

Agreement between the

CITY OF NEENAH

and the

NEENAH PROFESSIONAL POLICE OFFICERS'
ASSOCIATION

WISCONSIN PROFESSIONAL POLICE ASSOCIATION
LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION

2025-2027

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1 AGREEMENT

2 ARTICLE 1 PURPOSE OF AGREEMENT

3 It is the intent and purpose of the parties hereto that this Agreement shall promote and
4 improve working conditions between the City of Neenah (hereinafter "City") and the Neenah
5 Professional Police Officer's Association (hereinafter "Association" or "Union"), and to set forth
6 herein the rates of pay, hours of work, and other terms and conditions of employment to be
7 observed by the parties hereto.

8 The City agrees that there shall be no discrimination by the City against any officer covered
9 by the Agreement because of the officer's membership or activities in the Association, nor will the
10 City interfere with the rights of such officers to become members of the Association.

11 ARTICLE 2 RECOGNITION

12 This Agreement made and entered into at Neenah, Wisconsin, pursuant to the provisions of
13 Chapter 111.70, Section 62.13, of the Wisconsin Statutes by and between the City, a municipal
14 corporation, as municipal employer and the Association as sole bargaining agent for the police
15 officers of the Neenah Police Department (hereinafter "Department") for all officers with the rank
16 of Sergeant or Investigative Sergeant and below (hereinafter "Employees").

17 ARTICLE 3 SALARIES AND RETIREMENT BENEFITS

18 The salaries for the contract year are set forth in Exhibit A, which is attached hereto and
19 incorporated by this reference as though fully set forth here word-for-word. The City shall
20 participate in the Wisconsin Retirement System ("WRS") Pension Plan. Employees shall pay
21 towards the WRS Pension Plan as follows:

22 Employees shall pay 100% of the employee's share of the pension payments to the WRS,
23 which is defined as the actuarially determined rate by the WRS for public safety employees.

24 ARTICLE 4 LONGEVITY

25 Longevity payments will be made for all officers within the Department in accordance with
26 the following schedule:

- 27 5 years - \$6.00 per month
- 28 10 years - \$12.00 per month
- 29 15 years - \$20.00 per month
- 30 20 years - \$25.00 per month

31 ARTICLE 5 HOURS

32 **Patrol:**

33 The normal workday shall consist of twelve (12) hours. The normal work cycle shall average
34 one hundred forty-four (144) hours based on a twenty-six (26) day cycle. This twenty-six (26) day

1 cycle shall consist of three (3) days on duty, followed by three (3) days off duty, repeated four (4)
2 times, with one of the three (3) days off duty in the cycle being extended to five (5) days off, on a
3 consistent repeating cycle. Officers working under the above-referenced schedule shall maintain
4 one of the shifts (work hours) as follows:

- 5 06:00 - 18:00
- 6 12:00 - 00:00
- 7 18:00 - 06:00

8 **Non-Patrol Officers:**

9 Non-Patrol officers are regularly scheduled for 5 days on duty, Monday - Friday, followed by
10 2 days off duty, Saturday - Sunday, and shall work eight (8) hours per day.

11 The City and Union shall establish a voluntary 10-hour shift schedule for Investigators who
12 currently work 5 days on duty, Monday - Friday, followed by 2 days off duty, Saturday - Sunday. The
13 city or the investigator may cancel this voluntary schedule with 30-day notice. If said 30-day notice
14 is given, Investigators may voluntarily be assigned to the above 5 on / 2 off, 8-hour shift, rotation as
15 is the current practice.

16 As a condition for the 10-hour shift, the parties agree on the following parameters:

- 17 A. At least two Investigators are on duty each day.
- 18 B. The Investigators choosing to operate on this schedule will maintain staggered weeks
19 with a flexible schedule to accommodate workload (for example: Monday through
20 Thursday, or Tuesday through Friday).
- 21 C. No increase in sick leave accumulation and no overtime pay will be given until the
22 employee works more than 10 hours in a day or 40 hours in a week for employees on the
23 10-hour shift

24 The Behavioral Health Officer (BHO), Traffic Safety Officer (TSO), and Community Policing
25 Coordinator (CPC) may elect to work the regularly scheduled 5 on / 2 off schedule or the voluntary
26 10-hour shift schedule, as described above. Based on positional and departmental needs, the City
27 and the Union understand these positions may be required to work temporary alternate schedules
28 or shifts.

29 The School Resource Officer (SRO) shall work a schedule with hours agreed upon by the
30 Neenah Joint School District, the City and the Union. This schedule will traditionally align with the
31 standard school day, which would result in a standard 5 on / 2 off rotation, as described above. The
32 City and the Union understand this position may be required to work temporary alternate
33 schedules or shifts based on the needs of position or the Neenah Joint School District.

34 **Daylight Savings Time:**

35 When an officer is scheduled to work during the fall daylight savings time change, the
36 officer shall be paid straight time for the extra hour worked. When an officer works during the spring
37 daylight savings time change the officer shall be allowed to use accumulated time off (not including

1 sick leave) or work an extra hour paid at straight time at the officer's discretion, to compensate for
2 the hour lost during the time change.

3 ARTICLE 6 OVERTIME

4 Officers will be compensated at the rate of time and one-half based on their normal rate of
5 pay for all hours worked in excess of the normally scheduled workday or the normally scheduled
6 work week either in pay or in compensatory time, whichever the officer may choose. Forced
7 holdovers shall be paid a minimum of two (2) hours at overtime rate; more if longer than two (2)
8 hours. Officers shall receive an additional one (1) hour of call-in compensation for forced
9 holdovers.

10 **Training:**

11 Time spent in mandatory training, schooling, marksmanship training, and such similar
12 activities scheduled for officers at any time other than during their normal workday shall be
13 compensated at the rate of time and one-half for a minimum of two (2) hours to be taken in pay or
14 compensatory time, whichever the officer may choose, subject to the limitations for compensatory
15 time as noted below.

