

AGREEMENT BETWEEN THE

**SUN PRAIRIE PROFESSIONAL POLICE ASSOCIATION
WPPA/LEER**

AND THE

CITY OF SUN PRAIRIE

JANUARY 1, 2027 THROUGH DECEMBER 31, 2029

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Appendix A: COMPENSATION SCHEDULES

SUN PRAIRIE WPPA CONTRACT

THIS AGREEMENT made and entered into this 19th day of May, 2026 at Sun Prairie, Wisconsin, pursuant to the provisions of Wis. Stats. Ch. 111.70 and other applicable sections of the statutes, by and between the City of Sun Prairie, hereinafter referred to as the City, and the Sun Prairie Professional Police Association (Association).

PURPOSE OF AGREEMENT

This agreement constitutes an implementation of the provisions of Wis. Stats. Ch. 111.70 and provides for orderly and constructive employment relations in the public interest and in the interest of employees hereby covered and the City as an employer. This Agreement is the sole working Agreement between the parties.

GENERAL TERMS AND CONDITIONS

ARTICLE I - RECOGNITION

The City recognizes the Law Enforcement Employee Relations Division (LEER), Wisconsin Professional Police Association (WPPA or Association) as the exclusive bargaining representative for all sworn full-time employees, which includes the rank of patrol officer and detective, but excludes the rank of sergeant, lieutenant, and higher classifications.

ARTICLE II - DURATION/BENEFITS EXTENDED

Section 2.1 - Duration

This agreement shall become effective January 1, 2027, and shall remain in effect until and including December 31, 2029, and thereafter shall automatically be renewed from year to year, unless at least ninety (90) days prior to the date of expiration, either party shall by written notice serve on the other and state the desire to modify the agreement.

Section 2.2 - Benefits Extended

If an Agreement has not been reached prior to the expiration date of the contract, the benefits and conditions of the expired contract shall remain in full force and effect until a new Agreement is signed.

ARTICLE III - NO DISCRIMINATION

The City and the Association agree that there shall be no unlawful discrimination on the basis of race, creed, color, sex, national origin, religion, age, arrest or conviction

record, handicap or disability, union affiliation or non-affiliation, ancestry, marital status, sexual orientation or membership in the National Guard, State Defense Force or any reserve component of the state of federal military forces, or other basis prohibited by applicable state or federal law. Because of the viability of local, state, and federal forums for the resolution of such complaints of discrimination, it is agreed and understood that the provisions of this Article shall not be subject to the arbitration provisions of this Agreement.

ARTICLE IV - LOYALTY

Section 4.1 - Loyalty

The Association agrees for the employees that individually and collectively they will perform loyal and efficient work and service, and that they will use their influence and best efforts to protect the property and interest of the City, its good name, its service to the public and the policies and procedures of the Department.

Recognizing the crucial role of law enforcement in the preservation of the public health, safety and welfare of a free society, the Association agrees that it will take all reasonable steps to cause the employee covered by this Agreement, individually and collectively, to perform all police duties, rendering loyal and efficient service to the very best of their abilities.

The Association, therefore, agrees that they do not condone any interruption of these services for any cause whatsoever by the employees it represents; nor shall they condone any concerted failure by them to report for duty; nor shall the employees absent themselves from their work or abstain, in whole or in part, from the full, faithful, and proper performance of all the duties of their employment.

Section 4.2 - No Strike Clause

The Association pledges itself to make every effort to maintain unimpaired police service and protection of the community. It shall not cause, counsel, or permit its members, or any of them individually, or in concert, to strike, slow down, disrupt, impede, or otherwise impair the normal functions of the Department, or to refuse to perform any customarily assigned duties, including overtime, for the City, or shall any employee participate in such prohibited activity. The occurrence of any such prohibited activity by the Association or employees shall be deemed illegal and a violation of this Agreement and shall render the Association and the employees subject to the penalties provided herein. Whether or not the Association is liable for any activity prohibited in Section 4.2, any employee who engages in such activity may be subject to discharge, or other disciplinary action.

In addition to any action or penalties in this Article, the City may enforce any other legal rights and remedies to which by law it is entitled.

ARTICLE V - MANAGEMENT RIGHTS

The management of the business and the direction of the work force shall remain with the management of the City, including but not limited to, the right to hire, set policies, to promote, discipline or discharge employees for just cause, to use improved methods, material or equipment, to develop and administer work standards and performance requirements, to decide the number of employees needed at any particular time or place, to establish, change or abolish job classifications not currently covered in the Agreement and establish all job qualifications, and be the sole judge of the quality and acceptability of the service rendered to the public equally and fairly.

ARTICLE VI - DUES DEDUCTION

Section 6.1 - Dues Deduction

The City agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a City dues deduction authorization form where the Employee is knowingly and affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.

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

Authorization of dues deduction by a member may be revoked upon notice in writing to the City, WPPA or to the Local Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.

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 who apply consistently with either the WPPA or local Association Constitution and By-Laws. The Association agrees to notify the WPPA office in Madison in writing of the name of any new hire into the bargaining unit. Membership is subject to and governed by all local, state, and federal anti-discrimination laws.

It is expressly understood and agreed that WPPA/LEER will refund to the City, or the employee involved any dues erroneously deducted by the City and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the City harmless against any and all third-party claims, demands, suits, order,

judgments or any other forms of liability against or incurred by the City, including all costs of defense and attorney's fees, which may arise out of City's compliance with this Article.

ARTICLE VII - ASSOCIATION ACTIVITIES/RIGHTS

Section 7.1 - Association Activity

The Association may designate up to two (2) stewards who shall have authority to adjust grievances. The City agrees that the two (2) stewards may be allowed reasonable time to adjust grievances, without loss of pay.

The Association may designate up to four (4) stewards who shall be eligible to attend negotiations without loss of pay. This provision shall apply regardless of the presence of off-duty steward(s) at negotiations. Nothing in this provision shall be construed to limit the number of off-duty personnel who may attend negotiations.

An on-duty steward requesting leave to adjust grievances or attend negotiations shall first secure permission from the Chief of Police or his/her designee. Such permission shall be granted absent any disruption of service.

An on-duty steward released to attend negotiations shall be subject to call as the needs of the Department dictate.

Other than outlined above, personnel shall not be allowed to conduct union business during work time.

Section 7.2 - Rights Regarding Investigations and Personnel Files

This Section addresses employee rights when they may be under investigation in criminal and non-criminal matters. This Section also addresses employee rights in matters concerning their individual personnel files.

A.) When such matters involve the investigation of an employee by the Sun Prairie Police Department and/or another agency delegated to do so by the Sun Prairie Police Department and will not result in criminal charges, the employee shall have the following rights:

- 1.) To be notified of the name and the official capacity, if any, of all persons present during any interview and/or interrogation of him/her.
- 2.) To be notified of the nature of the questioning before any questions are directed to him/her.
- 3.) To be notified of the names of all verified complainants before any questions are asked of him/her, except in a John Doe or Grand Jury hearing.
- 4.) To be notified if any of the conversation is being electronically recorded.

5.) To refuse to answer any questions without consequence if any of the above rights are denied him/her.

Whenever a complaint, written or oral, is filed against an employee which may result in a disciplinary action, the Chief or the Chief's designee shall conduct an investigation and provide the employee with written notice of the complaint and the findings within twenty-four (24) hours of completion of the investigation.

