

**RESOLUTION 2023-07
(04-18-2023)**

**RESOLUTION BY THE ADMINISTRATION, PERSONNEL, POLICY & LEGAL
COMMITTEE OF THE VILLAGE OF STURTEVANT AUTHORIZING A
COLLECTIVE BARGAINING AGREEMENT WITH THE STURTEVANT
PROFESSIONAL POLICE ASSOCIATION FOR 2023, 2024, AND 2025**

WHEREAS, the Village of Sturtevant has entered into negotiations with the Sturtevant Professional Police Association in order to reach a voluntary collective bargaining agreement for 2023, 2024, and 2025; and

WHEREAS, both parties were able to reach a tentative agreement with 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 a collective bargaining agreement with the Sturtevant Professional Police Association for the years 2023, 2024, and 2025 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 18th day of April, 2023.

Village of Sturtevant

By 

Michael Rosenbaum, President

Attest 

Cheryl Zamecnik, Village Clerk

Agreement between the

VILLAGE OF STURTEVANT

and the

STURTEVANT PROFESSIONAL POLICE

ASSOCIATION LOCAL

OF THE

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION

2023-2025

TABLE OF CONTENTS

ARTICLE		PAGE
I	RECOGNITION	3
II	NEGOTIATIONS	3
III	MANAGEMENT RIGHTS	3
IV	ASSOCIATION ACTIVITY	3
V	HOURS OF WORK.....	3
VI	HOLIDAYS AND ADDITIONAL DAYS OFF	4
VII	CLOTHING ALLOWANCE.....	5
VIII	OVERTIME ALLOWANCE.....	6
IX	WAGES	8
X	LONGEVITY PAY	8
XI	VACATIONS	8
XII	LAYOFFS.....	9
XIII	SICK, INJURY AND EMERGENCY LEAVES	10
XIV	INSURANCE, HEALTH AND WELFARE BENEFITS	11
XV	WISCONSIN RETIREMENT SYSTEM	12
XVI	GRIEVANCE PROCEDURE.....	13
XVII	FACILITIES AND TRAINING	14
XVIII	TUITION REIMBURSEMENT	14
XIX	EDUCATIONAL INCENTIVE PAY.....	15
XX	RESIDENCY REQUIREMENTS	15
XXI	DUES DEDUCTIONS.....	15
XXII	PAY CHECKS.....	16
XXIII	TERM	16
XXIV	AMENDMENTS	17
	SIGNATURE PAGE	17

1 This Agreement is made and entered into at Sturtevant, Wisconsin, by and between the Village of
2 Sturtevant (hereinafter referred to as the "Municipality") and the Sturtevant Professional Police
3 Association (hereinafter referred to as "Association").
4

5 ARTICLE I - RECOGNITION

6 The Municipality hereby recognizes the Law Enforcement Employee Relations Division of the
7 Wisconsin Professional Police Association as the exclusive bargaining agent on behalf of the Sturtevant
8 Professional Police Association in the matter of hours, wages, and conditions of employment for non-
9 supervisory Police Department officers to include only those officers not above the rank of Police Officer.
10

11 ARTICLE II - NEGOTIATIONS

12 Either party may select for itself a negotiator or negotiators for the purpose of carrying on
13 conferences and negotiations. No consent from either party shall be required in order to name such
14 negotiator or negotiators. The Municipality and the Association shall notify each other of the names of
15 their negotiator or negotiators.
16

17 ARTICLE III - MANAGEMENT RIGHTS

18 It is not the purpose of this Agreement to infringe upon or impair the rights of management of the
19 Police Department, except as specifically abridged, modified, or restrained herein, and the Municipality
20 shall retain all such rights, powers, and authorities, except as specifically abridged, modified or restrained
21 herein.

