

Approved

AUG 21 2023

Belleville
Village Board

Agreement between the

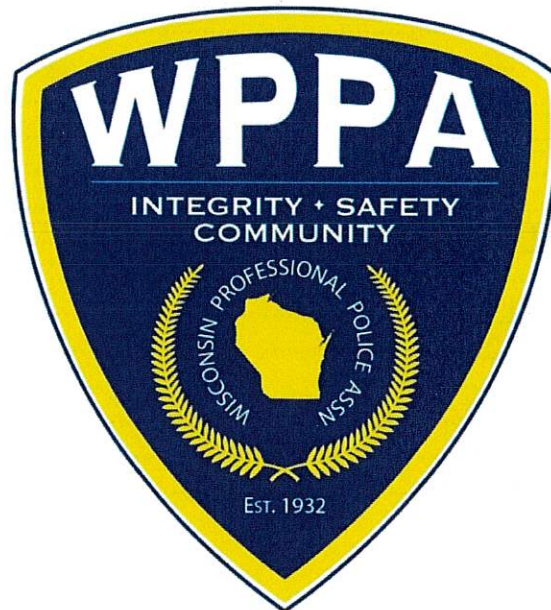
VILLAGE OF BELLEVILLE

and the

BELLEVILLE PROFESSIONAL POLICE ASSOCIATION

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION



2024 - 2026

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INTRODUCTION

This agreement is made and entered into by and between VILLAGE OF BELLEVILLE, hereinafter referred to as the "Village" or the "Employer," and WISCONSIN PROFESSIONAL POLICE ASSOCIATION/LEER DIVISION, hereinafter referred to as the "Association," and shall continue in full force and effect as hereinafter set forth.

ARTICLE I: RECOGNITION

The Employer recognizes that the Association is the sole and exclusive bargaining agent as certified by the Wisconsin Employment Relations Commission in Case 1, No. 47987, ME3262, Decision No. 27454-A, for all regular full-time and regular part-time law enforcement employees with the power of arrest employed by the Village of Belleville Police Department, excluding supervisory, managerial, and confidential employees.

A regular part-time officer shall be defined as an officer who is scheduled to work at least one thousand (1,000) hours per calendar year. All benefits will be pro-rated based on percent of hours budgeted.

ARTICLE 2: MANAGEMENT RIGHTS

Section 2.01: It is agreed that the management of the Employer's operations and the direction of its working forces is vested exclusively in the Employer and that this includes but is not limited to the following:

- a) to direct, supervise and evaluate the work of its employees;
- b) to hire, promote, transfer, classify, reclassify, or lay off employees;
- c) to discipline, demote or discharge employees for just cause in accordance with Article 9;
- d) to plan, direct and control operations;
- e) to set the standards of work and its performance;
- f) to determine the amount and quality of the work and services needed, by whom it shall be performed, and the location where such work and service shall be performed;

- g) to determine to what extent any process, service or activities of any nature whatsoever shall be added, modified, eliminated or obtained by contract with any other-person or employer;
- h) to introduce new or improved methods, tools, equipment or facilities, or to change existing practices, methods, tools, equipment and facilities;
- i) to schedule the hours of work and to determine the assignment and allocation of duties;
- j) to select and to determine the number and qualifications of employees required;
- k) to make, modify and enforce reasonable rules and regulations not inconsistent with the provisions of this Agreement.

Section 2.02: The Employer shall have the right to employ temporary or casual employees. Such employees shall not be covered by the terms of this Agreement. A temporary employee is defined as an employee who works no more than one hundred eighty (180) consecutive calendar days, unless the temporary employee is hired to replace an employee on an approved leave of absence, or is hired to cover a vacancy while the Employer is recruiting a regular replacement. A casual part time employee is defined as an employee who works less than one thousand (1000) hours per calendar year.

Section 2.03: The Employer's exercise of the foregoing functions shall be limited only by the express provisions of this Agreement and the Employer has all the rights which it had at common law except those expressly bargained away in this Agreement. This Article shall be liberally construed.

ARTICLE 3: GENDER

All references to he or his are assumed to apply with equal force to she or her.

ARTICLE 4: GRIEVANCE PROCEDURE¹

Section 4.01: A grievance is defined as a complaint by an employee or the Association that an express provision of this Agreement was violated by the Employer. A grievance shall be processed as follows (it is understood that an employee may discuss a grievance with the

¹ In situations governed by Wis. Stat. §. 62.13, the grievance procedure set forth in this Article 4 does not apply.

employee's immediate supervisor prior to the filing of a grievance, but such discussion shall not be considered a formal step in the grievance procedure):

Step 1: A grievance shall be filed by an employee, with or without the assistance of a steward, or the Association within ten (10) calendar days of the alleged violation or first knowledge thereof by submitting such grievance in writing to the Chief. The grievance shall include a description of the relevant facts, the express provision(s) alleged to be violated, and the specific relief requested. The Chief will respond to the grievance in writing within ten (10) calendar days.