The City will not require an employee to take a polygraph test.

B.) When such matters involve the investigation, interview, interrogation, or arrest of an employee under investigation by the Sun Prairie Police Department or any other agency and said action involves criminal charges, the employee shall have afforded to him/her all rights listed in part "A" of this Section, as well as the right to have present an attorney of his/her own choosing and at his/her own expense.

C.) With regard to the member's permanent personnel record, a member shall have all the rights afforded by law to a public employee, as well as the following rights:

- 1.) To view the contents of his/ her file at his/her request and at a time consistent with the convenience of himself/herself and the City.
- 2.) To be informed, upon inspection of his/her file, of the nature of any entries inserted in his/her record that he/she was not previously aware of.
- 3.) To receive copies of any material placed in his/her file.
- 4.) To have the opportunity to respond in writing to any such material and have such response placed in the personnel file.

Section 7.3 - Rights of Stewards

The elected union stewards shall be provided all new policies and policy changes issued by the Chief or their designee at least 10 days prior to the effective date of such policies.

The stewards shall be permitted to comment on proposed policies and to suggest changes therein. Following the Association's election each year, the Association Secretary will notify the Chief of Police and the City Administrator within thirty (30) days of the officers of the Association. If there are changes during the year, the Association will notify the Chief of Police and City Administrator within ten (10) days of those changes.

OPERATIONS

ARTICLE VIII - HOURS OF EMPLOYMENT

Section 8.1 - Work Week

The Chief of Police or their designee shall prepare the schedule of hours to be worked. They shall establish the work period into which the shifts shall fit on a 6-3 (6 days on-3 days off) schedule. The Chief or their designee shall schedule shifts of eight (8) consecutive hours.

Employees not assigned a 6-3 work week may also be assigned to a (5-2), (5-2), (4-3); or a (5-2) work schedule and not exceed 1950 hours annually. Department Management may adjust the 4-3 work week to allow for holidays.

Within the first three (3) weeks of the school year, the School Liaison Officer working the (5-2) schedule will advise the Chief or their designee of the additional hours they will work compared to the total hours that would normally be worked under the (5-2), (5-2), (4-3) schedule. Such hours shall be at the straight time rate.

The Chief or their designee shall post a one (1) month schedule at least ten (10) days in advance. In the event an employee is assigned to a shift or work schedule other than his/her regularly scheduled shift or work schedule, said employee shall be given seven (7) days advance notice of the re-assignment (the notice will be provided 7 days, or 168 hours, prior to the start of the employee's regularly scheduled shift). If such seven (7) day notice is not given, then the employee shall be compensated at the rate of time and one-half for all hours worked on the reassigned shift or work schedule that are outside of the regularly scheduled hours.

Nothing in this Section shall prevent the Chief from assigning the (6-3) or the (5-2) schedule provided that said schedule is mutually agreeable to by the effected employee, and the employees assigned work schedule equals 1950 hours annually. Said agreement between the employee and the Chief shall be in writing and shall specifically identify the agreed to work schedule and the duration of the work schedule if a duration of more than a ten (10) day period is involved.

Alternate Schedule

In compliance with the Fair Labor Standards Act (FLSA), a 28-day law enforcement work period schedule will be established in agreement with all other labor agreement provisions.

For employees working an alternate schedule, the supervisor will complete a monthly work schedule by the 15th day of the preceding month. The work shifts will be assigned in eight (8) hour increments. The bi-weekly base payroll amounts will be equalized.

An example of the monthly breakdown is as follows:

Month	Scheduled Work Days	Days Off	Total
January	20	11	31
February	19	9	28
March	21	10	31
April	20	10	30
May	21	10	31
June	20	10	30
July	20	11	31
August	21	10	31
September	20	10	30
October	21	10	31
November	20	10	30
December	20	11	31
	243	122	365

Section 8.2 - Shift Assignments and Trades

The Chief or their designee will post a notice and accept requests for shift preference within the first ten (10) days of November. Shift changes shall become effective February 1st of the following year. In making shift assignments the employee's preference shall be considered in accordance with seniority. "Bumping" shall be permitted with consent of the Chief. Bumping is defined as a more senior employee choosing to replace a less senior employee in a chosen shift assignment.

Shifts and/or days off may be traded by employees of equal ranks by mutual agreement and the consent of the Chief or their designee. Such consent shall be freely given provided that the trade does not result in overtime or coverage below the minimum coverage standards set by the Chief for the day requested.

Section 8.3 - Overtime Assignments

Overtime assignments with fourteen (14) day notice or less will be filled in the manner deemed appropriate by the Chief or their designee.

In the event that overtime assignments are given with more than fourteen (14) day notice:

- Overtime assignments will be posted in the scheduling software and announcements sent to employees.
- Employees indicate interest using the scheduling software signup feature.

- After posting the assignment for 10 days, Police management will assign in order of seniority. An assigned officer will be required to work the assignment unless other approved time-off criteria apply. In such cases, the assignment will revert to the less-than-14-days-notice rules listed above. Supervisory staff may be eligible if the number of overtime assignments exceeds the number of interested officers.
- Overtime assignments remaining unfilled after completion of the above process will not be allowed to remain vacant and will be filled in manner deemed appropriate by management.

Section 8.4 - In-Service Training

1. The City agrees to provide the Association with an annual work schedule effective January 1 of each year. The schedule will identify known in-service training sessions and indicate related off-day changes.
2. Instructors are not subject to the language in item #5 of this section. For instructors, who are covered by the agreement, they will be given one day off in lieu of any in-service day they work on a regularly scheduled off-day. It is the employee's responsibility to work with the Department Management to schedule the day off.
3. The City anticipates at least four sets of one-day in-service sessions for each calendar year. The City anticipates scheduling only one of such sessions from mid-June to the end of August with the intent of utilizing city schools as venues.
4. Short-notice scheduling needs during in-service training periods will not be covered by day-off adjustments. These situations will be resolved in compliance with this agreement.
5. The City agrees to limit the off day changes for any one individual to not more than two times when four in-service sessions are held per year and not more than three times when five or more in-service sessions are held per year.
6. When Management is unable to follow the steps above and requires an employee to attend in-service training during off-duty hours, they will be compensated at time and one-half (1.5) for all hours worked. In this event, a minimum of two (2) hours shall be paid.

Section 8.5 -Recruit Academy

Upon hire and until completion of the Recruit Academy or Mini-Academy, employees may be placed on a 5-2 schedule and receive wages based upon a forty (40) hour work week.

ARTICLE IX - PROBATIONARY PERIODS

Section 9.1 - Probationary Period.

A probationary period shall be served by each new employee. The probationary period will be in effect until twelve (12) months after the completion of the Field Training Program. No extensions of probation shall be authorized beyond this

period. During the original probationary period, suspension or discharge will not be subject to appeal. Employees promoted to a higher classification shall serve another twelve (12) month probation in the new position. A promoted employee can be returned to the employee's previous classification within the probationary period, or the promoted employee can request to return. During this time the promoted employee's bargaining unit seniority shall be frozen and if returned to the bargaining unit shall receive the level of frozen seniority.

Section 9.2 - Return to Bargaining Unit After Promotion.