16 Officers on the 12-hour patrol shift who are scheduled for an overnight out-of-town training
17 on a scheduled workday at a site that is at least 50 miles from the Department's station will be
18 credited with a full 12-hour patrol day at straight time for the day of training.

19 Any training, schooling, marksmanship training, and such similar activities which are
20 participated in by the officer voluntarily with the authorization of the Chief of Police or his designee
21 shall be without overtime compensation.

22 **Compensatory time:**

23 The existing practices under which compensatory time is earned and accumulated shall be
24 continued. An officer may not transfer compensatory time, or vacation hours, to another officer.
25 The maximum amount of compensatory time which an officer may maintain shall be limited to:

- 26 a. **As of December 31st, 2025** - Two Hundred Fifty (250) hours
- 27 b. **As of December 31st, 2026, and after** - Two hundred (200) hours

28 ARTICLE 7 CALL TIME & COURT TIME

29 **Call Time:**

30 Whenever an officer is summoned to return to paid duty, they shall receive two (2) hours of
31 pay at the time of arrival, plus time and one-half for all hours worked. If the call-in overlaps with the
32 officer's regular shift, those overlapping hours shall be paid at the officer's regular rate.

33 If an officer is given at least twelve (12) hours' notice prior to returning to paid duty, no call time
34 shall be paid. In such cases, the officer shall be compensated at time and one-half for hours
35 worked beyond their regular schedule.

1 If the department is required to call in officers to fill a shift under circumstances that
2 require payment of call-time pay, and two or more officers voluntarily agree to cover one shift, the
3 call-time premium pay shall be split proportionately between the two officers based on the
4 respective portions of the shift they work. Voluntary splitting of a call-in shift shall be done on a
5 mutually agreed upon basis with each officer covering a portion of the call-in shift and receiving the
6 proportionate amount of the call-time premium.

7 Court Time:

8 Court appearances, when an officer is off duty, shall be paid at a minimum of two (2) hours
9 at time and one-half for all court appearances. Any court appearances which exceed two (2) hours
10 shall be paid at time and one-half.

11 Call time shall be applied if any officer is subpoenaed due to performance of official duties
12 as a police officer and shall be paid in accordance with the terms of this contract.

13 When an officer is subpoenaed for an official court appearance during an off-duty time and
14 the appearance is subsequently canceled without at least twelve (12) hours prior notice of the
15 cancellation being given to the officer, the officer shall be compensated at the rate of time and one-
16 half for the minimum two (2) hours. The Department will implement administrative procedures to
17 check on the status of officer court appearances at least 24 hours prior to the court appearance.

18 ARTICLE 8 LATERAL TRANSFERS

19 Credited Years of Service:

20 New hires and currently employed officers with verified full-time law enforcement
21 experience will receive the wage/salary and other applicable benefits named herein based on their
22 prior credited years of service. A year of service will be considered if said officer has worked 6
23 months or more in the given year in their prior capacity. For fewer than 6 months in a given year, no
24 credit is afforded for that year's service.

25 New hires with verified full-time correctional or probation/parole experience will receive
26 half credit for their prior years of service. A year of service will be considered only if said officer has
27 worked 6 months or more in the given year in their prior capacity.

28 This service credit will not affect department seniority in any other context where seniority
29 is a determining factor.

30 Benefits for Lateral Transfers:

31 New hires and currently employed officers will receive salary and retirement benefits, as
32 established under Article 3, based on their credited years of service.

33 New hires and currently employed officers will receive vacation benefits, as established
34 under Article 9, based on their credited years of service.

ARTICLE 9 VACATIONS AND TIME OFF

Full-time officers who have successfully completed Phase IV of the Field Training Program shall be allowed vacation leave with pay. The vacation pay per week shall be the same as the officers' earnings for their established normal work week.

Vacation Allowance:

Based on years of credited service with the City, the number of vacation hours that shall be granted are as follows:

Years of Service	Non-Patrol Officers	12-Hour Patrol Officer
New Hire	96 hours	96 hours
One (1) Year	96 hours	96 hours
Five (5) Years	144 hours	144 hours
Ten (10) Years	192 hours	192 hours
Sixteen (16) Years	240 hours	240 hours
Twenty-Four (24) Years	256 hours	264 hours

On January 1 of each year (except for new hires), an officer will be credited with a vacation allowance that will be earned in that current year. Officers entitled to additional vacation leave based on the above allowance will be allowed to schedule such leave at any time during said year, provided that additional vacation leave is to be repaid to the City if the Officer separates from service prior to their anniversary date.

New Hires:

New hires will earn vacation allowance based on their credited years of service. New hires must successfully complete Phase IV of the Field Training Program before any vacation time off is granted.

New hires will maintain their given vacation allowances for one (1) calendar year. At the time of the new hire's one-year anniversary, the officer will be issued a new vacation allowance based on their credited years of service. At the end of this calendar year, on the last pay period of the year, the officer will be allowed and required to make a one-time transfer of their accrued but unused vacation to compensatory time and/or banked vacation. The transfer of hours may not exceed the maximum compensatory time limit, or the banked vacation limit set forth in this contract.

On the following year, after the transfer is complete, the new hire will be given their vacation allowance on each January 1st and will follow the same procedures as specified in this contract for tenured officers.

1 **Administration of Vacation Schedule:**

2 The City shall provide a vacation schedule each year covering the total periods of vacation
3 allowed for the personnel of the Department.

4 The Department designee shall schedule all vacations over as wide a period as possible to
5 maintain the efficiency of the Department. In scheduling the vacations, consideration must be
6 given to the officers' seniority.

7 The Department designee shall approve two available vacation picks per officer, based on
8 seniority, as requested on the pick sheets. After the initial two picks, the Department designee will
9 assign vacations in one-pick allotments. Additional vacation picks, if needed, may be made
10 available by the employer.