Step 2: If a grievance is not settled to the employee's satisfaction at Step 1, then within ten (10) calendar days from the date of receipt of the Step 1 answer, the grievant may submit the grievance to the Police Committee Chairperson. If requested by the grievant at the time the grievance is submitted, the grievant will be given an opportunity to meet with the Police Committee Chairperson. The grievance will be answered in writing within ten (10) calendar days of receipt, by the Police Committee Chairperson.

Step 3: If the grievance involves a termination of employment, and the grievant is not satisfied with the Step 2 answer, the grievant shall have ten (10) calendar days from the date of the Step 2 answer to submit the grievance to the Village Board. The Village Board or its designee shall meet, upon request, with the Association representative to discuss the grievance. The Village Board or its designee shall give a written answer to the Association within ten (10) calendar days of the meeting. If no meeting is requested, the Village Board or its designee shall give a written answer to the Association within twenty (20) calendar days after receiving the grievance under this step.

Step 4: If the grievance is not satisfied in Step 3, the Association may request that the grievance be determined by an impartial arbitrator. Notification of this decision must be sent to the Village Clerk within ten (10) calendar days of receipt of the response of the Village Board, or within ten (10) calendar days of when the response from the Village Board was due.

- A. The parties agree to the following procedure in selecting an arbitrator to resolve the dispute. The parties will request the Wisconsin Employment Relations Commission (WERC) to provide a panel of at least two (2) potential arbitrators from the WERC staff. The parties shall alternately strike a name from the panel

until only one remains. The party requesting arbitration shall be the first to strike a name.

- B. The arbitrator shall not add to, subtract from, or modify the language of this agreement in arriving at a determination of the issue presented. The arbitrator shall have no authority to change wage rates or salaries. The arbitrator shall be expressly confined to the precise issue submitted for arbitration and shall have no authority to determine any other issue not so submitted. All expenses which may be involved in the proceedings shall be borne equally by both parties, except that expenses related to the calling of witnesses, or any other similar expenses, shall be borne by the party calling those witnesses.
- C. The arbitrator selected shall hold a hearing at a time and place convenient to the parties at the earliest possible date following notification of selection. The arbitrator shall take such evidence as his/her judgment deems appropriate for disposition of the dispute.
- D. The expenses for the arbitrator's services shall be borne equally by the parties. However, all other expenses incurred by the parties shall be the responsibility of the party incurring said expenses. If either party desires a transcript of the proceeding, both parties shall be obligated to pay one-half (½) the cost of obtaining and producing the transcript and providing a copy to the arbitrator.

Section 4.02: Failure of the Employer or its designee to respond or adjust a grievance within the above time limits shall constitute a denial of the grievance. Grievances not timely filed or appealed as provided above shall be barred even though the parties continue to discuss said grievances. There may be no waiver of this provision unless it is mutually agreed to in writing by the Association and the Employer.

ARTICLE 5: PROBATIONARY PERIOD

Section 5.01: All employees hired shall serve an eighteen (18) month probationary period. The initial probationary period may be extended up to an additional six (6) months by the Employer.

Section 5.02: During an employee's probationary period, the Employer may discipline or discharge the employee and said discipline or discharge shall not be subject to review under this Agreement.

ARTICLE 6: SENIORITY

Section 6.01: The principal of seniority shall be taken into account only to the extent expressly provided in this Agreement. The Employer shall provide a seniority list to the Association January 1 of each year, and any time during the year when the list changes.

Section 6.02: Seniority shall accrue from date of hire, as a regular full-time law enforcement officer, *upon completion of the probationary period*. Seniority shall cease to accrue when an employee's full-time employment status is terminated, either voluntarily or involuntarily. Seniority shall only accrue from the most recent date of hire as a full-time law enforcement officer. In the event two officers are hired on the same date, the officer who is ranked highest on the hiring list shall have seniority. Seniority shall continue to accrue during periods of active military service.

Section 6.03: An employee's seniority and employment relationship shall be broken and terminated for any of the following reasons:

- a) If the employee quits.
- b) If the employee is discharged.
- c) If a non-probationary employee is on layoff for more than twelve (12) consecutive months.
- d) If the employee is on layoff and fails to notify the Employer of his/her intention to return to work within five (5) calendar days after issuance of the recall notice or fails to report to work within ten (10) calendar days after issuance of the recall notice. The notice of recall for any employee who has been laid off shall be by certified mail to the last known address of the employee on the books of the Village.
- e) If the employee is absent from employment for three (3) consecutive working days without notice to the Employer, absent proven inability to contact the Employer.
- f) If the employee retires.