An employee promoted to a higher position out of the bargaining unit may not be returned to the bargaining unit after completion of the twelve-month probationary period unless there is a posted open position, and the individual would be hired as a new employee.

ARTICLE X - SENIORITY

Section 10.1 - Layoff

Seniority shall apply to layoff from work, recall after layoff from work, vacation scheduling for 1st, 2nd, and 3rd vacation picks, and posted overtime. Seniority shall also apply to shift preference so long as there are enough qualified personnel to adequately staff each shift. Management will determine necessary qualified personnel required for each shift.

Section 10.2 - Vacancy

When new classifications are created or vacancies exist within the bargaining unit, employees within the bargaining unit shall be given the first opportunity to fill such vacancies, if qualified.

Section 10.3 - Acting Position

Any employee serving in an acting position outside of this agreement, such as acting sergeant, shall continue to accrue seniority during that acting appointment.

Section 10.4 - No Loss In Seniority

Inability to work because of approved leave or other time off (excluding education leave in Section 24.6), shall not result in the loss of seniority rights.

ARTICLE XI - DISCIPLINE AND DISCHARGE

Employees shall not be disciplined, suspended, or discharged without good cause. A suspension shall not exceed thirty (30) days. Written notice of the discipline, suspension or discharge and the reason(s) for the action shall be given to the employee within twenty-four (24) hours. A grievance that may result from such action shall be considered waived unless presented in writing within five (5) days of the receipt of the notice by the employee. If the parties agree, or the arbitrator finds

that such discipline, suspension, or discharge was improper, such disposition of the matter may be made as appears proper.

ARTICLE XII - RULES AND REGULATIONS

The City may establish reasonable work rules and regulations.

All employees in the bargaining unit shall be provided with a copy of the Rules and Regulations of the Department.

The Chief shall post a notice at least ten (10) days prior to the implementation of any new change in the Rules and Regulations.

Employees are subject to the Drug Free Workplace and Drug Testing Policies as developed by the Chief of the Department for purposes of reasonable cause testing. In addition, employees provided with unrestricted access to departmental property and evidence storage areas that contain controlled substances, will be subject to random testing as outlined in the policy.

ARTICLE XIII – ADDITIONAL ASSIGNMENTS

Section 13.1 - Acting Pay

When Management assigns an employee to a temporary position in a higher paying classification and the assignment will last for at least one (1) work week, the employee will be paid the wage scale as if he/she were in that position for the initial week and for the duration of the assignment.

Section 13.2 – Canine Duty

- Department members assigned to be a canine handler(s) must commit to a five (5) year term, at the discretion of the Chief of Police. The handler's work shifts will be determined by the Chief.
- The department agrees to pay for the upkeep of the canine including necessary equipment, veterinary care, supplies, and housing as authorized by the Chief. If the program is discontinued, all items listed above will revert to the department.
- The City will provide kenneling for the canine while the handler is away from home, on vacation or other authorized leave.
- The City agrees to compensate the handler \$150 per pay period for caring for the animal.
- The Handler will be given a take home squad to be used according to departmental regulations.

Section 13.3 – Training Officers and Field Training Officers

Designated Training Officers and Field Training Officers shall be paid a one dollar (\$1.00) per hour premium in addition to their base rate of pay for actual hours performing training officer duties as authorized by the Chief or their designee.

In addition, designated Field Training Officers shall be eligible to receive one day off (8 hours) for each field training phase completed as authorized by the Chief or their designee. These additional days will be scheduled at the discretion of the Chief or their designee and must be used within six (6) months of receipt. These days are not eligible for payment and will be forfeited if not used within the parameters as outlined above.

Section 13.4 – Community Policing Team

A Community Policing Team position is completely voluntary. No WPPA member will be forced into becoming a member of the Community Policing Team.

ARTICLE XIV - GRIEVANCE PROCEDURE

Section 14.1 - Grievances

A.) A grievance is a complaint by an employee or group of employees for whom the Association is the bargaining agent, which involves the interpretation or application of any of the provisions of this Agreement. All grievances must be presented in writing and all replies to grievances shall likewise be in writing.

B.) No grievance shall be eligible for handling hereunder unless proceedings to that end shall be begun within fifteen (15) calendar days after Management has been initially consulted concerning the problem and has given a decision which is not satisfactory to the grievant.

C.) Grievances shall be processed through the following procedure:

Step 1 - First level of supervision having jurisdiction over the situation and the authority to settle the grievance. (Supervisor)

Step 2- The Chief of Police.

Step 3 - The City Administrator.

D.) Grievance meetings will be held within fifteen (15) calendar days after the receipt of either the original grievance or an appeal from any one of the steps to a grievance.

E.) The Management agrees to provide the Association with a decision within fifteen (15) calendar days following a grievance meeting. If the decision is not provided within this time limit, the grievance will automatically be eligible for further appeal.

F.) If the grievance is not submitted by the Association to the next level within fifteen (15) calendar days following the receipt of the Management's decision, it will not be eligible for further appeal.

- G.) The time periods specified in this Article may be modified by mutual consent.
- H.) A list of authorized Association representatives who may present a grievance will be provided to Management by the Association.

Section 14.2 - Arbitration

- A.) Arbitration shall be limited to situations which involve a grievance not settled at Step 3, unless otherwise specified in this Agreement. Arbitration shall be limited to interpretation and application of this contract but shall not include the suspension or removal of an employee who is subject to S.S. 62.13(5), Wisconsin Statutes, or the suspension, discharge or non-retention of a probationary employee under Article IX, Probationary Periods.
- B.) An arbitration shall not commence until the grievance has been processed through Step 3 of the grievance procedure and the disposition is not satisfactory to the dissatisfied party. Notice of intent to arbitrate will be presented in writing to the Police and Fire Commission within thirty (30) days of the date of Management's last answer.
- C.) A party requesting arbitration shall submit a written request to the Wisconsin Employment Relations Commission for a panel of an odd number of arbitrators. A copy of this request shall be simultaneously sent to the other party. The parties shall alternately strike names from the list. The party requesting arbitration shall make the first strike.
- D.) Each party shall bear the expense of preparing and presenting its own case. The compensation and expenses of the arbitration and the incidental expenses of the arbitration proceeding mutually agreed to in advance shall be borne equally by the City and the Association.
- E.) The arbitrator shall not possess authority to assess damages or punitive payments against either party to the other. In rendering the decision, the arbitrator shall confine the decision to the specific issue in question.
- F.) The arbitrator shall have no authority to add or subtract from or reform the provisions of the contract between the parties.

EMPLOYEE BENEFITS

ARTICLE XV - COMPENSATION SCHEDULE

Section 15.1 - Calculation of Wage Increase

All percentage, across-the-board wage increases will be calculated as follows:

- A. Percentage increase multiplied to the existing hourly wage to establish a new hourly wage.
- B. New hourly wage rate multiplied by 1.5 to establish the overtime rate.
- C. New hourly wage rate multiplied by 1950 to establish the annual rate.
- D. The annual wage divided by 26 to establish a bi-weekly amount.
- E. Employees are required to participate in the direct deposit program for all wage payments.