11 Non-Patrol and 12-Hour Patrol officers shall select their vacations from separate
12 schedules.

13 **Vacation Picks:**

14 Once approved, each vacation selection is guaranteed and shall not be cancelled unless
15 there is a departmental emergency.

16 Officers will be allowed to take their current vacation following the guidelines listed below.
17 The utilization of current vacation will fall under one of these listed areas.

18 Officers who are called back from vacation shall receive time and one-half for time worked
19 plus call time and vacation pay.

20 **Banked Vacation:**

21 A 12-hour patrol officer may carry forward up to 36 hours of unused vacation as an
22 accumulated banked vacation at the end of the calendar year. These carried over banked hours
23 can be used for future time off.

24 A non-patrol officer who is eligible for 96 hours of vacation per year may carry forward up to
25 48 hours of unused vacation as an accumulated banked vacation at the end of the calendar year.
26 These carried over banked hours can be used for future time off.

27 A non-patrol officer who is eligible for 144 hours or more of vacation per year may carry
28 forward up to 120 hours of unused vacation as accumulated banked vacation at the end of the
29 calendar year, provided the carry-forward hours do not cause the officer's total accumulated
30 vacation bank to exceed 240 hours. These carried-over banked hours can be used for further time
31 off.

32 Non-patrol officers have a maximum allowance of 240 hours in their banked vacation. 12-
33 hour patrol officers have a maximum allowance of 36 hours in their banked vacation.

34 Banked vacation may be used at any time for time off, subject to operational requirements
35 and supervisory approval.

1 **Scheduled Vacation (Picked prior to the start of the year):**

2 Vacation pick sheets will be distributed prior to the start of each calendar year for the
3 purpose of selecting annual current vacations. Officers will select vacations based upon seniority
4 and the number of hours of vacation they are allocated by this contract. Officers must have their
5 vacation picks selected and submitted by the closing date on the pick sheets. No more than two (2)
6 officers will be granted vacation on any given day. No more than one (1) patrol sergeant will be
7 granted vacation on any given day. A second patrol sergeant may be allowed time-off if such will
8 not result in inadequate coverage for the shift. Adequate coverage is intended to include minimum
9 staffing as well as supervisory staffing for the shift.

10 Patrol officers may select vacation in one, two, or three-day increments. A patrol
11 work week is defined as three workdays. Non-patrol officers may select one-to-five-day
12 increments. A non-patrol work week is defined as five workdays. Officers who work four 10-hour
13 days per week must arrange their vacation hours with their direct supervisor. The number of days
14 available will be as follows:

12-Hour Patrol Shift:

<u>Vacation Hours</u>	<u>Equivalent Days</u>
96	8
144	12
192	16
240	20
264	22

Non-patrol Shift:

<u>Vacation Hours</u>	<u>Equivalent Days</u>
96	12
144	18
192	24
240	30
264	32

15 **Selecting Vacation Days at a Later Date (During the Year):**

16 Officers who have not selected all their vacation days on the vacation pick sheets may
17 utilize the remaining days as guaranteed vacation under the following criteria:

- 18 A. Requests must be submitted to the department through the designated scheduling
19 system more than one month in advance.
- 20 B. A vacation slot must be available. No more than two (2) officers will be granted vacation
21 on any given date, and no more than one (1) patrol sergeant.

1 C. A second patrol sergeant may be allowed time-off if such will not result in inadequate
2 coverage for the shift. Adequate coverage is intended to include minimum staffing as
3 well as supervisory staffing for the shift.

4 **All Other Time Off Requests (Off Extra, Time for Time, Personal Holidays, etc.):**

5 Officers may take additional time off (i.e. compensatory time, time-for-time, personal
6 holidays and banked vacation) which shall collectively be referred to as "Off Extra." "Off Extra"
7 time may be requested using the designated scheduling system no more than one month from the
8 date requested.

9 "Off Extra" requests will be granted on a first come/first served basis as manpower permits,
10 but subject to cancellation.

11 If an employee's scheduled "Off Extra" is cancelled and the employee works their normal
12 shift, the employee shall be paid straight time for hours worked on the actual scheduled shift. Call
13 time shall be paid if the "Off Extra" is cancelled within four (4) hours of the beginning of the
14 scheduled shift.

15 If an officer desires to use current vacation time within one month of the date in question,
16 the request will be treated as an "Off Extra" request and is subject to cancellation.

17 **ARTICLE 10 MILITARY PAY**

18 For non-voluntary days where an employee is receiving pay from the federal government for
19 military duties, the employee may elect to use comp time and keep their full military pay, or remit
20 their military pay to the City (minus the housing and food stipend) and the City will instead pay
21 them their normal pay for the days the employee was paid by the federal government. In no event
22 will the City pay for travel or prep time for an employee's military leave.

23 **ARTICLE 11 HOLIDAY PAY**

24 **Scheduled Holidays:**

25 All officers shall be paid the following ten (10) Scheduled Holidays per year at the regular
26 rate of pay (which includes longevity, professional improvement pay, etc.). This payment will be
27 made twice per year, regardless of whether the officer worked any of the Scheduled Holidays:

28	New Year's Day	Labor Day
29	Good Friday	Thanksgiving
30	Easter	New Year's Eve Day
31	Memorial Day	Christmas Eve
32	Independence Day	Christmas Day

33
34 The pay for the first five (5) Scheduled Holidays (left column) will be received by direct
35 deposit on the first payday in June. The pay for the second five (5) holidays (right column) will be

1 received by direct deposit on the first payday in December. Holiday pay is defined as one (1) day's
2 pay based on an 8-hour and 20-minute workday.

3 Holiday Overtime Pay:

4 In addition to the above pay, officers who work hours on any of the Scheduled Holidays will
5 be paid at a rate of time-and-one-half for those hours worked. Any overtime earned on any holiday
6 will be taken in pay or compensatory time and said pay will be received on the regular check in the
7 next normal pay period following the holiday.