ARTICLE 7: LAYOFF AND RECALL

Section 7.01: The principal of seniority, as described in Article 6, shall be taken into account when the Employer decides to layoff and recall employees. Seniority shall control, in cases of layoff or recall, provided the remaining employees are qualified to perform the available work. Regular part-time, temporary and casual employees shall be laid off prior to regular full-time employees. When laying off full-time employees, the last hired shall be the first laid off. Upon recall, the last laid off shall be the first recalled.

Section 7.02: The Employer agrees to notify the Association in writing of all layoff and recall notices. This provision shall not be construed to require any advance notice of such action(s).

ARTICLE 8: NO STRIKE OR LOCKOUT

Section 8.01: The Employer agrees that there will be no lockout during the term of this Agreement. The Association agrees that there will not be any complete or partial strikes, sympathy strikes, picketing, refusals to cross picket lines, slowdowns, work stoppages, secondary boycotts or other cessations of work, economic or otherwise, during the term of this Agreement. Participation by any employee in any of the foregoing activities, shall be grounds for discipline, including immediate discharge.

ARTICLE 9: DISCIPLINE AND DISCHARGE

Section 9.01: The Village reserves the right to discipline employees consistent with the best interests of the Village and the efficient operation of the Department. Employees who have completed their probationary period shall be accorded an opportunity to be heard before discipline, including discharge, is imposed. Discipline, including discharge, shall only be imposed where the Employer determines that there is just cause to conclude that such action is appropriate under the circumstances.

Section 9.02: Wis. Stat. § 62.13 applies to suspension, demotion and termination. Suspension, demotion and termination may be appealed solely in accordance with Wis. Stat. § 62.13. (Note: Oral and written warnings may be appealed as permitted by the grievance procedure in Article 4.)

ARTICLE 10: HOURS OF WORK

Section 10.01: Regular full-time employees of the Police Department shall work a six (6) day on, three (3) day off work schedule. Changes in the regular work schedule shall be posted as soon as is practicable. In scheduling work, the Chief of Police shall take into consideration seniority and other relevant factors. An employee may not work a night shift that immediately follows a day shift or a day shift that immediately follows a night shift except in extenuating circumstances as determined by the Chief of Police.

Section 10.02: Regular full-time employment is defined as a normal work schedule that amounts to at least 1950 hours per year.

Section 10.03: All employees who work in excess of their regular scheduled eight (8) hour work day shall receive one and one-half (1½) times the straight hourly rate for all overtime hours worked. Employees shall have the option of taking such overtime in the form of compensatory time off earned at the time and one half rate for hours worked. Use of compensatory time off shall be by mutual agreement between the employee and the Chief of Police. Any unused compensatory time not scheduled by December 1, shall be paid out in the 2nd pay period in December.

Section 10.04: Nothing in this Article shall constitute a guarantee of work or pay in lieu of work, nor otherwise limit the Village's right to schedule the hours of work.

Section 10.05: Call-In Pay and Court Pay:

Call-In Pay: Any employee who is ordered to report for work at a time other than when he or she is scheduled shall be compensated a minimum of two (2) hours at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for the performance of that assignment.

Court Pay: All employees who report for court duty outside the Village limits of Belleville during off-duty hours shall be compensated a minimum of two (2) hours at the overtime rate of one and one-half (1½) times the employee's straight hourly rate. All employees who report for court duty during off duty hours to the Belleville Municipal Court within the Village limits of Belleville shall be compensated for a minimum of one (1) hour at the overtime rate of one and one-half (1½) times the employee's straight hourly rate. The minimum

compensation noted above shall apply if notice of cancellation of any required court appearance is less than twenty-four (24) hours.

Sergeant Call Pay: A Sergeant who receives phone calls during his/her off time shall be compensated at time and one half (1 ½) for the actual time spent on the call rounded up to the nearest 15 minutes. The Chief of Police must be called first and if he/she does not answer or is otherwise unavailable then the Sergeant shall be called and compensated.

Section 10.06: Shift Differential: All employees working any hours between 6:00 p.m. and 11:00 p.m. shall receive fifteen cents (\$.15) per hour in addition to their hourly rate of pay and all employees working any hours between 11:00 p.m. and 7:00 a.m. shall receive twenty-five cents (\$.25) per hour in addition to their hourly rate of pay.

Section 10.07: OIC Pay: Persons designated by the Chief of Police, other than Sergeants, to act as OIC shall be compensated \$2.00 per hour for all hours worked as the OIC.