22 Creation of, or changing, department rules and regulations or policy and procedures shall be
23 reasonable and subject to review by the grievance procedure.
24

25 ARTICLE IV - ASSOCIATION ACTIVITY

26 The Association agrees to conduct its business during non-working hours whenever possible.
27 Business agents or representatives of the Association may confer with officers of the Police Department
28 during the course of normal working hours of employment if it does not interfere with the operation of the
29 Police Department and if permission is first obtained from the Chief of Police, or, in his absence, the
30 officer in charge.
31

32 ARTICLE V - HOURS OF WORK

33 The hours of work for the police officers covered under the terms of this agreement shall be as
34 hereinafter set forth:

1. The normal workday shall consist of eight (8) hours.
2. The normal work week shall consist of forty (40) hours.
3. The schedule of hours shall be worked according to the schedule set forth by the Chief of Police. All officers will be given a choice as to the shift they would like to work. This will be by seniority, subject to the following requirements:
 - a. After picking a shift, the officer must work that shift for a minimum of twelve (12) months.
 - b. Officers shall be allowed to select work shifts on an annual basis. On November 1st of each year, the Police Department shall post a list of the next year's work shift. Each officer shall then sign up for their preferred work shift and when all officers have done so, shifts shall be assigned on a seniority basis. Officers who utilize their seniority to move a less senior officer off a shift assume that less senior officer's work schedule unless mutually agreed upon with another employee.
 - c. The Chief of Police has the authority to take an officer off his chosen shift for a temporary period due to illness, accident, or another emergency.

Police officers shall be paid in biweekly pay periods with checks to be delivered no later than the following Friday. To allow for direct deposit, the timeframe of time sheet submittal shall be determined by the Chief of Police.

The parties have also agreed to the terms of the attached Memorandum of Understanding regarding shifts to be implemented upon ratification of this agreement.

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 VI - HOLIDAYS AND ADDITIONAL DAYS OFF

1. The following days shall be designated as holidays:

- New Year's Day
- Friday before Easter
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day following Thanksgiving Day
- The day before Christmas Day
- Christmas Day
- The day before New Year's Day
- One floating holiday

- 1 2. The above-listed holidays shall be paid days off. These holidays are in addition to any
2 regular workdays or off days as scheduled by the Chief of Police or his designee. These
3 holidays shall be taken at the time requested with the approval of the Chief of Police.
- 4 3. No holidays may be carried over to the following year. If any holidays cannot be taken
5 during the current year, the police officer will receive such holiday pay on the 31st day of
6 December of each year, or as soon as is reasonable thereafter. Holiday pay shall be at the
7 current normal hourly rate of the police officer. Upon death or retirement or resignation,
8 any unused earned holidays will be paid to the police officer or his or her surviving spouse
9 or deceased's estate.
- 10 4. Officers shall not be ordered into work on their regularly scheduled off days to provide
11 coverage for officers who request time off on a designated holiday. Association members
12 may sign up for voluntary overtime shifts that may be posted to provide such coverage.
- 13 5. Personal Days:
 - 14 A. All employees shall be eligible for two (2) non-cumulative personal days off each
15 calendar year. Personal days may not be used for recreation or entertainment
16 reasons. The employee shall notify the Chief of Police his/her designee as soon as
17 practicable that a personal day is needed. Personal days may be denied when the
18 safety or welfare of the Village would be jeopardized.
 - 19 B. Personal time off will be charged against the employee's accumulated sick leave
20 time. An employee will not be paid for personal time off when the employee has no
21 accumulated sick leave.
 - 22 C. Personal leave may be taken in units of not less than one hour. Any portion of an
23 hour will be considered a full hour.