8 Floating Holidays:

9 Officers will be awarded the following floating holidays based on their regular work
10 assignment, in addition to the above listed holidays:

- 11 A. **12-hour Patrol schedule:** Officers will be granted twelve (12) hours of floating holiday
12 per year.
13 B. **Non-Patrol schedule:** Officers will be granted sixty-four (64) hours of floating holidays
14 per year.

15 Floating holidays are to be granted as scheduling permits and approved by the Officer's
16 Supervisor and will not be paid out in cash if not used.

17 ARTICLE 12 SICK LEAVE

18 Sick leave with pay shall be available to officers after it is earned and placed in their sick
19 leave bank. Officers assigned to work 12-hour patrol shifts will earn ten (10) hours per month of
20 service. Officers working other shifts will earn (8) hours of sick leave per month. Sick leave accrual
21 will not begin until the completion of the first full calendar month of an Officer's employment.

22 Sick Leave Allowance:

23 The number of accumulated days of unused sick leave shall be capped at two hundred
24 (200) days (2400 hours for 12-hour patrol workers, 1600 hours for non-patrol workers).

25 Administration:

26 In cases where an officer is absent from work three (3) days or more because of non-FMLA
27 illness (one not qualifying under the Family and Medical Leave Act (FMLA)), the Chief or designee
28 may require a physician's certificate explaining the nature of the illness and the necessity of the
29 officer's being absent from work. In cases of absence of more than three (3) days because of the
30 employee's illness qualifying under FMLA, an employee must provide a release for return to work
31 from his or her physician in addition to properly completing all applicable FMLA paperwork.

32 When non-FMLA sick leave exceeds the officer's sick leave allowance, the time off shall be
33 charged against the officer's unused vacation first, then the officer's unused compensatory time.
34 FMLA absences are subject to the City's policy on substitution of paid leave.

1 No pay for time off shall be provided to an officer beyond the officer's unused sick leave,
2 vacation and compensatory time without a recommendation from the Chief and approval by the
3 Council.

4 An officer whose illness or injury prevents the officer from working for a period of one year
5 shall be removed from the payroll, provided the compensation, employment or other laws do not
6 require that the officer be kept on the payroll.

7 Any officer injured while on duty will be paid full salary for a period not to exceed one (1)
8 year. After that year, the officer may choose to make up the difference between Worker's
9 Compensation reduced pay and full salary by using accumulated sick leave.

10 Reasonable absence due to illness in the immediate family may be charged against the sick
11 leave allowance. Immediate family includes an employee's spouse, domestic partner, dependent
12 children, parents and parents-in-law.

13 When an officer is in court the entire day after having worked the previously scheduled work
14 shift and is timeworn to the point that the officer is unable to work their next scheduled work shift,
15 the officer shall be allowed to use either a sick day or comp time.

16 ARTICLE 13 SEPARATION OF EMPLOYMENT

17 **Vacation:**

18 In the event of termination for any reason (including retirement, resignation, discharge,
19 death, etc.), payment will be made for any accumulated banked vacation.

20 An officer who leaves the employment of the City shall be paid for any unused vacation
21 allowance due the officer, provided two (2) weeks' notice of the officer's leaving is given.

22 **Sick Time:**

23 An officer who leaves employment and is eligible to retire based on Wis. Stat. §40.23 as
24 amended or who leaves City employment because of job related disability shall be credited at the
25 officer's current salary rate to the City's post-retirement benefit plan up to a maximum of 1000
26 hours of accumulated sick leave as outlined in Article 14.

27 ARTICLE 14 INSURANCE COVERAGE

28 The City shall provide the following insurance covering the officers of the Department.
29 (Note: plan design language relating to insurance coverage is removed per Wis. Stat.
30 §111.70(4)(mc)6. with the Association reserving its rights.)

31 The City shall provide the following health, dental and life insurance programs:

32 **Health & Dental Insurance:**

33 The City shall obtain health insurance coverage for covered employees. Except for the
34 deductibles, premium contributions and co-pay requirements, the City shall pay the full cost of the
35 health insurance programs for the Department's employees.

1 Employees shall pay the same contribution as non-represented employees on health
2 insurance plans offered to the City's non-represented employees.

3 The City shall allow all employees retiring or any employee receiving duty-disability benefits
4 from Employee Trust Funds to remain in the City's group Health Insurance plan, at the cost of the
5 regular premium rate, as long as the retiree pays the total cost of the premium.

6 The City shall also provide to covered employees a single or family dental plan. Employees
7 shall pay the same contribution as non-represented employees on the dental insurance plan
8 offered to the City's non-represented employees.

9 Life Insurance:

10 The City shall provide, at its sole cost, Wisconsin Group Life Insurance in an amount
11 equivalent to \$1,000 of coverage for each \$1,000 or any portion thereof of annual salary earned.

12 The City of Neenah shall offer a Section 125 Internal Code program to all employees
13 covered under this agreement. Covered employees shall be allowed to use the Section 125
14 program for health, life and dental insurance expenses.

15 Upon the death of an employee or retiree who is currently on the City's health insurance
16 plan, the spouse and/or dependents may remain on the City's health insurance plan as long as the
17 spouse or dependent pays the total cost of the premium. Any plan limitations for dependents shall
18 continue to apply under this provision.

19 Retirement Benefit Plan:

20 The City will make available to officers, on the same terms as available to all other City
21 employees, a Retirement benefit plan which all employees will participate in for payout of accrued
22 sick leave and vacation balances, if any. An independent third-party administrator's designated
23 agent will conduct an individual exit interview with an employee pre-retirement to determine where
24 an employee's sick, and vacation leave will be deposited. The two account options are:

- 25 A. Tax-Free Post-Retirement Healthcare Account (to use for qualified medical
26 withdrawals)
- 27 B. 457 Deferred Comp Plan or other similar arrangement.

28 The decision by the designated agent is binding, the employee does not have the ability to
29 independently choose which account their accruals are directed to, nor does the City have the
30 ability to dictate where accruals are to be sent.