Section 15.2 - Lateral Entry Program

A newly hired employee who is currently employed as a full-time police officer in Wisconsin (or another State and has passed DOJ's reciprocity exam) and having completed their probationary period in this capacity, is eligible for starting wage to reflect the individual's years of full-time sworn officer service, up to a maximum of ten years. Future pay increases will be based upon these prior years of service combined with service in the SPPPA union and will occur on January 1 of the year the employee reaches a service anniversary resulting in a salary increase.

ARTICLE XVI - UNIFORM ALLOWANCE

Section 16.1 - New Employees

The City agrees to pay a maximum allowable amount of \$2,300 by direct payment to the supplier to outfit a newly hired officer with department required starting uniforms and equipment. Employees separating prior to completing probation may be required to reimburse the City a portion of this allowance based upon a monthly probation or return equipment as required by the department.

Section 16.2 - Regular Employees

After completion of one year of continuous service, each employee will receive a uniform allowance as follows:

2027	\$750
2028	\$800
2029	\$850

The payment will be made annually on the last payroll in January. The uniform allowance must be used for clothing and equipment used during the duty hours. A specific list of authorized items of clothing and equipment will be furnished by Management.

Section 16.3 - Body Armor

The City agrees to provide funding for new (non-refurbished) body armor or outer vest carrier to all employees. The specifications of the body armor purchased shall not be lower than a Threat II level with the City paying up to \$1,300 per body armor. Replacement by the City shall be made pursuant to manufacturer's specifications. The City will not be required to replace the body armor until the warranty expires or is damaged in the line of duty.

An employee may purchase body armor with a greater threat level than II. If the employee elects to purchase body armor costing more than \$1,300, the employee is responsible for the balance.

Employees must purchase body armor upon notice from the Chief of Police or designee and must provide proof of purchase identifying the make, model, and threat level. The employee is responsible to ensure the armor is within departmental specifications. All employees are required to wear the body armor as part of their daily uniform with the following exceptions:

- A.) Detective/plain clothes (but must have protective jacket available at all times);
- B.) Special assignments as approved by the Chief of Police. Examples include, but not limited to, training, court duty, community policing, and light duty status.

The requirement to wear body armor may be waived (permanently or temporarily) for medical reasons only. A signed physician or licensed health care provider's order may be required.

Non-probationary employees are allowed to take the unexpired vest with them upon leaving employment.

Section 16.4 - Reimbursement of Damaged Articles

The City agrees to reimburse employees for damaged personal articles in accordance with and to the extent provided for under current City policy as set forth in the City of Sun Prairie Police and Procedure Manual.

ARTICLE XVII - OVERTIME

Section 17.1 - Off-duty Court Time

When not on duty, employees will be compensated at the rate of time and one-half (1.5) for all time spent involving a court appearance, including travel time beginning from the Sun Prairie Police Department at the time of departure and return to same. A minimum of three (3) hours shall be paid for all court appearances other than Municipal Court. A minimum of two (2) hours shall be paid for all court appearances made in Municipal Court. If court proceedings conclude before the minimum times specified above, employees will not be required to perform additional tasks for the remainder of the time.

Section 17.2 - Other Overtime

All other overtime hours scheduled or required by management outside of normal duty hours will be compensated at the rate of time and one-half (1.5). Any employee who works in excess of twelve (12) continuous hours shall be compensated at two (2) times the normal rate of pay after twelve (12) hours to completion of that shift.

Section 17.3 - Standby Pay

It is the understanding of both parties that the employees within the Criminal Investigation Bureau or detectives, will work a 5-2, 5-2, 4-3 work schedule with Saturday and Sunday as regular days off.

Employees within the Criminal Investigation Bureau on investigative standby will limit their activities while on standby so as to be able to respond to the station.

- A. By telephone or radio within 15 minutes of receiving the notification.
- B. And be able to respond, in person, to the Sun Prairie Police Department within 50 minutes of acknowledging the notification.

Employees in the Criminal Investigation Bureau on investigative standby will be provided a department issued cell phone and will be allowed the use of an assigned unmarked police vehicle. Operation of the vehicle will be limited to use within the City of Sun Prairie for official business only. Only employees or other department employees authorized by the City will be allowed to operate and/or occupy Department vehicles.

The employee on standby is considered the primary respondent to calls; however, this does not preclude a detective or Department Management from utilizing other employees as needed.

Weekend Investigative Standby – Employees within the Criminal Investigation Bureau will be assigned to investigative standby on a rotating basis. In the event Bureau staffing falls below three employees, the vacant slot(s) in the rotation cycle will be covered by management or qualified employees.

Employees on standby will be compensated at a rate of two hours of overtime pay for each on-call weekend. A weekend of investigative standby shall be defined as the time period from 10 p.m. on Friday until 6 a.m. on the following Monday. Employees in the Criminal Investigation Bureau will be allowed to switch weekends with other employees in the Bureau with the approval of the supervisor of the Criminal Investigation Bureau.

Weekday Investigative Standby – Weekday investigative standby will be on a voluntary basis only and employees in the Criminal Investigation Bureau will not be forced to take that responsibility.

Voluntary weekday standby will be filled on a month-to-month basis. Employees in the Criminal Investigative Bureau may sign up for weekday standby with the following guidelines:

- I. The weekday standby signup will occur as follows:

1. Employees in the Criminal Investigation Bureau will first have the opportunity to sign up for weekday standby for the week that precedes their weekend standby. (i.e. if detective A has weekend standby for Friday January 15 to Monday January 18, then that detective will have first opportunity to sign up for any number of days during the entire preceding week of January 11 through January 15).
2. Employees in the Criminal Investigation Bureau wishing to sign up for on-call meeting the above criteria need to enter their request into the scheduling software before the 1st of the month for any weekday on call occurring during that month.
3. Any weekday on call not signed up for by the 1st of each month will be open and available for any detective to take.

II. Weekday standby will begin at 6 a.m. Monday and end at 6 a.m. Saturday. Each standby day will consist of 24 hours. Detectives will be compensated one (1) hour of overtime pay for each 24-hour period of weekday standby. Note: There may be two detectives on standby from 10 p.m. Friday to 6 a.m. Saturday (voluntary sign up).

III. If an employee in the Criminal Investigation Bureau signs up for weekday standby, it will be their responsibility to find replacement coverage if they cannot fulfill the responsibility.

Section 17.4 - Compensatory Time

Overtime shall be paid in cash provided, however, that the employee may elect to take compensatory time off in lieu of cash subject to approval of the Chief of Police, or his/her designee. Cash/Grant funded overtime must be in pay and not compensatory time. Department members may request a specific amount of time off (usually referred to as comp. time off) for a given date(s). The requesting person must have accumulated enough compensatory time to equal or exceed the requested time off. Personnel should request time off in sufficient advance notice to ensure assignment continuity as determined necessary. Requests for time off should generally be made not less than seventy-two (72) hours in advance. Requests which result in overtime, which result in an unacceptable level of service, as determined by the Chief or his/her designee, or which contribute to a backlog in work for the requesting employee (e.g., report writing, special projects, etc.) will not generally be approved, absent exceptional circumstances. Such compensatory time off shall be in the proportion of time and one-half (1.5), that is one and one-half (1.5) hours of compensatory time for each hour of overtime. Each employee shall be allowed to accumulate sixty (60) hours on the books that can be taken off as compensatory time. On the first pay date in December, employees shall be allowed to designate comp time hours to be paid out based upon their balance at the time or carry time forward not to exceed forty (40) hours. All compensatory time carried over into the following calendar year must be used as time off.