Section 10.08: Field Training Officer: Officers acting in the capacity of a field training officer shall be entitled to thirty minutes of overtime pay for each half-day of work with an officer in training or one hour of overtime pay for each full-day of work with an officer in training.

ARTICLE 11: VACATIONS

Section 11.01. New Regular employees shall accrue 3.33 hours of vacation for each full calendar month worked, which may be used between the date of hire and December 31st of that year. Vacation that is used before it is accrued is deemed "borrowed" vacation. Employees borrowing vacation (using vacation hours before they are accrued) will have to sign an agreement stating that the value of any vacation time used but not accrued at termination of employment will be deducted from their last pay check.

New Regular part-time employees accrue pro-rated vacation hours monthly based upon the hours they are budgeted for in the current year, which may be used between the date of hire and December 31st of that year. Vacation that is used before it is accrued is deemed "borrowed" vacation. Employees borrowing vacation (using vacation hours before they are accrued) will have to sign an agreement stating that the value of any vacation time used but not accrued at termination of employment will be deducted from their last pay check.

As of January following the date of hire, Regular employees will begin to accrue 1/12 of the vacation hours as shown in the schedule below monthly, based upon the number of years of employment, which may be used between January 1 and December 31. Employees borrowing vacation (using vacation hours before they are accrued) will have to sign an agreement stating that the value of any vacation time used but not accrued at termination of employment will be deducted from their last pay check.

As of January 1st following the date of hire, Regular part-time employees will begin to accrue 1/12 of the vacation hours as shown in the schedule below monthly, based upon the number of years of employment started, and pro-rated based upon the hours they are budgeted for in the current year, which may be used January 1st and December 31st. Vacation that is used before it is accrued is deemed "borrowed" vacation. Employees borrowing vacation (using vacation hours before they are accrued) will have to sign an agreement stating that the value of any vacation time used but not accrued at termination of employment will be deducted from their last pay check.

Years of Service:	Vacation Earned per year:
Year of Hire	40 hours prorated
1-4	80 hours
5-9	120 hours
10-19	160 hours
20+	200 hours

Section 11.02: All employees are encouraged to use vacation during the calendar year it is accrued. A maximum of 40 hours of vacation maybe carried forward by regular employees to the following calendar year, and regular part time employees may carry over a prorated percentage of 40 hours vacation. Vacation not taken or carried forward pursuant to the terms of this section is considered forfeited and will not be paid out. All vacation requests are subject to approval by the Chief.

Section 11.03: Vacation accruals shall be adjusted for any unpaid absence of 30 days or more.

Section 11.04: All vacation requests are subject to the approval by the Chief or his/her designee. Once the vacation request is submitted, the Chief or his/her designee has 30 calendar

days to approve or deny the vacation request if the requester has the necessary PTO accumulated at the time of the request. If the request is within 30 days of the leave time, then it shall be approved or denied as fast as reasonably possible. If the Officer does not receive notification within 30 days then it shall be assumed that the request was granted. When approving vacation/holiday requests the Chief shall take into consideration employee seniority time and the length of the request. The Village shall make every attempt to approve vacation/holiday requests.

ARTICLE 12: HOLIDAYS

Section 12.01: Regular full-time employees shall receive a bank of holiday time for the following twelve (12) listed holidays ("Holiday Time"):

New Year's Day	New Year's Eve Day
Martin Luther King Day	Easter
Memorial Day	Juneteenth
Christmas Day	Christmas Eve Day
Labor Day	Independence Day
Thanksgiving Day	Day After Thanksgiving Day

Hours attributable to a named holiday 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 on active duty status (i.e. not on an unpaid leave of absence or layoff) on the date the holiday is observed.

Employees are allowed to use the bank of hours at any point in the calendar year. However, if the employee leaves employment with the Village (or takes a position outside of the bargaining unit) they will be required to reimburse the Village 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. Regular part time employees are entitled to pro-rated paid leave based upon the hours they are budgeted to work.

Section 12.02: In addition to the above holidays, regular full-time employees shall receive two (2) personal days per calendar year upon completion of the employee's probationary period. Personal days will be paid at the hourly rate only.

Section 12.03: Full-time employees who work on any of the above listed holidays shall be paid at one and one half (1 ½) times their regular rate of pay for all hours worked on the named holiday.

Section 12.04: Holidays and Personal Days must be used in the calendar year in which they are earned and may not be carried over. Unused Holidays and Personal Days, not scheduled to be used by December 1 of each year, will be paid out in the 2nd pay period in December. Unused Personal Days will not be paid upon termination of employment.

