

State of Wisconsin

County of Racine

Village of Sturtevant

**RESOLUTION 2023-23  
(04-18-2023)**

**RESOLUTION BY THE ADMINISTRATION, PERSONNEL, POLICY, AND  
LEGAL COMMITTEE OF THE VILLAGE OF STURTEVANT AUTHORIZING A  
MEMORANDUM OF UNDERSTANDING BETWEEN THE VILLAGE OF  
STURTEVANT AND THE STURTEVANT PROFESSIONAL POLICE  
ASSOCIATION REGARDING THE STURTEVANT POLICE DEPARTMENT  
HOURLY WORK SCHEDULE AND PAID TIME OFF.**

WHEREAS, the Village of Sturtevant authorized a collective bargaining agreement with the Sturtevant Professional Police Association per Resolution 2023-07; and

WHEREAS, modifications were needed to amend language in Article V, Section 1 and 2, Article VIII, Section 1, Article XI, Article VI and Article XIII, and

WHEREAS, it is necessary to establish a Memorandum of Understanding between the Village of Sturtevant and Sturtevant Professional Police Association for these modifications.

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

1. That the execution of a Memorandum of Understanding 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.

Adopted by the Village Board of the Village of Sturtevant, Racine County, Wisconsin, this 18<sup>th</sup> day of April, 2023.

Village of Sturtevant

By 

Michael Rosenbaum, President

Attest 

Cheryl Zamecnik, Village Clerk

**MEMORANDUM OF UNDERSTANDING BETWEEN THE VILLAGE OF STURTEVANT  
AND THE  
STURTEVANT PROFESSIONAL POLICE ASSOCIATION  
LOCAL OF THE  
WISCONSIN PROFESSIONAL POLICE ASSOCIATION LAW ENFORCEMENT EMPLOYEE RELATIONS  
DIVISION  
4-2 4-2, 8 ½ hour work schedule**

This agreement is between the Village of Sturtevant (the "Village") and the WPPA / LEER on behalf of the Sturtevant Professional Police Association (the "Association") collectively (the "Parties"). The Parties agree on a trial basis from January 1<sup>st</sup>, 2023, until December 31<sup>st</sup>, 2023, to deviate from the language of the collective bargaining agreement as follows:

**Article V – HOURS OF WORK**

Numbers 1 and 2 replace with the following:

1. The normal workday shall consist of eight and one half (8 ½ ) hours.
2. The normal work week shall consist of an average of 39.78 hours.
  - Four (4) days on duty, followed by two (2) days off followed by,
  - Four (4) days on duty, followed by two (2) days off, repeating in that sequence.

**Article VIII – OVERTIME ALLOWANCE**

Number 1 replace with the following:

1. Any work performed in excess of eight and one-half (8 ½) hours in a day or any work performed on your scheduled off day shall be compensated at one and one-half times the regular rate of pay.

**Article XI – VACATIONS**

Accrualment and accumulation of vacation time shall remain hour for hour based upon an eight (8) hour workday / forty (40) hour workweek.

1 week = 40 hours

2 weeks = 80 hours

3 weeks = 120 hours

4 weeks = 160 hours

5 weeks = 200 hours

Per Article 5 of this agreement, 8 and one half (8 ½) hours shall be applied to each paid vacation day and said vacation days shall be granted in one full day increments. Any remaining fractions less than one full

vacation day may be taken in hour increments or paid out to the officer at his/her regular rate at the end of the year.

Article VI – HOLIDAYS AND ADDITIONAL DAYS OFF

Accrument and accumulation of paid holidays shall be based on an eight and one half (8 ½ ) hour workday.

Per Article 5 of this agreement, eight and one half (8 ½) hours shall be applied to one paid Holiday or Additional day off.

Article XIII – SICK, INJURY AND EMERGENCY LEAVES

The accrument and accumulation of sick time to include the maximum allowable accumulation and carry over shall remain hour for hour based on an eight (8) hour workday / forty (40) hour work week.

Per Article 5 of this agreement, eight and one-half (8 ½) hours shall be applied to the one full paid sick day.

RIGHT TO TERMINATE:

The parties or their designees agree to meeting quarterly during the trial period to evaluate and address any concerns with this schedule. The Parties upon mutual agreement may extend this agreement into the following year. Either party may terminate this agreement and return to the previous schedule and provisions set forth in the collective bargaining agreement by providing the other party written reason and notice of termination no later than October 1<sup>st</sup>, which shall take effect January 1<sup>st</sup> of the following year.

This agreement is made and entered into this 24<sup>th</sup> day of April, 2023.

Village of Sturtevant:

BY:  \_\_\_\_\_

President


BY:  \_\_\_\_\_

Village Administrator

BY:  \_\_\_\_\_

Chief of Police

Sturtevant Prof. Police Association:

BY:  \_\_\_\_\_

President

BY:  \_\_\_\_\_

WPPA Business Agent