

**RESOLUTION 2014-58**

(12-10-14)

**RESOLUTION BY THE ADMINISTRATION , PERSONNEL, POLICY AND  
LEGAL COMMITTEE AUTHORIZING A COLLECTIVE BARGAINING  
AGREEMENT WITH THE STURTEVANT PROFESSIONAL POLICE  
ASSOCIATION FOR 2015 AND 2016**

WHEREAS, the Village of Sturtevant has entered into negotiations and mediation with the Sturtevant Professional Police Association in order to reach a voluntary collective bargaining agreement for 2015 and 2016; and

WHEREAS, with the assistance of a mediator, the parties were able to reach a tentative agreement which the Sturtevant Professional Police Association.

NOW THEREFORE, the Village Board of the Village of Sturtevant, Racine County, Wisconsin does hereby resolve:

1. That the renewal and execution of an collective bargaining agreement with the Sturtevant Professional Police Association for the years 2015 and 2016 as set forth in Exhibit A which is attached hereto and incorporated herein is authorized and approved.
2. That the Village President and the Village Clerk are authorized to sign any agreements or other documents necessary to carry out the intent of this resolution subject to review by the Village Administrator and the Village's Labor Negotiator.

Adopted by the Village Board of the Village of Sturtevant, Racine County, Wisconsin, this 16<sup>th</sup> day of December, 2014.

Village of Sturtevant

By \_\_\_\_\_  
Steven Jansen, President

Attest \_\_\_\_\_  
Mary Cole, Village Clerk

**TENTATIVE AGREEMENT**  
**Between**  
**Village of Sturtevant**  
**And**  
**Sturtevant Professional Police Association**

November 25, 2014

**Article IV – Holidays and Additional Days Off**

New Section:

- A. All employees shall be eligible for three (3) non-cumulative personal days off each calendar year. Personal days may not be used for recreation or entertainment reasons. The employee shall notify the Chief of Police his/her designee as soon as practicable that a personal day is needed. Personal days may be denied when the safety or welfare of the Village would be jeopardized.
- B. Personal time off will be charged against the employee's accumulated sick leave time. An employee will not be paid for personal time off when the employee has no accumulated sick leave.
- C. Personal leave may be taken in units of not less than one hour. Any portion of an hour will be considered a full hour.

**Article V – Hours of Work**

New Section: If a shortage exists on any shift which requires an officer being moved from another shift, it will first be offered by seniority **except in emergency situations**. If no senior officer is interested in moving their shift, the least senior officer working will be assigned to cover the shortage.

**Article VII – Clothing Allowance**

Increase Clothing allowance to \$600.00 annually effective January 1, 2015.

**Article IX - Wages**

Wage Increase:

Effective:	January 1, 2015	1%	July 1, 2015	1%
Effective:	January 1, 2016	1%	July 1, 2016	1%

	<b>1/1/2015</b>	<b>7/1/2015</b>	<b>1/1/2016</b>	<b>7/1/2016</b>
Patrolman #1	\$25.57	\$25.82	\$26.08	\$26.34
Patrolman #2	\$24.54	\$24.78	\$25.03	\$25.28
Probationary Patrolman	\$22.90	\$23.13	\$23.36	\$23.60

New Section: Field Training Officer – Those officers who are assigned to train a new officer shall receive **forty-five (45) minutes of compensatory time off for each shift they work with a new officer** as additional compensation.

**Article XIV – Insurance, Health and Welfare Benefits**

**This will be executed in a Side letter of Agreement:** Employees who retire from the Village between the ages of **54** and 65, with twenty (20) years of service with the Village, will be eligible to receive the type of health insurance benefits they were receiving at the time of their retirement (single/family) until they are 65-years old at no cost. Employees electing retirement at ages **50** through **53** will receive an amount equivalent to 75% of the monthly insurance premium for the class of insurance which the employee is eligible to receive, through age 65. **This section will be effective on January 1, 2015 until December 31, 2016 and then expire.**

**Article XXIII - Term**

Parties agree to a two year agreement.

Exhibit A-Resolution 2014-58