Department members will receive a pay out of their comp bank as outlined:

- First paycheck in December as indicated above.
- Prior to receiving a promotion. All hours will be paid on the pay period prior to their promotional date.
- Upon termination of employment as an officer with the Sun Prairie Police Department.
- Employees may indicate on their timesheets a choice to pay out comp time.

Section 17.5 - Overtime Computation

Compensation for overtime shall be paid at the rate of one and one-half (1.5) times the regular hourly rate of pay. The hourly rate of pay is to be determined by dividing the annual salary by 1950 hours.

Section 17.6 - Call Back

An employee who is called in to work overtime that was not previously scheduled shall receive a minimum of two (2) hours pay at time and one-half. If an employee, who has arrived at the station to work and prior to the start of a scheduled shift, is placed in a duty status, the employee shall be reimbursed at the rate of time and one-half for the time actually worked. (An employee arriving for work 20 minutes early may be placed in duty status and paid 20 minutes overtime.)

Section 17.7 - Volunteer Activities

Employees who are performing volunteer activities at department-sanctioned events will be considered to have been on duty in the event of injury. In the event an employee is injured he/she will be placed in pay status retroactive to the start of the event. Volunteer activities are defined by the Chief of Police. At this time, the volunteer activities are, but not limited to, the annual youth baseball trip and the after-school youth basketball program.

In the event an employee is injured and a claim for worker's compensation coverage or 40.65 (disability) coverage is denied due to pay status, the City agrees to assume liability for the benefits the employee would have received had the claim been approved. The Chief of Police shall designate in writing that an activity is covered under this section at the time a solicitation for volunteers is made.

Section 17.8 – School Liaison Officer

If the School District requests the School Liaison Officer to work hours outside of the normal workday (i.e. school sporting events security, dances, parades, etc.) and they are unable to work the additional hours, such overtime assignment will be made available to other bargaining unit members based upon seniority.

Section 17.9 – FLSA Overtime

Any overtime that is earned over 171 hours in a 28-day cycle needs to either be used in compensatory time within 26 pay periods or it will be paid out in cash.

ARTICLE XVIII - VACATIONS

Section 18.1 - Vacations

Vacation time is accrued on January 1. Increases will occur on January 1 of the year an employee reaches a milestone anniversary date, and shall be based on the following schedule:

Duration of Employment	Days Off
Start	80 hours (10 days)
After two years	112 hours (14 days)
After five years	152 hours (19 days)
After 10 years	184 hours (23 days)
After 15 years	224 hours (28 days)

Section 18.2 - Scheduling

Vacation time may be taken one day at a time in any part of an employee's work week. Vacation times will be scheduled by the Chief and must be consistent with the requirements of the Department to maintain needed coverage and service.

Section 18.3 - New Employees

New employees will be eligible to take vacation upon completion of field training. Vacation awarded in the first year will not be paid out if an employee fails to complete their probation period.

Section 18.4 - Carry-over Provision

Employees will only be allowed to accumulate unused vacation time and carry it into the following year if prior written approval is granted per city policy. For 2027, employees will be allowed a one-time carryover so that there is no lost vacation time.

Section 18.5 - Vacation Requests

1. Initial vacation picks.

- a. **Notice.** The City shall post within the first ten (10) calendar days of December a notice advising personnel to submit their first choice, second choice and third choice vacation request for the upcoming calendar year.
- b. **Requests.** Vacation requests may be taken one day at a time in any part of the employee's workweek. First, second, and third choice vacation requests may be a minimum of one day or a maximum of two weeks (twelve days). Vacation days must be continuous with the only interruption being regularly scheduled off days.
- c. **Approval Process.** Vacation requests submitted as provided in paragraph (a) above shall be considered on the basis of department

seniority. All such requests shall be honored provided that the request does not result in coverage below the minimum coverage standards set by the Chief. The disposition of all such vacation requests shall be posted by January 1st of the new year.

2. If an officer makes a request outside of their first three vacation picks, the request will be approved as follows:
 - a. **Request made 60 days or more prior to the date:** The request will be approved so long as the shift is staffed at least one officer above coverage standards for the shift.
 - b. **Requests made less than 60 days in advance.** Requests made less than 60 days in advance will not be approved unless the shift will be staffed to at least the coverage standard set by the Chief.
 - c. **Counting of staff.** Each shift may have one officer out on benefit leave (defined as FMLA, administrative leave, light-duty, work-comp, military, bereavement, caregiver, paid parental, or jury duty) whose absence does not count towards the coverage standards of staffing level.
3. **Exigency Days.** Each patrol officer will be granted one exigency day per calendar year. This day will be granted regardless of staffing levels, except for blackout dates. The officer must provide at least 48 hours notice to use an exigency day and may not identify the day until after the first three rounds of vacation picks have been made. Only one officer may use exigency leave per shift. The first request submitted will be the request approved.

A member must use 12 hours of vacation or holiday time for the 8 hour exigency day. An employee using an exigent day will only be charged eight hours of leave time if it was not necessary to utilize overtime to maintain the staffing levels set by the chief and the employee notifies the patrol lieutenant within 72 hours of the shift.

Exigency leave is not permitted to be taken on the following dates:

- CornFest
- December 24-31
- Halloween (2nd shift)
- Holidays in the agreement
- Dates set by the Chief six months in advance

Detectives are not permitted to take exigency leave. PSLOs and DLOs are only permitted to take exigency leave if assigned to patrol for that shift.

Section 18.6 -Lateral Entry Program

A newly hired employee who is currently employed as a full-time police officer in Wisconsin (or another State and has passed DOJ's reciprocity exam) and having

completed their probationary period in this capacity is eligible for vacation to reflect the individual's years of full-time sworn officer service, up to a maximum of ten years.

ARTICLE XIX - HOLIDAY PAY

Section 19.1 - Holiday Bank

Employees shall receive a holiday bank of 12 holidays, for a total of 96 hours. Hours attributable to a named holiday (as listed under section 19.2) shall be credited as of January 1st of each year, but shall not be considered earned until the holiday occurs and unless the employee is in active-duty status (i.e. not on an unpaid leave of absence or layoff) on the date the holiday is observed. The remaining two holidays accumulate on a prorated basis each year (1 day every 6 months).

Employees are allowed to use the bank of hours at any point in the calendar year. However, if an employee leaves employment (or takes a position outside of this unit) they will be required to reimburse the City for any holiday time taken prior to the actual accrual date. In addition, new employees will only be given a pro-rated holiday bank to reflect the actual holidays that occur during their first year of employment as well as a proration of the remaining two holidays (1 day every 6 months).

Time off pursuant to this section may be taken in accordance with the provisions of Article 18, Section 18.2. On the first pay date in December, employees shall be allowed to designate Holiday hours to be paid out based upon their balance at that time. Holiday hours not paid out must be used prior to December 31.

Section 19.2 - Holidays

Employees shall receive time and one-half for all hours actually worked on the following named holidays. Employees shall also receive double-time for all overtime hours worked on the following holidays:

New Year's Day	July 4th
Martin Luther King Jr. Day	Labor Day
Easter	Thanksgiving Day
Memorial Day (observed)	Christmas Eve
Christmas Day	New Year's Eve

This premium must be taken in pay.