ARTICLE VII - CLOTHING ALLOWANCE

26 Clothing allowance for the police officers covered under the terms of this Agreement shall be as
27 hereinafter set forth:

- 28 1. Effective January 1, 2023, Officer(s) shall be granted the amount of eight hundred dollars
29 (\$800.00) per year per Officer for clothing and equipment purchases or maintenance.
- 30 2. Each Officer's allowance shall be kept on account and tracked by the Department; qualified
31 expenses shall be deducted from the account balance. Before purchasing items, officers
32 must obtain prior approval of the Chief of Police. Officers shall either submit an invoice
33 for payment, receipt of eligible expense or direct bill the purchase to the Department.
- 34 3. Authorized purchases shall include, but are not limited to:

1 Shoes, pants, hats, leather (nylon) goods, uniform insignia, shirts, jackets, flashlights.
2 Approved plain clothes items purchased for work related use shall also be eligible for
3 reimbursement. Laundry and dry cleaning shall be reimbursed when proof of costs is
4 presented. Other uniform or specialty items may be authorized by the Chief of Police. The
5 Chief will meet with the employee and discuss the items and reasons for the purchase.
6 4. Bulletproof vests will be furnished by the Village at no cost to the employee. Exterior
7 carriers shall be furnished by the Village at the time of the vest replacement. They will be
8 replaced at the interval recommended by the manufacturer. Officers must submit a request
9 for replacement.
10 5. Upon separation from the department, all purchases made under this uniform allowance
11 shall remain the officer's personal property.
12 6. Police officers shall be reimbursed the total cost of clothing and/or equipment that is
13 damaged while employee is acting in the line of duty, subject to the approval of the Chief
14 of Police.

15 ARTICLE VIII - OVERTIME ALLOWANCE

16 Overtime allowance for the police officers covered under the terms of this Agreement shall be as
17 hereinafter set forth:

- 18 1. Any work performed in excess of eight (8) hours in a day or forty (40) hours in a week
19 shall be compensated for at one and one-half (1½) times the regular rate of pay.
- 20 2. For the purpose of definition, all time spent in court and, all time traveling to and from said
21 court from the Village of Sturtevant, which results from, or is related to the performance of
22 duties as a police officer of the Village of Sturtevant, shall be considered as overtime,
23 provided that the officer is appearing in court during non-working hours. The Municipality
24 agrees to pay a minimum of two (2) hours for appearing in court during non-working
25 hours.
26
- 27 3. All officers who are required to work on their regular days off or on a preapproved
28 holiday, vacation day, or CTO shall be paid at one and one-half (1½) times the regular rate
29 of pay regardless of the amount or number of hours notice given.
- 30 4. Overtime premium paid for any hour excludes that hour from consideration for overtime
31 on any other basis, thus eliminating pyramiding of overtime premium.
- 32 5. Overtime, which is scheduled in advance, other than court appearances, shall be distributed
33 based on seniority. Twenty-four (24) hours notice shall be given whenever possible. The
34 following rules of procedure will be followed to distribute overtime:

- 1 a. Management of the Police Department shall have the right to bypass the use of the
2 call-in list when time constraints dictate immediate use of overtime assignments.
- 3 b. This procedure does not apply to the extension of a working shift with the use of
4 overtime. It is agreed that employees cannot refuse to work overtime as an
5 extension of their shift. An extension of a shift can be at the end of the normal shift,
6 or at the beginning of the normal shift.
- 7 c. When no employee is willing to work overtime on a voluntary basis, the lowest
8 senior employee that can be directly reached may be ordered to work.
- 9 d. Overtime for special assignments shall be scheduled at the discretion of the Chief
10 of Police. The most senior employees who qualify for the special assignment shall
11 be selected. Employees who are denied special assignment overtime due to
12 disagreements about qualifications may seek relief through the grievance
13 procedure.
- 14 e. The Municipality agrees to provide an accurate up-to-date overtime summary to
15 police officers and to make available said overtime summary.
- 16 f. The Municipality agrees to compensate police officers at one and one-half (1½)
17 times the basic hourly wage for overtime hours worked, or at the request of the
18 officer and with the approval of the Chief of Police, to allow for compensatory time
19 off at one and one-half (1½) times the actual overtime hours worked, provided that
20 no overtime obligation thereby is created for the Municipality.
- 21 g. Officers shall be allowed to switch or interchange off-days with other officers
22 within the bargaining unit with the approval of the Chief of Police, provided that no
23 overtime is involved.
- 24 6. An officer required to report in to work outside his normal working hours shall be paid for
25 a minimum of two (2) hours at one and one-half (1½) times base pay provided that such
26 minimum does not apply if the hours worked are consecutively prior to or after his
27 scheduled hours of work.
- 28 7. Employees may have the option of taking overtime payments in compensatory time off
29 (CTO) instead of pay. A maximum of one-hundred-sixty-eight (168) hours of CTO may be
30 accumulated. CTO may be carried over from year to year. An Officer may request to be
31 paid out, at the end of the year, for any number of hours accumulated in excess of eighty-
32 four (84) hours. Management shall establish guidelines for when and how this request
33 should be made.
- 34