ARTICLE 13: SICK LEAVE

Section 13.01: Regular full-time employees shall earn and may accumulate paid sick leave at the rate of one (1) day (8 hours) per month worked. Regular part time employees sick leave credits earned will be prorated based upon the percentage of hours budgeted. Employees may accumulate a maximum of two hundred and forty (240) hours of sick leave.

A. Employees who have reached their maximum accumulation of 240 hours at the end of a calendar year will have the hours in excess of 240, which is an annual maximum of 96 hours per year, contributed to an individual health care reimbursement account after January 1 of the following year. The Village's contribution to the account will be based on the number of hours above 240 multiplied by the employee's current salary on December 31 at a prorated percentage based on the number of years employed with the Village as follows:

Less than 10 Years	65%
10 Years or More	100%

B. Employees who are employed less than 10 years would have the prorated dollar amount set aside by the Village annually in a general account held by the Village. After the employee has completed ten full calendar years, the contribution amount will be moved to an individual account in the employee's name. Upon termination of employment with the Village, after ten full calendar years for any reason, an employee may withdraw funds from their individual account for post-employment health care expenses. By March 1 of each year, employees will receive a report of their account (whether in the Village's general account or individual account) status.

C. Upon voluntary retirement from Village of Belleville employment, defined as a person receiving a retirement or disability annuity from his/her WRS account, the Employer will determine the value of the Employee's individual sick leave accumulated hours for that year to date (up to a maximum of 96 hours). The Employer will contribute this value to the Employee's individual health care reimbursement account based on the Employee's hourly rate at the date of termination of employment. Sick leave accumulated hours of 240 or less will be forfeited and no payment will be made for these hours.

Section 13.02: Sick leave may be used to cover absences which result from the bona fide illness or injury of the employee or the employee's parent, spouse, designated family partner, child, step-child, step-parents, or mother-in-law and father-in-law.

Section 13.03: The Village reserves the right to require an employee who is requesting payment of sick leave or is otherwise absent from work due to illness or injury, to submit satisfactory medical evidence of the need for sick leave and/or ability to return to work. Except in cases of suspected abuse or recurrent absence, medical proof shall not generally be required for absences of less than three (3) days.

Section 13.04: The Village shall provide each employee with a long term disability plan to cover absences greater than thirty (30) days. The premiums for this plan shall be paid by the Employer.

Section 13.05: The Village shall provide each employee with 12 paid days off per year for the birth or adoption of a child.

ARTICLE 14: JURY DUTY

Section 14.01: Regular full-time employees who are required to miss regularly scheduled hours of work to serve on a jury shall be paid the difference between jury duty pay (exclusive of mileage) and base salary for the hours actually missed, for a period of not more than ten (10) consecutive business days. Any employee who is released from jury duty shall report to work for the balance of his/her shift unless otherwise excused.

ARTICLE 15: BEREAVEMENT LEAVE

Section 15.01: Employees are entitled to three days of paid bereavement leave to arrange or attend the funeral of their spouse, child, step-child, parent, step-parent, mother-in-law, father-

in-law, brother, sister, designated family partner, or children's spouse. Accrued sick leave may be used for up to two (2) additional days, upon approval of the Department Supervisor. If round-trip travel in excess of 400 miles is required to arrange or attend the funeral, an additional day of paid bereavement leave may be granted. Bereavement leave will not extend more than one day after the date of the funeral.

Employees are entitled to one day of paid bereavement leave to attend the funeral or may use three days of accrued sick leave to attend the funeral of a former spouse, grandmother, grandfather, grandchild, sister-in-law, or brother-in-law, aunt, uncle, spouse's parent or grandparent, niece, or nephew. Accrued sick leave may be used for up to two (2) additional days, upon approval of the Department Supervisor. If round-trip travel in excess of 400 miles is required to attend the funeral, an additional day of accrued sick leave may be used for the purpose. The use of sick leave will not extend more than one day after the date of the funeral.

ARTICLE 16: MILITARY LEAVE

Section 16.01: Employees are entitled to military leave in accordance with applicable state and federal laws. If an employee's base pay as a member of the Armed Forces (which includes the National Guard) is less than his or her current compensation as a Village employee, the employee will receive added compensation from the Village in an amount equal to, but not exceeding, the difference between the two rates of compensation for the period of time the employee is absent from work. This added compensation will be limited to 15 days in each calendar year. A copy of the employee's military pay voucher will be submitted to the Village Administrator/Clerk/Treasurer to determine the amount of base pay earned as a member of the Armed Forces.

If the employee works the night shift on the night prior to military leave, the employee shall receive that shift off with pay.