ARTICLE XX - SICK LEAVE

Section 20.1 - Sick Leave

For every month of completed service, the City will credit the employee with one (1) day of sick leave to be paid at the full rate of pay with a maximum sick leave accumulation of 2,000 sick hours.

Sick Leave is defined as an employee's absence from duty because of a mental health condition, illness, or injury. In addition, an employee may use accrued sick leave to provide medical care to a member of his/her immediate family. Immediate family is defined as the employee's significant other; and all family members as defined under the limits of the State and Federal Family Medical Leave Acts.

Sick Leave used for diagnostic treatment, dental procedures or optical services shall be approved by management a minimum of 48 hours before the scheduled appointment. Sick Leave may be taken in increments of one-half (1/2) hour. If more than three (3) consecutive sick days are used, a written note may be requested by the department to be provided by the employee's physician.

Accrued time off, including vacation, compensatory, personal, or holiday time, may be substituted for sick leave as identified in the current labor agreement and as allowed under the State and Federal Family Leave Acts. Nothing contained herein allows employees to use sick leave in order to circumvent the processes in place to authorized accrued time off.

Section 20.2 - Limited Use of Sick Leave

Any employee using fewer than three (3) sick days in a calendar year shall be entitled to an additional vacation day to be taken during the next calendar year.

Section 20.3 - Bereavement Leave

Regular full-time employees shall be allowed leave without loss of pay for bereavement leave. Regular part-time employees would be eligible for leave based upon their regular scheduled hours.

Up to one week bereavement leave is provided for the death of a relative of the employee, their spouse or domestic partner. Relatives of the employee, their spouse, or their domestic partner may include but is not limited to: parent, spouse, child, spouse of child, brother, sister, grandparent, great-grandparent, aunt, uncle, cousin, niece, nephew, or grandchild.

Bereavement Leave is not intended to accrue and/or accumulate over time and should be used within a reasonable time. Sick leave may be used to extend bereavement leave with the supervisor's approval.

Section 20.4 – Lateral Entry Program

A newly hired employee who is currently employed as a full-time police officer in Wisconsin (or another State and has passed DOJ's reciprocity exam) and having completed their probationary period in this capacity is eligible for a sick leave credit deposited upon hire to reflect their prior service as follows:

<i>Credited Years of Service</i>	<i>Sick Leave Deposit</i>
Between 2 and 4 years of experience	120 hours
5 or more years of experience	192 hours

Officers receiving this deposit at hire will not accrue sick leave until reaching time in service with the City commensurate with the amount of sick leave they were awarded.

ARTICLE XXI - HEALTH AND WELFARE

Section 21.1 - Health Insurance

For the duration of this contract, employee premium sharing shall be as follows for the lowest health insurance plan option for family and single coverage:

	Single Plan Employee Contribution	Family Plan Employee Contribution
12/31/2026	\$50	\$100
12/31/2027	7%	7%
12/31/2028 and forward	10%	10%

The City shall pay for the remainder of the health insurance premium for the lowest health insurance plan option for family and single coverage . Coverage shall begin on the first day of the following month of employment.

Section 21.2 - Dental Insurance

The City shall pay one hundred (100%) percent of the lowest dental insurance plan option for family and single coverage. Coverage shall begin on the first day of the following month of employment.

Section 21.3 - Retirement

Pension Plan: Employees shall be covered under the State of Wisconsin Retirement Fund in accordance with Chapter 40 of the Wisconsin Statutes.

Pension Contribution: All employees will pay the employee-required portion to the Wisconsin Retirement Fund.

Section 21.4 - Worker's Compensation

The City shall pay full-time employees eligible for Worker's Compensation for temporary partial or temporary total disability for injury or sickness arising out of his/her employment with the City paying the difference between their regular pay and the amount paid by Worker's Compensation. Payments under this section shall not be deducted from sick leave.

Section 21.5 - Post Employment Health Plan

The City agrees to participate in the Post Employment Health Plan ("Plan") for WPPA employees in accordance with the terms and conditions of the Plan's Participation Agreement, a copy of which is on file in the City Administrator's Office. For employees hired before January 1, 2027, upon retirement with 15 years of service with the City, up to 1,120 hours of the Eligible Employee's accumulated sick leave balance shall be contributed to the plan. For employees hired on or after January 1, 2027, upon retirement with 15 years of service with the City, up to 960 hours of the Eligible Employee's accumulated sick leave balance shall be contributed to the Plan.

Section 21.6 - Life Insurance

- A.) Regular full-time City employees shall have life insurance coverage (life and accidental death and disability) equal to one times their annual salary. The City shall pay the full cost of this premium. Eligibility shall begin in the first day of the month following a full month of employment.
- B.) Regular full-time City employees shall be eligible to participate in a dependent life insurance program. The employee shall pay the entire cost of the premium through payroll deductions if the employee decides to participate. Employee participation shall be on a voluntary basis.
- C.) Regular full-time City employees shall be eligible to participate in a Supplemental Life Insurance Program. The employee shall pay the entire cost of the premium through payroll deductions if the employee decides to participate. Employee participation shall be on a voluntary basis.

Section 21.7 - Deferred Compensation Program

Regular full-time and regular part-time City employees shall be eligible to participate in the City's Deferred Compensation Program. Participation shall be on a voluntary basis and shall be subject to the rules of the Deferred Compensation Program as set forth in the Plan documents.

Section 21.8 - Health and Welfare

Regular full-time city employees shall be eligible to participate in the City's Section 125 cafeteria plan, which may include flexible spending accounts, health savings accounts, and dependent care flexible spending accounts. Participation shall be

on a voluntary basis and shall be subject to complete and continuous compliance with the rules established in the plan document and those established by the Internal Revenue Service.

Section 21.9 - Income Continuation Insurance

Effective January 1, 1995, regular full-time and regular part-time City employees shall be eligible to participate in the Wisconsin Public Employer's Income Continuation Insurance with the City paying the one hundred eighty (180) day premium rate.

ARTICLE XXII - NIGHT DIFFERENTIAL

The City agrees to pay a night differential of fifty cents (\$.50) per hour for the hours worked between 6:00pm and 10:00pm and sixty cents (\$.60) per hour for the hours worked between 10:00pm and 7:00am.

ARTICLE XXIII - LONGEVITY

Longevity pay is calculated on November 1 of each year and paid on the first pay day in December. After five (5) years of continuous service, the employee shall be entitled to a longevity bonus in addition to the employee's regular pay in the sum of two hundred fifty and no/100 dollars (\$250.00) and an additional sum of fifty and no/100 dollars (\$50.00) per year for each additional year of continuous service.

The longevity pay shall be included in the comp time payment issued on December 1st.

ARTICLE XXIV - LEAVES OF ABSENCE

Section 24.1 - In General

Except as otherwise provided by applicable state or federal law, all requests for unpaid leaves of absence shall be in writing and, to the extent possible, set forth the requested period of the leave.

Except as otherwise provided, all leaves shall be without pay. Leave requests shall not be arbitrarily denied. No formal leave of absence shall exceed two (2) years.

Section 24.2 - FMLA Leave

Employees eligible for leave under state or federal Family and Medical Leave Act laws shall be entitled to leave in accordance with those laws. Requests for extensions beyond the time provided for under applicable state or federal law shall be submitted in writing at least thirty (30) calendar days before the end of the leave.

