

**Memorandum of Understanding
Between
The City of Neenah
and the
Neenah Professional Police Officers Association
Wisconsin Professional Police Association / LEER Regarding
Regarding
Lateral Entry**

Law Enforcement Agencies are experiencing challenges in hiring and retaining qualified Law Enforcement Officers given the highly competitive market. In an attempt to address these concerns, the City and the Association have entered into this memorandum of understanding. In consideration of a mutual desire on both parties to hire, train and retain the best possible Law Enforcement Officers, the parties agree to the following modifications to the collective bargaining agreement solely for those New Hire Law Enforcement Officer who are hired by the City who have experience working as a Law Enforcement Officer from another Law Enforcement Agency.

1. The association agrees that New Hire Law Enforcement Officer candidates with prior Full-Time Law Enforcement experience offered employment by the City on or after 01/01/2023 shall be eligible for lateral entry benefits as currently outline in the Collective Bargaining Agreement with full credit for all full-time years of service except that any Law Enforcement Officer with experience in Corrections, or Probation / Parole shall only receive half credit for their total full-time years in those roles reducing their total years credit. *(e.g., Officer A has ten years in corrections and 5 years on patrol. Total years credit shall be ten years., five from corrections and five from patrol.)* Years of service shall be rounded up from six months and above and rounded down for less than six month of prior service.
2. New Hire Law Enforcement Officers with five (5) years of service shall be granted a starting wage up to "7 years" of the Neenah City wage scale under Article 3 SALARIES AND RETIREMENT BENEFITS, Exhibit A, based on their credited years of service
3. New Hire Law Enforcement Officers with five (5) years of service shall be granted vacation benefits up to "144 hours" based upon the credited years of service. After five (5) years of employment within the City of Neenah, the officer will receive up to the total amount of vacation based on their total credited years of service added to the five years at Neenah. It is understood that this service credit will play no role in establishing department seniority in any other circumstance that might utilize seniority as a determining factor. It will merely determine their vacation accrual rate upon hire.

The goal of this initiative is to mitigate the loss of benefits often associated with an officer moving from one organization to another. The lateral entry program is designed to help the City of Neenah Police Department offer a highly competitive total benefit package in an effort to hire the best qualified Law Enforcement Officers.

1. The New Hire Law Enforcement Officer shall receive all of the compensation and benefits that any full-time officer would receive except as specifically modified by this memorandum of understanding. All the terms of the collective bargaining agreement will apply to the New Hire Law Enforcement Officer unless specifically modified by this memorandum of understanding. In the event there is a question of this agreement regarding how a New Hire Law Enforcement Officer shall be treated under this MOU and the bargaining agreement then

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the City and the Association will meet to discuss acceptable equitable solutions. If that discussion is unsuccessful in resolving the dispute, the City and the Association will retain their respective rights and arguments under the current provisions of the collective bargaining agreement.

2. This represents the complete understanding of the parties on this issue. Any amendments or modifications to this agreement must be made in writing.
3. This Agreement shall continue beyond the current Collective Bargaining Agreement unless mutually agreed by the City and Association to cancel or place into a successor collective bargaining agreement.
4. This agreement is effective on the last date signed below. Authentic fax or email signatures are as valid as an original.


Agreed to by:


For the City, Mayor

3-16-2023
Date


For the City, City Clerk

3-16-23
Date


For the Association, President

3-16-23
Date

Thomas A Schrank
For the WPPA / LEER
Thomas A. Schrank

09 March 2023
Date