ARTICLE 17: LEAVES OF ABSENCE

Section 17.01: Medical Leave: An employee requiring a medical leave shall request such leave in writing. All leaves shall be subject to the Employer's approval and the presentation of satisfactory medical evidence of the need for the leave. The request shall specify the expected duration of the leave. As a general rule, prior to the commencement of an unpaid leave, the

employee shall exhaust any paid time that the employee has accrued and is then eligible to take. Approved leaves shall generally not exceed sixty (60) days. An employee requiring an extension of an approved leave shall submit a request for extension, together with satisfactory medical evidence of the need for the extension, prior to expiration of the previously approved leave. Any extension in a previously approved leave shall be subject to the Employer's approval.

Section 17.02: Personal Leave: An employee requesting a personal (non-medical) leave of absence shall submit a written request. All personal leaves shall be unpaid and shall generally not exceed thirty (30) days. As a condition of approving a personal leave, the employee may be required to exhaust any accrued vacation or compensatory time. All requests for a personal leave are subject to prior Employer approval.

Section 17.03: While on an unpaid leave of absence, no benefits shall accrue and the employee shall be responsible for all insurance premiums due should he/she elect to continue coverage where permitted under applicable state or federal law.

Section 17.04: The Village of Belleville has established a Family and Medical Leave Act policy pursuant to Federal and State Family and Medical Leave Act.

ARTICLE 18: UNIFORMS

Section 18.01: Regular full-time employees shall be allowed an annual uniform allowance of seven hundred fifty dollars (\$750.00) toward the purchase or replacement of approved uniform items. The Chief of Police must preapprove any such reimbursements, and may do so by creating a list of approved uniform items. Any amount that remains in the employee's uniform account at the end of the year may be carried forward for one year, but must be used prior to July 1 of the year carried into. Maximum amount of carryover shall not exceed \$250.00 in any given year. Receipts may be submitted to the Village for reimbursement or purchases may be directly billed to the Village from approved vendors.

Section 18.02: The Employer will furnish each new employee with seven hundred fifty dollars (\$750.00) and a ballistic vest upon hiring. Once an employee reaches their one-year anniversary, they will receive the applicable clothing allowance above. Upon the start of the next calendar year after their first anniversary, they will receive the applicable annual clothing allowance above.

Section 18.03: An employee may set up employee deduction for a maximum of one thousand dollars (\$1,000.00) for the purchase of a firearm. This is to be paid back through payroll deduction in one (1) year. If the employee is terminated or leaves employment before all the money is paid back the remaining amount will be deducted from his/her last paycheck.

Section 18.04: If at any time while in the performance of his/her duties an employee so damages, destroys, or loses any departmental issued or departmental required items, the Employer will pay the total cost of such replacement or repair.

ARTICLE 19: HEALTH INSURANCE

Section 19.01: During the term of this Agreement, the Village agrees to maintain group health insurance plan(s) for regular full-time employees that is equivalent to the group health insurance plan(s) provided for all Village employees.

Section 19.02: Subject to Section 19.01, regular full-time employees will have the option to choose a group health insurance plan from the standard plan and alternative health insurance plans offered by the Wisconsin Public Employer's Group (WPEG) Health Insurance Program in the Employer's service area. The Employer agrees to pay the premium for single or family health insurance in the amount of eighty-eight percent (88%) of the average of the top three (3) plans but not more than the total amount of the premium of the plan selected. The remaining premium, if any, shall be paid by the employee via payroll deduction.

ARTICLE 20: DENTAL INSURANCE

Section 20.01: The Village agrees to maintain the current or a substantially equivalent group dental insurance plan(s) for regular full-time employees during the term of this Agreement.

Section 20.02: The Village shall pay fifty percent (50%) of the premium for the family plan, or one hundred percent (100%) of the premium for the single plan. Regular Part time employees will pay a prorated portion of the EMPLOYER portion along with the full EMPLOYEE portion.

ARTICLE 21: LIFE INSURANCE

Section 21.01: The Village agrees to maintain the current or a substantially equivalent term life insurance plan for regular full-time employees during the term of this Agreement. The Village shall pay 100% of the premium cost for basic coverage, with the employee paying any remaining premium for additional coverage by payroll deduction.

ARTICLE 22: RETIREMENT

Section 22.01: The Employer agrees to pay and remit all premiums due on behalf of the employees covered by the Wisconsin Retirement System.

Effective January 1, 2015, the employee agrees to pay the full employee-share and the Employer agrees to pay the full Employer share as outlined by the Wisconsin Retirement System.