31 Health Insurance Coverage for the Family of Police Officers who Die in the Line of 32 Duty:

33 The City will pay for the spouse to remain on the City's insurance (if the spouse is not
34 eligible for their own insurance with a comparable rate and comparable benefits) until they reach
35 age 65 or their remarriage. Coverage for dependent children will mirror that of active employees.

1 ARTICLE 15 PROFESSIONAL IMPROVEMENT PROGRAM

2 Any officer who has attained a four-year bachelor's degree from an accredited college or
3 university shall be paid \$75.00 per month professional improvement pay after completion of the
4 officer's probationary period. This payment shall not be in addition to any other contractual
5 professional improvement payments. This paragraph shall become effective on the date the
6 agreement is executed.

7 Officers taking college courses related to police work shall be reimbursed \$100 per credit
8 towards the cost of the course upon successful completion (B- or better). Courses eligible for
9 reimbursement shall be approved by the Chief prior to the Officer registering for the course to be
10 eligible for reimbursement.

11 ARTICLE 16 PAY PERIODS

12 All officers shall be paid every other Thursday. If Thursday is a legal holiday or so designated
13 by the City, then payday shall be on the day preceding. Wage payment shall be by direct deposit to
14 the officer's bank account; the City shall not be required to issue paper checks.

15 ARTICLE 17 CLOTHING & EQUIPMENT

16 **New Hires and Protective Vests:**

17 New officers will receive a complete set of uniform items (see exhibit B), at City expense.

18 The City shall provide a new personal protective vest for the new officers and shall provide
19 all current officers with a replacement personal protective vest in accordance with manufacturer
20 guidelines. If an officer wishes to purchase a different personal protective vest other than that
21 selected by the City, the difference in cost shall be the officer's responsibility. The Chief of Police
22 has the option to mandate the wearing of said vest by the officer.

23 **Damage to Personal Items or Department Equipment:**

24 In the event officers suffer damage to personal items, normal uniform or accessory items
25 while engaged in the normal performance of their duties, the City shall compensate officers for up
26 to \$200.00 per damaged item. Said payment shall not be made in the event it is determined that
27 loss was caused by carelessness or negligence. Said personal items shall include glasses,
28 watches, rings, etc. Damage to personal weapons owned by the officer shall be reimbursed only if
29 damaged or stolen through duty action; depreciation and ordinary wear and tear of personal
30 weapons owned by the officer that occur from duty use shall be the responsibility of the officer.
31 Damage to eyeglasses and durable medical equipment occurring while engaged in the normal
32 performance of an employee's duty will be reimbursed to the extent such damage is not covered by
33 Workers Compensation or Health Insurances. Reimbursement for damage to eyeglasses not
34 covered by insurance shall not exceed the cost of substantially similar lens and up to \$100 for
35 frames. The employee must first seek to have damaged equipment repaired before seeking
36 reimbursement for replacement not covered by insurance. Reimbursement for damage to hearing

1 aids beyond the \$200 limit shall occur only if the employee has insurance covering the hearing aid
2 and then only to the extent of the insurance deductible.

3 ARTICLE 18 EQUIPMENT

4 The City shall furnish all nylon goods, raincoats, firearms, handcuffs, and safety equipment
5 needed by the officers. All facilities and equipment needed in the performance of the officer's duty
6 shall be provided and maintained by the City.

7 ARTICLE 19 CHANGE IN SHIFT

8 Officers shall be allowed to change shifts or days off with other officers qualified to assume
9 these duties with the approval of the Chief of Police or the Chief of Police's designee.

10 ARTICLE 20 PHYSICAL FITNESS

11 The Department and Union recognize the need for physical fitness. Exercise allows
12 employees to maintain a level of fitness to adequately do their job as well as relieve stress,
13 promoting a happier, healthier employee.

14 The Neenah Police Department has designated one-half of the training room as a
15 fitness/exercise room.

16 Generally, the Department does not furnish exercise equipment and is not liable for any
17 injury caused using the equipment outside the scope of employment. Exercise equipment
18 furnished by department employees or private entities must be approved by the Administration.
19 The Neenah Police Benevolent Association will maintain all equipment in good working order.

20 The fitness/exercise area is open only to Department employees and is available 24 hours a
21 day. Employees have unlimited use of exercise equipment during nonworking hours.

22 Department teams that require fitness levels and others who are tested annually may use
23 the equipment during working hours in accordance with specific rules, regulations, and limitations
24 approved by the Chief of Police. All employees using the equipment during their schedule shift
25 shall be subject to the following limitations:

- 26 A. On-duty workouts may only occur when adequate shift staffing exists.
27 B. On-duty workouts may only occur during meal breaks and must be approved by the
28 employee's supervisor. Employees utilizing an on-duty workout during a meal break
29 shall not increase the number of meal breaks during their shift.
30 C. Employees participating in an on-duty workout must remain available to respond to
31 calls.

32 Fitness equipment should only be used by people who have been adequately trained by a
33 Neenah Police designee and use the equipment at their own risk. The department training
34 coordinator will keep training and orientation records.

35 It is the user's responsibility to maintain this area in a neat, clean manner.

1 The Department recommends that anyone starting a personal exercise program should do
2 so only after consulting with their physician.