ARTICLE IX - WAGES

- 1
2 1. The respective hourly wages for the police officers covered under the terms of this
3 Agreement shall be as hereinafter set forth:
4

	3%	3.25%	3.50%
	1/1/2023	1/1/2024	1/1/2025
Starting Wages	\$28.70	\$29.63	\$30.67
After 1 Year	\$30.63	\$31.63	\$32.74
After 2 Years	\$32.30	\$33.35	\$34.52
After 3 Years	\$33.95	\$35.05	\$36.28
After 4 Years	\$35.60	\$36.76	\$38.05
After 5 Years	\$36.15	\$37.32	\$38.63
After 11 Years	\$36.70	\$37.89	\$39.22

- 5
6
7 2. For the purpose of identification, a newly hired officer shall be on probation and shall be
8 paid the wages of a probationary officer for a period of one (1) year.
9 3. Field Training Officer – Those officers who are assigned to train a new officer shall
10 receive one (1) hour of compensatory time off for each shift they work with a new officer
11 as additional compensation.
12

ARTICLE X - LONGEVITY PAY

13
14 This section was eliminated effective 01/01/2017.
15

ARTICLE XI - VACATIONS

16
17 Paid vacations of the police officers covered under the terms of this agreement shall be hereinafter
18 set forth:

- 19 1. Patrol Officers are granted the following paid vacations:
20 a. Two (2) weeks after one (1) year of service.
21 b. Three (3) weeks after five (5) years of service.
22 c. Four (4) weeks after ten (10) years of service.
23 d. Five (5) weeks after fifteen (15) years of service.
24
25
26

- 1 2. After the first year of employment, earned vacations shall be based on the calendar year
2 prior to the year of vacation, except that earned vacations for the initial year of
3 employment shall be computed from the anniversary date of employment.
- 4 3. An officer who becomes separated from the Municipality's service for any other reason
5 except discharge, in addition to his vacation based on the preceding year, shall be entitled
6 to prorated vacation for the year of separation from the Municipality's service in proportion
7 to the number of full months employed during the year of separation.
- 8 4. Unused vacation time, up to forty (40) hours, shall carry over from year to year.
- 9 5. Unused vacation of a deceased officer shall be payable to the surviving spouse or the
10 deceased's estate.
- 11 6. The scheduling of vacations shall be within the discretion of the Chief of Police based on
12 seniority.
- 13 7. Approved vacation or holiday periods shall include any off days prior to and/or following
14 the vacation or holiday, except in the event of an emergency.