Section 24.3 - Religious Observances

Employees who are required to be absent from work because of religious observances will be allowed leave except where doing so will cause an undue hardship on the City.

Section 24.4 - Military Service

All regular employees shall be entitled to a leave of absence for military service in accordance with applicable state and federal laws. Employees have the option of being paid the difference in pay between their normal compensation and military pay, up to a maximum of 15 days each year.

Section 24.5 - Association Activity

Represented employees may be granted leave without pay according to the other agreements in this contract.

Section 24.6 - Educational Activity

Employees may request an unpaid leave of absence to enroll in approved educational programs.

Section 24.7 - Returning From Leave Without Pay

Employees must notify their supervisor one (1) week in advance of their intent to return from leave without pay exceeding forty (40) hours to ensure timely entry into the payroll and scheduling system. The employee's supervisor may request medical certification of the employee's fitness to return to work where the absence was due to the employee's own serious health condition. Employees returning from an approved FMLA leave shall be reinstated in accordance with applicable law.

Section 24.8 - Rights Upon Return From Leave Of Absence

An employee shall be granted the right to be returned to his/her position or one of like nature or to a position in a counterpart pay range for which the employee is qualified to perform the work, after being given the customary orientation provided for newly hired employees on the expiration of the leave without pay or sooner if agreeable with the supervisor. If it is found necessary to fill the position during the interim, and there is no other position of like nature vacant, the new employee shall vacate the position upon return of the absent employee subject to layoff, transfer, or demotion rights. If the position has been abolished, the employee shall be given consideration for any vacant position in the same or counterpart pay range for which the employee is qualified to perform the work after customary orientation. If no such vacant position exists, the employee shall be treated as if he/she has been restored to the previous position and provisions for making layoff shall apply. Such leave without pay shall not interrupt the seniority or cancel the unused accumulated sick leave of the absent employee. Employees returning from an approved FMLA leave shall be reinstated in accordance with applicable law.

Section 24.9 - Absence Without Approved Leave

A.) An absence of an employee that is not authorized under these provisions shall be considered as an absence without leave and may be grounds for disciplinary action or termination.

B.) If an employee fails to return from an authorized leave of absence within five (5) days of his/her scheduled return date, this action may be treated as job abandonment, and the date the leave of absence expires shall be considered the last day of employment.

ARTICLE XXV - JURY DUTY

Any employee required to report for jury duty shall receive his/her normal wages for each day the employee is absent from work not to exceed thirty (30) working days per calendar year, as a result of such jury duty. To be eligible to receive his/her normal wages the employee must do the following:

A.) Upon being selected for jury duty, the employee must inform his/ her immediate supervisor of his/her jury duty selection and provide his/her immediate supervisor with the dates that he/she will be serving on jury duty. (A copy of the jury duty selection letter shall be given to the supervisor.)

B.) The employee shall return to his/her immediate supervisor any check(s) received from or through the Clerk of Courts for such jury duty service.

Once an employee starts his/her jury duty, he/she must contact his/her immediate supervisor prior to the start of each workday. Unless they are sequestered, the immediate supervisor shall be informed if the employee will be reporting to work or to jury duty. Any employee required to report to jury duty but who is released from jury duty prior to the end of the employee's normal workday shall immediately return to his/her place of work.

ARTICLE XXVI - LIGHT DUTY

Section 26.01 - Light Duty Assignment

An employee who is temporarily unable to perform his/her regular job duties as determined by a physician, may request a light duty assignment. An employee who is determined to be physically capable of working in some capacity other than his/her normal job capacity may be assigned such work within the Police Department as may be beneficial to the City, unless the employee has requested FMLA or WFMLA leave for the same period of time as to when the City proposes to assign him/her other duties. Light duty may consist of a change in job assignment, modification of job duties, change in scheduled hours or a combination of any of these changes.

All requests for Light Duty shall be submitted to the employee's immediate supervisor in writing at least 24 hours before the expected start of Light Duty. Such requests shall be supported by a written medical opinion from a licensed physician clearly identifying all temporary job restrictions and the duration of such restrictions. Light duty assignments shall be subject to prior approval by the Chief of Police and shall be based upon existing Police Officer work which meets the employee's job restrictions and does not interfere with the Department's normal operation. Nothing in this section shall constitute a guarantee of work or pay in lieu of work during the period of the temporary-medical condition, and all Light Duty assignments must reflect a proper utilization of personnel as determined by the Chief of Police.

During period of temporary medical condition of less than ten (10) consecutive calendar days, the employee may be authorized by the Chief of Police to remain in his/her current position while being relieved of duties which are restricted by the employee's physician, provided the employee can still be productively used. Where the period of temporary medical condition is reasonably anticipated to be ten (10) or more consecutive calendar days, the employee shall submit, prior to commencement of any light duty, a statement from the employee's physician describing, in detail, what the employee's restrictions are and the duration of those restrictions so that appropriate reassignment, if available, can be made.

Said physician's statement shall clearly identify the job duties that cannot be performed by the employee as the result of the temporary medical condition. The physician shall use the City's position description for the employee's position as a basis for identifying what job duties cannot be performed. Failure to submit the required information shall result in the Light Duty request not being reviewed and the employee shall not be permitted to report to work. Furthermore, upon written request by the Chief of Police it shall be the employee's responsibility to furnish timely medical information regarding the employee's continued need for Light Duty or any changes in the employee's condition. Failure to provide such information within seven (7) calendar days may result in termination of the Light Duty status. An employee may use accrued sick leave, vacation or compensatory time to supplement a part-time schedule while on approved light duty status.

ARTICLE XXVII - AMENDMENT AND SAVING CLAUSE

Section 27.1 - Amendments

This agreement may be amended by mutual consent of the parties. Such amendments shall be in writing.

Section 27.2 - Savings

If any Article or Section of this Agreement shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of

any article or section shall be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby, and the parties shall enter into immediate collective negotiations for the purpose of arriving at a mutually satisfactory replacement for such article(s) or section(s).

Section 27.3 - Supersede

The provisions within this Agreement supersede any previous Agreement, resolution, etc. affecting wages, hours and conditions of employment for the employees covered.

Signatures

City of Sun Prairie

Signed by:

Mayor Steven C. Stocker

D9386A5FD9B84A1...

Steve Stocker, Mayor

Signed by:

Elena Hilby

1FA3DBF4956F45C...

Elena Hilby, City Clerk

Sun Prairie Professional Police Association

Signed by:

Luann Alme

CE835DB843AC487...