3 ARTICLE 21 RECRUIT OFFICERS

4 Officers who are hired but still need to complete preparatory training at a LESB approved
5 basic training academy (academy) to become a certified law enforcement officer (herein called
6 "Recruit Officers") will adhere to the following:

- 7 A. Upon hire, the Recruit Officer is considered a full-time active employee of the City and a
8 member of the Union. Recruit Officer status and the terms named in this article will end
9 upon the completion of the academy.
- 10 B. Provided the Recruit Officer meets any such eligibility requirement for such compensation
11 or benefit, the Recruit Officer shall receive all the compensation and benefits that any full-
12 time employee would receive except as specifically modified by this article.
- 13 C. The normal workweek for the Recruit Officer will be eight hours a day, Monday through
14 Friday, five (5) workdays on, two (2) weekend days off. The final schedule, however, will be
15 dictated by the schedule of the academy training.
- 16 D. Recruit Officer will receive time and a half overtime pay for any hours worked in excess of
17 40 hours in a workweek. Recruit Officers must receive permission from a supervisor prior to
18 working any overtime.
- 19 E. The hourly rate of pay for starting Recruit Officers shall be at the "Hire" rate step in effect for
20 starting patrol officers outlined in this agreement. Effective the day after satisfactory
21 completion of a LESB training academy, the Recruit Officer's title will be changed to "Police
22 Officer".
- 23 F. The date of hire for seniority purposes of the Recruit Officer shall remain the date of hire.
- 24 G. All costs of this academy shall be borne by the City. Travel time between the school and the
25 recruit Officers home shall not be compensated.
- 26 H. If the Recruit Officer chooses to leave the employment of the City within thirty-six (36)
27 months of completion of the academy and takes another law enforcement position, the
28 Recruit Officer agrees to reimburse the City for costs paid for background checks, physical
29 and psychological testing, training and equipment, and wages above minimum wage that
30 were paid on behalf of the Recruit Officer. Those costs are expressed as liquidated
31 damages in the following amounts:
 - 32 a. Up to 9 months after certification: \$6,000.
 - 33 b. More than 9 months to 18 months after certification: \$4,500.
 - 34 c. More than 18 months to 27 months after certification: \$3,000.
 - 35 d. More than 27 months to 36 months after certification: \$1,500.
 - 36 e. More than 36 months: No reimbursement required.
- 37 I. This reimbursement is considered null and void if the Recruit Officer does not pass the
38 academy requirements, is terminated by the City, granted a severance based on medical
39 unfitness for duty or for a military call-up. The City may also, on its own discretion, waive
40 the reimbursement in full or in part for any reason. If a Recruit Officer does not successfully

1 complete the academy or gain LESB certification, the Recruit Officer's employment with the
2 City shall be severed with no recourse to the grievance procedure.

- 3 J. Prior to hiring and as a condition of employment, upon hire each Recruit Officer will execute
4 an individual contract that reflects this article and the agreement. The form will be
5 determined by the City and will include a requirement that the individual agrees that the
6 City may withhold or deduct from wages or other payments owed by the City to the
7 individual if the individual leaves employment and owes a reimbursement to the City.

8 ARTICLE 22 TAKE HOME VEHICLES

9 Any authorized Officer wishing to use a take-home vehicle shall sign an agreement
10 prepared by the City in which they agree to uphold the provisions of Neenah Police Department
11 vehicle use policy. The City and Association have agreed to the vehicle use policy and any changes
12 to the policy would require a new signed agreement or acknowledgement from the Officer of said
13 changes.

14 ARTICLE 23 NEGOTIATION MEETINGS

15 Any officer on the Bargaining Committee attending a bargaining session with the City shall
16 not lose time if the officer is on duty at the time of the scheduled meeting.

17 An officer assisting in the grievance procedure as hereinafter set forth shall not lose time for
18 the processing of the grievance done during the officer's normal duty day.

19 ARTICLE 24 GRIEVANCE PROCEDURES

20 Both the Association and the City recognize that grievances and complaints should be
21 settled promptly and at the earliest possible stage and that the grievance process must be initiated
22 within ten (10) days of knowledge of the incident. Any grievance not reported or filed within the
23 required time periods shall be invalid unless mutually agreed to by both parties.

24 Any differences of opinion or misunderstanding which may arise between the City and the
25 Association shall be handled in the following manner:

- 26 A. The aggrieved officer shall present the grievance orally to the officer's Captain or
27 supervisor, either alone or accompanied by an Association representative within ten
28 (10) days of knowledge of the incident (Saturdays, Sundays and holidays excluded).
- 29 B. If the grievance is not settled at the first step, the grievance shall be presented in writing
30 to the Police Chief. The Chief shall within ten (10) days (Saturdays, Sundays and
31 holidays excluded), hold an informal meeting with the aggrieved officer, Captain, and
32 Association representative. If the grievance is not resolved to the satisfaction of all
33 parties within ten (10) days (Saturdays, Sundays and holidays excluded), either party
34 may proceed to the next step.
- 35 C. The grievance shall be presented in writing to the Grievance Committee or to the Police
36 Commission, whichever authority has jurisdiction on any particular grievance.
- 37 D. The Grievance Committee shall consist of the Mayor, Police Chief and City Attorney.

- 1 a. Suspensions, demotions and discharges may be subject either to this Article or
2 handled under Section 62.13(5), Wisconsin Statutes. Once the officer and/or
3 Association has selected a forum, it shall become the exclusive avenue for
4 adjudicating the officer's complaint.
- 5 b. All other grievances relating to wages, hours, and working conditions, or any
6 other matter under jurisdiction of the Grievance Committee shall be directed to
7 the Committee. The Grievance Committee shall within ten (10) days set up an
8 informal meeting with all parties involved up to this point. Within (10) days
9 (Saturdays, Sundays, and holidays excluded), after this meeting a determination
10 shall be made and reduced to writing and copies submitted to all parties
11 involved.
- 12 i. The Association may appoint representatives of the Association and
13 shall inform the City of the names of the individual so appointed and of
14 any changes thereafter made in such appointments. The City shall allow
15 the representatives the necessary time to process grievances during the
16 duty day.
- 17 ii. If the grievance is not settled to the satisfaction of both parties after ten
18 (10) days. (Saturdays, Sundays and holidays excluded), either party may
19 petition to the Wisconsin Employment Relations Commission for a
20 panel of current staff arbitrators to be alternately struck by the parties
21 until only one name remains.