ARTICLE 23: WAGES AND LONGEVITY PAY

Section 23.01: The following hourly wage rates shall be in effect on the dates listed below:

Years of Service in Belleville Police Dept.	2023 Wage	1/1/2024 5%	7/11/2024 3%	1/1/2025 4%	12/5/2025 1%	1/1/2026 4%
Patrol Officer						
Start	\$25.67	\$26.95	\$27.76	\$28.87	\$29.16	\$30.33
After 1 Year	\$26.45	\$27.77	\$28.60	\$29.74	\$30.03	\$31.23
After 3 Years	\$27.35	\$28.72	\$29.58	\$30.76	\$31.07	\$32.31
After 5 Years	\$28.28	\$29.69	\$30.58	\$31.80	\$32.12	\$33.40
After 10 Years	\$29.84	\$31.33	\$32.27	\$33.56	\$33.90	\$35.26
Detective						
After 1 Year	\$27.45	\$28.77	\$29.60	\$30.74	\$31.03	\$32.23
After 3 Years	\$28.35	\$29.72	\$30.58	\$31.76	\$32.07	\$33.31
After 5 Years	\$29.28	\$30.69	\$31.58	\$32.80	\$33.12	\$34.40
After 10 Years	\$30.84	\$32.33	\$33.27	\$34.56	\$34.90	\$36.26
Sergeant						
After 1 Year	\$28.59	\$30.02	\$30.92	\$32.16	\$32.48	\$33.78
after 3 Years	\$29.49	\$30.96	\$31.89	\$33.17	\$33.50	\$34.84
After 5 Years	\$30.42	\$31.94	\$32.90	\$34.22	\$34.56	\$35.94
After 10 Years	\$32.68	\$34.31	\$35.34	\$36.75	\$37.12	\$38.60

Bi-weekly pay will be calculated at 75 hours (6/3 schedule at 8 hours = 1950 hours / 26 pay periods).

Section 23.02: Officers shall move to the next step in the wage progression on the anniversary date-of-hire basis effective the beginning of the next full pay period after their anniversary date. For example, if an officer started September 1, 2013, the officer would progress to the “after 1 year” step on the first day of the pay period beginning after September 1, 2014.

Section 23.03: The Employer reserves the right to hire personnel at any increment within the salary structure based upon previous experience, education or other reasons the Employer deems appropriate.

Section 23.04: Longevity pay shall be earned and paid in accordance with the Longevity Pay Schedule below. Beginning in the sixth year of employment (after completion of five years), an annual longevity payment will be made to all regular full time and regular part-time Village employees on the first payroll after November 1. The amount of payment will be determined by the employee's years of service completed on November 1 multiplied by the number of years completed during that calendar year at the rate below. The payment will be prorated by percentage of fulltime hours worked for employees working fewer than 40 hours per week.

For example, a full time employee who has completed 13 years of service will receive a payment of \$455.00. A 13-year employee who works part-time (50% of full time) would receive a payment of \$227.50.

LONGEVITY PAY SCHEDULE	
Years Completed	\$ per year
5-9	\$25
10-19	\$35
20+	\$45

ARTICLE 24: ASSOCIATION ACTIVITIES: BULLETIN BOARD

Section 24.01: Employees shall limit Association business to non-working time where ever possible. In no event shall the performance of Association business interfere with the operations of the Department. Prior to performing any Association business during working time, the employee shall first obtain the permission of the Chief.

Section 24.02: The Employer shall make bulletin board space available to the Association for the posting of official Association business in a location reasonably accessible to employees. Only items approved by the Association shall be posted. All items shall be dated by the Association.

ARTICLE 25: MISCELLANEOUS

Section 25.01: The Village agrees to provide the required amount of state mandated annual training necessary to maintain such certification(s) as are required by the Village.

Section 25.02: The Village agrees to comply with the applicable provisions of Wis. Stat. § 895.46 (defense of employees by Village attorney).

ARTICLE 26: SEPARABILITY AND SAVINGS

Section 26.01: If any Article or Section of this Agreement or of any addendum thereto should 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, pending a final determination as to its validity, the remainder of this Agreement and of any addendum thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

Section 26.02: In the event that any Article or Section is held invalid or enforcement of or compliance with which has been restrained, as set forth above, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Association, for the purpose of seeking a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

ARTICLE 27: SCOPE OF THE AGREEMENT

Section 27.01: The Agreement sets forth the entire understanding and agreement of the parties and may not be modified in any respect except by writing subscribed to by the parties. Nothing in this Agreement shall be construed as requiring either party to do or refrain from doing anything not explicitly and expressly set forth in this Agreement; nor shall either party be

deemed to have agreed or promised to do or refrain from doing anything unless this Agreement explicitly and expressly sets forth such agreement or promise.

