BIWK	2626.63	2784.23	2951.27	3128.35	3316.06	3515.02	3567.74	3603.41
		MO	5691.03	6032.50	6394.42	6778.09	7184.80	7615.88	7730.10	7807.39
DETECTIVE	4	BIWK	2718.10	2881.19	3054.07	3237.31	3431.55	3637.43	3692.00	3728.92
		MO	5889.22	6242.58	6617.15	7014.17	7435.03	7881.10	7999.33	8079.33
DETECTIVE II	5	BIWK	2779.86	2946.64	3123.43	3310.84	3509.49	3720.06	3775.86	3813.62
		MO	6023.03	6384.39	6767.43	7173.49	7603.90	8060.13	8181.03	8262.84

SCHEDULE A
POLICE PAY PLAN*

Movement on the Pay Schedule:

Employees shall progress from one step to the next through step F on an annual basis based on their anniversary date of hire so long as the employee is in the same classification to which they were originally hired. Employees shall progress to step G two (2) years after attaining step F (at seven years of service) and shall progress to step H three years after attaining step G (at ten years of service) and employees who are promoted to another job classification shall move from one step to the next on the same basis according to the employee's date of appointment to the new job classification.

Employees in the Police Officer job classification who are located in Step F-H on the salary schedule who receive a promotion to another job classification shall move to Step F-H, respectively, of the new classification. Employees in the Police Officer job classification who are located in Steps A through E and receive a promotion, shall move to the step in the new job classification that is closest to, but above, their current salary.

\$29.00 per month additional to artist when assigned to that duty.

*Official rates are the bi-weekly rates.

Lateral Transfer Pay:

Employees hired after 1/1/2021 who have previous certified sworn law enforcement experience shall, upon successful completion of their probationary period, be eligible to progress to the pay step which coincides with one-half of their recognized experience. Additionally, such employees shall be eligible for vacation accruals in the same manner.

Shift Differential:

\$0.50 per hour for all hours between 6:00 pm and 6:00 am.

Classification Pay:

When an officer performs duties of a higher-ranking officer for more than two (2) consecutive pay periods, that officer shall receive the compensation equal to the compensation that the higher-ranking officer receives. This provision shall not apply if the reason for the assignment is vacation relief.

Vice and Narcotic Unit Temporary Assignment:

Officers temporarily assigned to the vice and narcotics unit will be compensated at pay range 4.

(MEMORANDUM OF UNDERSTANDING)

I. As an addition to this Contract, the parties agree to attach this Memorandum of Understanding which is the result of a Stipulation entered into between the parties and which defines in-service training. The Memorandum of Understanding is as follows:

The parties agree: 1) that the Chief can require employees to attend in-service training; 2) that employees will, in the future, have the right to select dates of attendance, based on seniority on shifts; and 3) that the City recognizes it has the obligation to bargain the effects of its determination of in-service training on wages, hours, and working conditions, including, but not limited to, scheduling and compensation while attending.