ARTICLE XII - LAYOFFS

- 17 1. In the event the number of officers is reduced, the Municipality will select the officers who
18 shall be laid off according to the inverse order of their length of employment, with the
19 officers with the least length of employment being laid off first.
- 20 2. The Municipality will give thirty (30) days notice to the officer(s) who are to be laid off.
- 21 3. The Municipality will recall officers who are laid off in inverse order of their layoff. No
22 new or substitute appointments shall be made while there are officers on layoff status who
23 are qualified to fill the vacancies.
- 24 4. An officer who is laid off may participate in the group hospitalization and surgical/medical
25 benefit plan, prescription drug, dental and group life insurance plan for one year at group
26 rates at the cost of the laid off employee.
- 27 5. An officer who is laid off shall respond to a recall within seven calendar days from service
28 of notice of recall, served either personally or by certified mail.
- 29 6. The Village has the right to subcontract for the purpose of consolidation of police services.
30 In the event the Village exercises this right, the Village shall attempt to protect the jobs of
31 affected officers with the new service provider. The Village shall pay each officer six
32 months' salary as a severance package at the time of layoff if the effected employee is not
33 employed, or offered employment, by the new entity.

1 g. Officers shall attempt to give at least one (1) hour notice prior to calling in to use
2 sick leave.

3 2. Funeral Leave: In the event of a death in the immediate family of a regular full-time
4 employee (including probationary employees) such employee shall be paid for the time
5 lost from scheduled work as provided in a and b below. It is agreed that an employee may
6 be required to furnish verification of the death, date of funeral and relationship of the
7 deceased.

8 a. Three (3) consecutive workdays for employee's spouse, parent and/or child(ren),
9 brother, brother-in-law, sister, sister-in-law, mother-in-law, father-in-law,
10 step-parent, stepchild, grandparent, grandchild, or other members of immediate
11 household.

12 b. In the event of a death which will require "extensive" travel by the employee, the
13 Department Head, Village President, or other authorized person may grant up to
14 two (2) additional leave days. In the event of the death of an employee's uncle,
15 aunt, niece, or nephew, one (1) day of paid leave shall be granted.

16
17 ARTICLE XIV - INSURANCE, HEALTH, AND WELFARE BENEFITS

18 1. The Municipality agrees to provide health and welfare insurance benefits for police
19 officers. The Village shall contribute \$500.00 per year to each employee of the IRS Section
20 125 plan. The Village will agree that employees may start contributing, up to \$500.00 per
21 year, to the 125 plans after the officer is off probationary status. Each employee covered
22 under this insurance plan shall pay 10% of the monthly premium in 2013 and 12% of the
23 monthly premium effective January 1, 2014.

24 In the event the Village is unable to obtain retiree health insurance benefits for
25 eligible retiree's (Single/Family Coverage), the Village will reimburse retirees for health
26 insurance they purchase as follows; Single: The amount the employer pays for Single
27 Coverage per month of a current employee. Family: the amount the employer pays for
28 Family coverage per month of a current employee. Employees who retire from the Village
29 between the ages of 57 and 65, with twenty (20) years of service with the Village, will be
30 eligible to receive the type of health insurance benefits they were receiving at the time of
31 their retirement (single/family) until they are 65 years old at no cost. Retiree health
32 coverage is eliminated for all employees hired after December 31, 2017.

1 Employees electing retirement at ages 53 through 56 (with twenty (20) years of
2 service with the Village) will receive \$1000 per month until age 65 in lieu of Village
3 provided retiree insurance. Effective January 1, 2026, eligible employees who retire and
4 receive retiree coverage through the Village will pay the same amount of the monthly
5 premium they paid when they retired.

6 The Village shall provide \$75,000.00 A.D. & D. The full cost of it is to be paid by
7 the Municipality over the life of the agreement. In the event the Village discontinues its
8 current short- & long-term disability coverage, the previously provided coverage of \$400
9 per week for loss of time for fifty-two (52) weeks, short term/long term disability will be
10 reinstated. The Municipality agrees to pay the full cost of coverage of the Insurance
11 Company providing that benefit.

12 If an officer is injured on the job, the Municipality shall continue to pay the
13 required contributions until such officer returns to work or for twelve (12) months,
14 whichever is shorter. If an officer is absent because of illness or off the job injury and
15 notifies the Municipality of such illness or injury, the Municipality shall continue to make
16 the required contributions for a month following the month when such absence began.