Section 27.02: The Village of Belleville Policy Manual and the Police Department Policy Manual will be in force for all issues that are silent in this Agreement for any issues that rise to conflicting interpretation between the provisions of this Agreement and Village or Police Department Policy, the provisions of this Agreement shall prevail. The Village agrees to provide the Association with 30 day written notice of any proposed changes to Village or Police Department Policy prior to implementation.

ARTICLE 28: DUES DEDUCTION

Section 28.01: The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign dues check off authorization forms supplied by the WPPA/LEER. In addition, the Local Association may authorize local dues which shall be deducted in conjunction with the WPPA/LEER dues. The Employer shall deduct the combined certified dues amount from the first and/or second paycheck each month of each employee requesting such deduction following 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 voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association. 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 the Local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color or sex.

ARTICLE 29: MILEAGE REIMBURSEMENT

When an employee uses his/her personal vehicle for Department business, the Employer shall pay the current IRS rate for all miles traveled on behalf of the Employer.


ARTICLE 30: TERMINATION

This Agreement shall be in full force and effect for the period from January 1, 2024 through December 31, 2026 and shall continue from year to year thereafter, unless written notice of desire to terminate the Agreement is served by either party on the other at least one hundred eighty (180) days prior to the date of expiration.

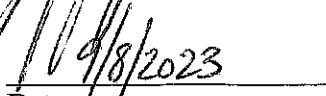
ARTICLE 31: MAINTENANCE OF BENEFITS

Section 31.01: In the event the Employer decides to dissolve the Police Department and use other policing, all officers employed at that time shall receive a severance package consisting of six (6) months full pay and benefits, with all insurance and retirement payments to be made by the Employer. If any former employee under this severance package obtains equivalent employment elsewhere in the law enforcement field, he/she shall notify the Village of Belleville. The Village, upon receiving notice that the former employee is now receiving benefits, shall discontinue any further benefits and shall immediately issue a check to the former employee in an amount equal to the balance of unpaid wages due in the severance package, which shall fulfill the Employer's obligation to the former employee.

FOR THE VILLAGE OF BELLEVILLE



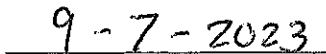
Village President



Date




Village Representative




Date

FOR THE WISCONSIN PROFESSIONAL
POLICE ASSOCIATION/LEER DIVISION



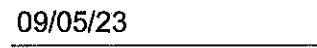
Association President



Date



WPPA/LEER Representative



Date

MEMORANDUM OF UNDERSTANDING

between the

VILLAGE OF BELLEVILLE

and the

**VILLAGE OF BELLEVILLE PROFESSIONAL POLICE ASSOCIATION
WISCONSIN PROFESSIONAL POLICE ASSOCIATION
LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION**

WHEREAS, the Village of Belleville (the "Village") and the Village of Belleville Professional Police Association (the "Union") have agreed to add a Detective position.

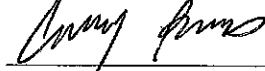
WHEREAS, the Village and the Union agree to the following changes to the 2024 – 2026 Collective Bargaining Agreement as it relates to the Detective position:

- An officer selected for the Detective position must have a minimum of 5 years law enforcement experience.
- The Detective hourly rate shall be \$1.00 per hour over their respective pay step outlined in Article 23, Section 23.01.
- Bi-weekly pay will be calculated at 80 hours (5/2 M-F schedule at 8 hours = 2080 hours/26 pay periods.
- The Detective schedule shall be Monday – Friday on the rotation of 5/2
- The Detective will primarily be scheduled from 7:30am to 3:30pm.
- The Detective may have to fill in on the shifts of 5:00am to 1:00pm and 1:00pm to 9:00pm, or a hybrid thereof to maintain the regular officer duty schedule as necessary.
- Holidays language will remain the same as stated in Article 12 of the 2024-2026 Collective Bargaining Agreement.
- Vacation language will remain the same as stated in Article 11 of the 2024-2026 Collective Bargaining Agreement.
- All other articles and language in the 2024-2026 Collective Bargaining Agreement apply to this position.

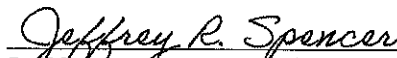
This agreement shall be effective upon execution by all parties. This agreement is non-precedential, and any additional requests will be discussed on a case-by-case basis during the term of the 2024-2026 Agreement and during bargaining sessions for the successor agreement.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on this, the 5th day of September, 2023.

FOR THE ASSOCIATION:



Cody Pharo, Association President

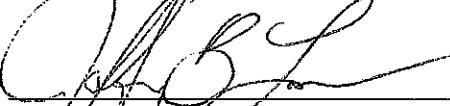


Jeff Spencer, WPPA Business Agent

FOR THE VILLAGE OF BELLEVILLE:



Bill Eichelkraut, Chief of Police



Jeff Larson, Village President