22 ARTICLE 25 MANAGEMENT RIGHTS

23 The City of Neenah, a municipal corporation according to the Wisconsin Statutes, and its
24 duly appointed representatives, hereinafter referred to as the "City," has the right to plan, direct,
25 and control the working force, to schedule and assign work to employees, to determine the means,
26 methods and schedule of operation for the continuance of its operations, to establish standards
27 and to maintain the efficiency of its employees. The City also maintains the sole right to require
28 employees to observe its rules and regulations, to hire, lay off, or relieve employees from duties,
29 and to maintain order and to suspend, demote, discipline, and discharge employees for just cause.
30 The City shall not discriminate against any member of the Bargaining Unit.

31 ARTICLE 26 EMERGENCY LEAVE

32 In case of death of an officer's spouse, registered domestic partner, child, or parent, the employee
33 will be paid for the scheduled time lost to a maximum of 5 scheduled workdays. (No more than 7
34 calendar days total may be missed from the first day missed until the employee returns.)

35 In the case of a death of an officer's immediate family member (non-registered domestic
36 partner, grandparent, step-parent, parent-in-law, child-in-law, step-child, brother/sister, step-
37 brother/sister, grandchild, or any other relative living in the employee's residence at the time of
38 death) the employee will be paid for the scheduled time lost from the day of death up to and
39 including the day after the funeral, but not to exceed three (3) scheduled workdays.

1 For death of other relatives, the officer will be allowed a leave of one day to attend the
2 funeral.

3 Officers may request additional paid leave through the Department Head. Such requests
4 will be handled on a case-by-case basis and may be approved or denied solely at the Department
5 Head's discretion. Additional time off may be charged against an employee's sick bank.

6 Officers are required to complete a funeral leave authorization form.

7 No funeral leave will be paid to any officer while on vacation, sick leave, layoff, or any other
8 leave of absence. All funeral leave shall be paid at straight time.

9 **ARTICLE 27 RECRUITMENT BONUS**

10 If a current officer recruits a sworn officer employed by another agency (lateral officer) or
11 any other, non-certified officer, they shall be paid a bonus of \$500. When the recruited lateral or
12 other officer completes their probationary period, the recruiting officer shall be paid an additional
13 bonus of \$500.

14 To qualify for the bonus, the recruited officer needs to be identified by the officer being
15 hired. If multiple officers are qualified as the recruiting officer(s), they shall evenly divide the bonus.
16 The bonuses shall be paid on the first pay period following the newly hired officer's start date
17 and/or date of when the hired officer completes probation.

18 **ARTICLE 28 TERM OF AGREEMENT**

19 This Agreement shall become effective the 1st day of July 2025 and remain in full force and
20 effect to and including the 31st day of December 2027. The Parties mutually agree to begin
21 negotiations for a successor Agreement no later than October 2027.

22 It is agreed by and between the parties that the terms and conditions of the employment
23 contract as contained herein shall be binding on both parties.

24 All contractual rights and benefits currently enjoyed by the members of the Association,
25 which are conditions of employment, shall continue in effect after the expiration of this contract
26 until a new contract has been reached.

27 **ARTICLE 29 NON-DISCRIMINATION**

28 The employer and the Neenah Professional Police Officer's Association agree not to
29 discriminate against any individual with respect to the individual's hiring, compensation, terms or
30 conditions of employment because of such individual's race, color, religion, sex, age, or national
31 origin, nor will they limit, segregate or classify officers in any way to deprive any individual officer of
32 employment opportunities because of the officer's race, color, religion, sex, age, or national origin.

1 ARTICLE 30 FITNESS FOR DUTY

2 All requests for fitness for duty evaluations under this article and the tests resulting shall be
3 conducted in accordance with the Americans with Disabilities Act ("ADA") and shall be
4 coordinated through the City's Human Resources Department.

5 ARTICLE 31 PROBATIONARY PERIOD

6 All newly hired employees shall be on probation from the date of hire and shall remain on
7 probation for a period of one year from their date of successful completion of Phase 4 of the Field
8 Training Program. At the Chief's sole discretion and based upon specific and articulable concerns
9 about performance and/or decision making, a newly hired officer's probationary period may be
10 extended to a maximum of six (6) months.

11 Officers promoted to a supervisory position shall be subject to a six-month probationary
12 period, with a possible six-month extension at the Chief's sole discretion, in the new supervisory
13 position. Any employee whose probationary period is extended will receive notice of the cause for
14 the extension and expectations for successful completion of probation.

15 The Chief or designee shall provide notice to the union president or business agent when
16 the employee successfully completes probation.

17 Any employee promoted within the Department will be permitted to return to the
18 employee's prior position if the employee does not complete probation for any reason.

19 ARTICLE 32 DUES DEDUCTION

20 The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER
21 from the pay of employees who individually sign a dues deduction authorization form supplied by
22 the WPPA/LEER affirmatively consenting to the deductions of dues from the employee's Paycheck,
23 including any Local Association dues which the employee has authorized to be deducted in
24 conjunction with the WPPA/LEER dues.

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

28 The employer shall notify the WPPA of all new hires of the bargaining unit within 10 days of
29 their start date.

30 The Employer shall deduct the combined dues amount each month for each employee
31 requesting such a deduction, upon receipt of such form and shall remit the total of such
32 deductions, with a list of employees from whom such sums have been deducted, to the
33 WPPA/LEER or Local Association if applicable, in one lump sum not later than the 15th of each
34 month.

35 Authorization of dues deduction by a voluntary member may be revoked upon notice in
36 writing to the Employer, WPPA or to the Local Association at any time.

1 No employee shall be required to join the Association, but membership in the Association
2 shall be made available to all employees in the bargaining unit who apply consistently with either
3 the WPPA or local Association Constitution and By-Laws. No employee shall be denied
4 membership because of race, creed, color, sex or other legally protected class status.

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

10 ARTICLE 33 MAINTENANCE OF BENEFITS

11 Any benefit presently in effect specifically or not specifically referred to in this Agreement
12 shall remain in effect for the duration of this Agreement.