- 17 2. If an officer is absent from work for three (3) or more consecutive days because of health
18 or accident reasons (including sick leave), he or she shall as a condition of returning to
19 work, obtain at his or her own cost and time, a doctor's statement attesting to his or her
20 illness and/or problem and to his or her present fitness.

21
22 ARTICLE XV - WISCONSIN RETIRMENT SYSTEM

23 The Municipality agrees to enroll all Police Officers into the Wisconsin Retirement System
24 (WRS) upon being employed by the Village effective 01/01/2020. Employees will pay an
25 amount equal to the full employee required retirement contribution as a percentage of the
26 earnings determined by the Legislature or the Department of Employee Trust Funds (ETF)
27 for each year of the contract. The Village will contribute the Employer required
28 contribution.

ARTICLE XVI - GRIEVANCE PROCEDURE

1
2 1. Definitions.

3 a. "Grievance". A "grievance" is a claim or complaint involving the interpretation,
4 application, or enforcement of the terms of this agreement; provided, however, that
5 matters pertaining to discipline shall be promptly presented to the Police
6 Commission which shall make its determinations without adherence to the
7 provisions set forth below.

8 b. "Grievant". A "grievant" may be an individual employee subject to this agreement,
9 a group of such employees, or the Association; provided, however, that the
10 Association may be a grievant only if the employees alleged to be affected by the
11 alleged grievance are named in the grievance.

12 2. General. An earnest effort shall be made to settle contract differences promptly at the
13 lowest step. All time requirements set forth in this article may be waived or extended upon
14 mutual written agreement of the parties. Unless waived or extended, the time requirements
15 are mandatory. All grievances not presented by the grievant within the applicable time
16 limits shall be deemed to be abandoned and waived. All decisions shall be in writing and
17 shall be transmitted to the aggrieved employees and to the Association. All parties shall be
18 given forty-eight (48) hours advance notice of the time and place of any hearing on appeal
19 under this article.

20 3. Grievance Procedure.

21 a. Step 1. A grievant shall file a written grievance with the Chief of Police and the
22 Association within ten (10) calendar days after the occurrence of the event or when
23 the affected employee could reasonably have been expected to have knowledge of
24 it. A representative of the Association shall be allowed to be present at the request
25 of the complainant. The Chief of Police shall make a written decision within five
26 (5) days of the submission of the grievance.

27 b. Step 2. If the grievant is dissatisfied with the decision of the Chief of Police, he or
28 she may, within ten (10) days of the receipt thereof, appeal against the decision by
29 filing a written objection thereto with the Chief of Police. If the matter concerns a
30 disciplinary matter, whether or not otherwise subject to Section 62.13, Wis. Stats.,
31 the Chief of Police shall refer the matter to the Police Commission which shall
32 consider the matter and render its decision pursuant to Section 62.13, Wis. Stats.
33 Such matter shall not be subject to this article.

- 1 c. Other types of grievances shall be submitted to the Village Board, which shall hear
2 the grievance within fifteen (15) days and render its decision in writing within ten
3 (10) days after the hearing. Verbal or written warnings may be grieved under this
4 procedure but may not be appealed to the Police Commission.
- 5 d. Step 3. If the grievant is dissatisfied with the decision of the Village Board at Step
6 2, the grievant may, within fifteen (15) days of receipt of the Board's decision,
7 appeal to an arbitrator named by the Wisconsin Employment Relations
8 Commission (WERC) from a panel of five submitted by the WERC.
- 9 e. The parties shall flip a coin to determine who strikes first and shall alternatively
10 strike names from the panel until one is left. The remaining person shall act as
11 arbitrator. The arbitrator shall be without power to alter or extend the terms of the
12 agreement but may only apply and interpret the agreement. The parties shall
13 equally share the fee, if any, of the arbitrator and any transcript expenses.
14 Otherwise, each party shall bear its own expenses of the hearing. The decision of
15 the arbitrator shall be binding upon the parties, subject to Chapter 788, Wis. Stats.
- 16

17 ARTICLE XVII - FACILITIES AND TRAINING

18 The Municipality shall make reasonable efforts consistent with good planning and the economic
19 situation of the Municipality to improve the facilities and training programs of the Police Department.
20 Nothing herein shall be construed as conflicting with any existing laws and ordinances.

