

CITY OF APPLETON AND
APPLETON PROFESSIONAL POLICE ASSOCIATION
TENTATIVE AGREEMENTS 2014-2016

October 15, 2013

1. ARTICLE 10 – LEAVES

~~A. 7. All employees covered by this agreement, upon retiring, shall have the option to select the payment of their unused accumulated sick leave and vacation in cash or to have said money placed in a fund by the City, pursuant to the PEHP guidelines, from which employee's premium for their Hospital and Surgical Insurance will be paid.~~

B. For those employees eligible for 4 PTO Days-PTO days shall be pro-rated in the year of termination or resignation as follows:

January-March	0
April-June	1
July-September	2
October-December	3

For those employees eligible for 3 PTO Days-PTO days shall be pro-rated in the year of hire, termination or resignation as follows:

	Hired	Leaving
January-April	2	0
May-August	1	1
September-December	0	2

At the time of retirement employees who qualify for an annuity under the Wisconsin Retirement fund shall receive their full unused balance of PTO pursuant to the PEHP.

2. ARTICLE 11 – HOSPITAL PLAN (Rename-HEALTH AND DENTAL INSURANCE)

~~The employer shall provide the following Health Insurance benefits as outlined in Addendum A.~~

~~Open enrollment will be every year.~~

~~The Association retains the right to negotiate improved coverage. Reduction in benefits shall be made only by mutual agreement between the City and the Association. The selection of the carrier shall rest solely with the City.~~

~~The Employer agrees to pay an amount equal to the full premium for family coverage for \$1250 maximum, no deductible free standing dental coverage with orthodontia benefits for all permanent employees.~~

At the time of retirement employees who qualify for an annuity under the Wisconsin Retirement Fund shall have the option of continuing the medical Coverage ~~under Plan A or C only~~, at their expense, until they are eligible for Medicare, provided that the retiree makes timely payments for the premiums.

~~The Employer agrees to pay an amount equal to the full premium for family coverage for \$1250 maximum, no deductible free standing dental coverage with orthodontia benefits for all permanent employees.~~

Health Insurance

Effective 1/1/14, provided the employer offers a Health Reimbursement Account Plan, employees shall pay 15% of the COBRA rate.

Effective 1/1/14, provided the employer offers a Health Savings Account Plan employees shall pay 0% of the COBRA rate.

Effective 1/1/15, employees shall pay the same contribution as non-represented employees on plans offered by the City to non-represented employees.

Dental Insurance

Effective 1/1/14, provided the employer offers a Dental Plan, employees shall contribute \$10 per month toward a single premium and \$20 per month toward a family premium for the same dental plan offered by the City to non-represented employees.

Addendum A (Delete)

3. ARTICLE 13 – RETIREMENT CONTRIBUTION

Effective the first full pay period in January, 2014 employees agree to pay three percent (3%) contribution for funding benefits under the Wisconsin Retirement Fund. Effective the first full pay period in July, 2015 employees agree to pay the same contribution as general municipal employees for funding benefits under the Wisconsin Retirement Fund.

4. ARTICLE 19 – MILITARY LEAVE

“...but not to exceed fifteen (15) ~~twenty (20)~~ days, excluding Sundays and holidays, in the calendar...”

5. Wages

1/1/14 – 3%

1/1/15 – 2.5%

7/1/15 – 1%

1/1/16 – 2%

6. SIDE LETTERS

Letter of Understanding-Modified Pittman Schedule (Renew as a Letter of Understanding)

Letter of Understanding-Canine Handler (Take off signature lines and expiration date and renew)

Letter of Understanding-Sick Leave Bank (Take off signature lines and renew)

7. CLEAN UP OR TYPOS

ARTICLE 2. & 17: refers to ~~411.70~~ **111.77**

ARTICLE 7 – WORKER’S COMPENSATION “twenty-two weeks ~~for~~ or until the employee’s...”

ARTICLE 32 – POSITION ENHANCEMENT PROGRAM

Progression through the steps of Exhibit “A” shall be based on the agreed-upon Position Enhancement Program. Participation in the program shall be voluntary.

In order to keep the Position Enhancement Program current and relevant to contemporary policing needs, the City and the Association may, from time to time, find it necessary to modify criteria for movement through the various steps. The City agrees that no changes will be made in the standards without prior consultation with the Association. The City also agrees, that no changes will be made to the advancement criteria for: Senior Police Officer, Master Police Officer, Sergeant, and Senior Sergeant, as outlined on pages 11 and 12 of the Officer Position Enhancement Program, dated ~~2007 February 21, 1990~~, without the prior approval of the Association. In addition, the City agrees that standards must be reasonable, appropriate and consistent with job performance expectations of police personnel. Nothing contained herein shall limit or restrict the Association’s right to negotiate over mandatory subjects of bargaining.

~~D. In the event of promotions, the Officer will advance to the step in the pay plan that is equal to at least \$20 above the salary the Officer was receiving prior to promotion, unless the Officer is placed in the last Step of the Salary Schedule of the new position. Subsequent Step increases shall be at one year intervals.~~