CITY OF NEENAH

NEENAH PROFESSIONAL POLICE OFFICER'S
ASSOCIATION



Mayor



President



City Clerk



Secretary



Attorney of the City



WPPA/LEER Representative

Date: 27 February 2020

EXHIBITS

EXHIBIT A - SALARY SCHEUDLE

The hourly rates listed below do not include contractual add-on pay, including longevity, professional improvement and, where applicable, FTO pay because of variability between employees.

It is understood that the salary schedules will be administered in accordance with the provision of the existing contract.

Promotions shall be made in accordance with the existing departmental policy and the promoted officer's position in the salary schedule will be in accordance with such contract policy.

The Traffic Safety Officer (TSO), Behavior Health Officer (BHO) and the Community Police Coordinator are paid in accordance with the investigator pay scale.

Biweekly paychecks are determined by dividing the annual rate by 26. Hourly rates are determined by dividing annual rate by annual hours (2022 hours for 12-hour patrol shifts & 2028 hours for non-patrol shifts)

Exhibit A - Salary Schedule July 1, 2025										
Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$98,401.65								
	Hourly - 12-Hours Patrol (2022 Hours)	\$48.67								
	Hourly - Non-Patrol (2028 Hours)	\$48.52								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$95,668.27								
	Hourly - Non-Patrol (2028 Hours)	\$47.17								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1%	1%	1%	1%	1%	1%	1%	1%	7%
	Annual	\$62,474	\$65,405	\$68,353	\$71,302	\$74,249	\$77,197	\$80,166	\$83,095	\$91,113
	Hourly - 12-Hours Patrol (2022 Hours)	\$30.90	\$32.35	\$33.80	\$35.26	\$36.72	\$38.18	\$39.65	\$41.10	\$45.06

Exhibit A- Salary Schedule January 1, 2026

Sergeant	Wage Rate Basis	Promoted									
	Method	8% above Top Patrol									
	Annual	\$99,877.68									
	Hourly - 12-Hours Patrol (2022 Hours)	\$49.40									
	Hourly - Non-Patrol (2028 Hours)	\$49.25									
Investigators	Wage Rate Basis	Promoted									
	Method	5% above Top Patrol									
	Annual	\$97,103.30									
	Hourly - Non-Patrol (2028 Hours)	\$47.88									
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years	
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	
	Annual	\$63,411	\$66,386	\$69,378	\$72,371	\$75,363	\$78,355	\$81,368	\$84,341	\$92,479	
	Hourly - 12-Hours Patrol (2022 Hours)	\$31.36	\$32.83	\$34.31	\$35.79	\$37.27	\$38.75	\$40.24	\$41.71	\$45.74	

Exhibit A- Salary Schedule July 1, 2026

Sergeant	Wage Rate Basis	Promoted									
	Method	8% above Top Patrol									
	Annual	\$101,375.84									
	Hourly - 12-Hours Patrol (2022 Hours)	\$50.14									
	Hourly - Non-Patrol (2028 Hours)	\$49.99									
Investigators	Wage Rate Basis	Promoted									
	Method	5% above Top Patrol									
	Annual	\$98,559.85									
	Hourly - Non-Patrol (2028 Hours)	\$48.60									
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years	
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	
	Annual	\$64,362	\$67,381	\$70,419	\$73,457	\$76,493	\$79,531	\$82,589	\$85,606	\$93,867	
	Hourly - 12-Hours Patrol (2022 Hours)	\$31.83	\$33.32	\$34.83	\$36.33	\$37.83	\$39.33	\$40.85	\$42.34	\$46.42	

Exhibit A - Salary Schedule January 1, 2027										
Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$102,896.48								
	Hourly - 12-Hours Patrol (2022 Hours)	\$50.89								
	Hourly - Non-Patrol (2028 Hours)	\$50.74								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$100,038.24								
	Hourly - Non-Patrol (2028 Hours)	\$49.33								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
	Annual	\$65,327	\$68,392	\$71,475	\$74,559	\$77,641	\$80,724	\$83,828	\$86,890	\$95,275
	Hourly - 12-Hours Patrol (2022 Hours)	\$32.31	\$33.82	\$35.35	\$36.87	\$38.40	\$39.92	\$41.46	\$42.97	\$47.12

Exhibit A - Salary Schedule July 1, 2027										
Sergeant	Wage Rate Basis	Promoted								
	Method	8% above Top Patrol								
	Annual	\$104,439.93								
	Hourly - 12-Hours Patrol (2022 Hours)	\$51.65								
	Hourly - Non-Patrol (2028 Hours)	\$51.50								
Investigators	Wage Rate Basis	Promoted								
	Method	5% above Top Patrol								
	Annual	\$101,538.82								
	Hourly - Non-Patrol (2028 Hours)	\$50.07								
Patrol	Wage Rate Basis	Hire	1 year	18 months	2 Years	3 years	4 Years	5 Years	6 Years	7 Years
	Method	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
	Annual	\$66,307	\$69,418	\$72,547	\$75,677	\$78,805	\$81,934	\$85,085	\$88,194	\$96,704
	Hourly - 12-Hours Patrol (2022 Hours)	\$32.79	\$34.33	\$35.88	\$37.43	\$38.97	\$40.52	\$42.08	\$43.62	\$47.83

EXHIBIT B - UNIFORMS

- 1
- 2 Uniform items provided by the Department for new hires:
- 3 a. 1 winter hat
- 4 b. 1 summer hat
- 5 c. 1 winter jacket
- 6 d. 4 winter shirts
- 7 e. 5 summer shirts

- 1 f. 5 pairs of pants
- 2 g. 2 pairs of shoes
- 3 h. 1 pair winter boots
- 4 i. 1 personal protective vest

5 All non-uniform officers will maintain at least one full and properly fitted set of the current
6 uniform.

7 The city will pay the cost of any changes in the uniform which will require the purchase of
8 additional items or the purchase of replacement items that cause the immediate obsolescence of
9 existing items. The cost of any phased changes will be borne by the officer. Any changes requested
10 by the officers and approved by the department will be borne by the officers