21

22 ARTICLE XVIII - TUITION REIMBURSEMENT

23 Reimbursement for tuition and course materials (including books) shall be made by the
24 Municipality for courses in law enforcement and other related courses as herein provided. Reimbursement
25 shall be made only where payment is not made by some other governmental or public agency and the
26 course has been satisfactorily completed. All schooling must be approved by the Chief of Police prior to
27 enrollment. Required courses shall be reimbursed at a limit of \$3000 per year per officer, with the
28 department wide cap of \$9000. In the event more than three (3) officers request tuition reimbursement, the
29 maximum department payout of \$9000 will be divided evenly among those requesting reimbursement
30 with the remainder (up to \$3000 per officer) to be reimbursed the next possible year. Notice will be given
31 of the officer's intent to enroll in classes by July 31st of the year prior to enrolling in classes.
32 Reimbursement should be made within 90 days of the classes' satisfactory completion. The Village agrees
33 to apply the above towards one (1) degree not to exceed a four (4) year degree. Employees who are hired
34 with a degree shall be entitled to obtain one (1) additional degree under the above terms.

1 The Employer agrees to notify the WPPA office in Madison in writing of the name of any new
2 hire into the bargaining unit. No employee shall be denied membership because of race, creed,
3 color, sex, or other legally protected class status.

4 Section 5. It is expressly understood and agreed that WPPA/LEER will refund to the Employer,
5 or the employee involved any dues erroneously deducted by the employer and paid to
6 WPPA/LEER and/or the Local Association. The Association does hereby indemnify and shall
7 save WPPA/LEER shall indemnify and hold the Employer harmless against any and all claims,
8 demands, suits, or other forms of liability, including court costs, that shall arise out of or by reason
9 of action taken or not taken by the Employer, which Employer action or non-action is in
10 compliance with the provision of this Article, and in reliance on any lists or certificates which
11 have been furnished to the Employer pursuant to this Article; provided that the defense of any
12 such claims, demands, suits or other forms of liability shall be under the control of the Association
13 and its attorneys. However, nothing in this section shall be interpreted to preclude the Employer
14 from participating in any legal proceedings challenging the application or interpretation of this
15 Article through representatives of its own choosing and at its own expense.

16
17 ARTICLE XXII - PAY CHECKS

18 Employees shall receive their pay in 26 (27 if applicable) equal paychecks. Deductions made for
19 Union dues, Health Insurance and Educational incentive pay shall be made equally from the first
20 two pay checks of each month.

21
22 ARTICLE XXIII - TERM

23 The agreement shall remain in full force and effect from January 1, 2023, and shall terminate on
24 December 31, 2025.

ARTICLE XXIV - AMENDMENTS

1. This agreement may be amended by mutual consent of the parties. Such amendment shall be made in writing; provided, however, the waiver of any breach of this agreement shall not constitute a precedent in the future enforcement of the provisions of this agreement.
2. If an article or section of this agreement or any addendums to it 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 should be restrained by such tribunal, the remainder of this agreement and addendums shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for such article or section.

Signed at Sturtevant, Wisconsin, this 24th day of April, 2023.

VILLAGE OF STURTEVANT

STURTEVANT PROFESSIONAL
POLICE ASSOCIATION

BY: [Signature]
President

BY: [Signature]
President

BY: [Signature]
Chief of Police

BY: N/A
Secretary

Attest: [Signature]
Clerk

BY: [Signature]
WPPA/LEER Business Agent