Luann Alme, Business Representative

Bargaining Team for City of Sun Prairie

Kevin Warych, Police Chief

Kathleen McDaniel, City Attorney

Rose Simon-Silva, Asst. Attorney/Interim HR Director

Ryan Cox, Asst. Police Chief

WPPA Bargaining Team

Blaine Baumgartner

Jeremy Rademacher

Mackenzie Miller

Ben Pluim

Nate Hoffman

TJ Wagner

1176

1177

APPENDIX A: COMPENSATION SCHEDULES

2026					
Position	Years of Service	Hourly	Overtime	Bi-weekly	Annual
Police Officer	Start	\$ 38.40	\$ 57.60	\$2,880.00	\$ 74,880.00
	18 months	\$ 40.72	\$ 61.08	\$3,054.00	\$ 79,404.00
	3 years	\$ 42.62	\$ 63.93	\$3,196.50	\$ 83,109.00
	4 years	\$ 45.18	\$ 67.77	\$3,388.50	\$ 88,101.00
	7 years	\$ 46.19	\$ 69.29	\$3,464.25	\$ 90,070.50
	10 years	\$ 47.09	\$ 70.64	\$3,531.75	\$ 91,825.50
Detective		\$ 51.56	\$ 77.34	\$3,867.00	\$100,542.00
2027					
Position	Years of Service	Hourly	Overtime	Bi-weekly	Annual
Police Officer	Start	\$ 39.55	\$ 59.33	\$2,966.40	\$ 77,126.40
	18 months	\$ 41.94	\$ 62.91	\$3,145.62	\$ 81,786.12
	3 years	\$ 43.90	\$ 65.85	\$3,292.40	\$ 85,602.27
	4 years	\$ 46.54	\$ 69.80	\$3,490.16	\$ 90,744.03
	7 years	\$ 47.58	\$ 71.36	\$3,568.18	\$ 92,772.62
	10 years	\$ 48.50	\$ 72.75	\$3,637.70	\$ 94,580.27
Detective		\$ 53.11	\$ 79.66	\$3,983.01	\$103,558.26
2028					
Position	Years of Service	Hourly	Overtime	Bi-weekly	Annual
Police Officer	Start	\$ 40.94	\$ 61.40	\$3,070.22	\$ 79,825.82
	18 months	\$ 43.41	\$ 65.11	\$3,255.72	\$ 84,648.63
	3 years	\$ 45.44	\$ 68.15	\$3,407.63	\$ 88,598.35
	4 years	\$ 48.16	\$ 72.25	\$3,612.31	\$ 93,920.07
	7 years	\$ 49.24	\$ 73.86	\$3,693.06	\$ 96,019.66
	10 years	\$ 50.20	\$ 75.30	\$3,765.02	\$ 97,890.57
Detective		\$ 54.97	\$ 82.45	\$4,122.42	\$107,182.80
2029					
Position	Years of Service	Hourly	Overtime	Bi-weekly	Annual
Police Officer	Start	\$ 42.68	\$ 64.01	\$3,200.71	\$ 83,218.42
	18 months	\$ 45.25	\$ 67.88	\$3,394.08	\$ 88,246.20
	3 years	\$ 47.37	\$ 71.05	\$3,552.45	\$ 92,363.78
	4 years	\$ 50.21	\$ 75.32	\$3,765.83	\$ 97,911.67
	7 years	\$ 51.33	\$ 77.00	\$3,850.02	\$100,100.49
	10 years	\$ 52.33	\$ 78.50	\$3,925.04	\$102,050.92
Detective		\$ 57.30	\$ 85.95	\$4,297.62	\$111,738.07

1178

Memorandum of Understanding on Juneteenth Day

The City of Sun Prairie and members of the Sun Prairie Professional Police Association (SPPA) have agreed to the following condition during bargaining for the 2027-2029 Contract.

It is agreed that if the City adds Juneteenth Day as a designed City Holiday for non-union employees, the day will also be added to list of Holidays in Section 19.2 of the WPPA contract to provide the employees with a premium for all hours actually worked.

This agreement shall be effective upon ratification of the 2027-2029 contract and shall carry forward until the conditions above are met this language can be incorporated into a future contract.

WPPA

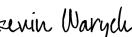
Signed by:

CE835DB043AC487...
Business Agent

Signed by:

F6209F683089428...
Union Representative

City of Sun Prairie

Signed by:

E932EABF60BF46A...
Chief of Police

DocuSigned by:

B652AB0336DC403...
City Administrator

Certificate Of Completion

Envelope Id: F1DE380E-D2D6-8F23-835A-0373AF13D1FA

Subject: Complete with Docusign: 2027-2029 WPPA Contract Sun Prairie for Approval.pdf

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Megan Meyer

300 East Main Street

City Hall

City of Sun Prairie, WI 53590

mmeyer@cityofsunprairie.wi.gov

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mmeyer@cityofsunprairie.wi.gov

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Signer Events

Luann Alme

lalme@wppa.com

Security Level: Email, Account Authentication
(None)

Signature

Signed by:

Luann Alme
CE835DB043AC487...

Signature Adoption: Pre-selected Style

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Timestamp

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Viewed: 5/27/2026 11:25:37 AM

Signed: 5/27/2026 11:37:07 AM

Electronic Record and Signature Disclosure:

Accepted: 5/27/2026 11:25:37 AM

ID: 60547483-3ca4-4227-acec-4efecf4466bf

Blaine Baumgartner

bbaumgartner@cityofsunprairie.com

Security Level: Email, Account Authentication
(None)

Signed by:

Blaine Baumgartner
F6209F683089428...

Signature Adoption: Pre-selected Style

Using IP Address: 69.147.212.180

Sent: 5/27/2026 11:37:10 AM

Viewed: 5/27/2026 1:28:11 PM

Signed: 5/27/2026 1:28:52 PM

Electronic Record and Signature Disclosure:

Accepted: 5/27/2026 1:28:11 PM

ID: ec85e554-4a97-42be-a872-509e791dce0f

Kevin Warych

kwarych@cityofsunprairie.com

Chief Of Police

Security Level: Email, Account Authentication
(None)

Signed by:

Kevin Warych
E932EABF60BF49A...

Signature Adoption: Pre-selected Style

Using IP Address: 208.73.90.18

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Viewed: 5/28/2026 8:58:48 AM

Signed: 5/28/2026 8:59:35 AM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Aaron Oppenheimer

aoppenheimer@cityofsunprairie.com

Security Level: Email, Account Authentication
(None)

DocuSigned by:

Aaron Oppenheimer
B652AB0336DC403...

Signature Adoption: Pre-selected Style

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Electronic Record and Signature Disclosure:

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Signer Events	Signature	Timestamp
Mayor Steve C. Stocker sstocker@cityofsunprairie.com 12/10/2025 Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	Signed by:  D9386A5FD9B84A1... Signature Adoption: Uploaded Signature Image Using IP Address: 166.137.83.70 Signed using mobile	Sent: 7/8/2026 9:42:59 AM Viewed: 7/8/2026 10:07:15 AM Signed: 7/8/2026 10:07:42 AM
Elena Hilby ehilby@cityofsunprairie.wi.gov WMCA President Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	Signed by:  1FA3DBF4956F45C... Signature Adoption: Pre-selected Style Using IP Address: 184.60.28.183	Sent: 7/8/2026 10:07:43 AM Viewed: 7/8/2026 11:09:57 AM Signed: 7/8/2026 11:10:08 AM
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Kathleen McDaniel kmcdaniel@cityofsunprairie.com Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Accepted: 7/8/2022 2:57:34 PM ID: 34f9613a-22a3-4886-b8c7-f265aaba67c0	COPIED	Sent: 7/8/2026 11:10:09 AM
Brian McCulley bmcculley@cityofsunprairie.com Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 7/8/2026 11:10:10 AM
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Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	5/27/2026 11:20:46 AM
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Signing Complete	Security Checked	7/8/2026 11:10:08 AM
Completed	Security Checked	7/8/2026 11:10:10 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at dmcdermott@cityofsunprairie.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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