

City of Racine and Racine Police Association

March 2, 2023

TENTATIVE AGREEMENT

I. Length of Contract

One, four-year contract (1/1/2021-12/31/2024).

II. Wage Increases

The following proposed wage increases will be base building:

| | |
|------------------------|------|
| As of January 1, 2021: | 4.0% |
| As of January 1, 2022: | 4.0% |
| As of January 1, 2023: | 4.0% |
| As of January 1, 2024: | 3.0% |

Additionally, within 60 days of Common Council approval of this Tentative Agreement, the City will pay a \$2,000.00 non-base building retention bonus to all RPA members who remain employed by the City as of the date said payment is made.

Beginning July 1, 2023, new hires who become and remain residents of the City of Racine within 18 months of their date of hire will be eligible for a 3% pay increase above and beyond what is agreed upon for non-resident members.

III. Health Insurance

Members will pay via payroll deduction 7.5% of the health insurance premium for the coverage type (single or family).

Pursuant to the WERC declaratory ruling decision dated July 6, 2022, other language in Article X, Insurance, regarding the health insurance plan shall be removed from the collective bargaining agreement and placed into a legally appropriate document per Wisconsin Statute section 111.70(4)(mc)6.

Language that has been determined to be prohibited by the WERC will be removed from the CBA, with the understanding that if the WERC ruling is amended or modified by virtue of litigation or legislation, the parties agree to be bound by the ultimate outcome of the litigation in *Wisconsin Professional Police Association, et al. v. Wisconsin Employment Relations Commission*, Dane County Circuit Court Case No. 2022CV001674, or any related future legislation that addresses the legal status of employee health insurance for active public safety employees. Neither party waives any rights that they might assert as a result of this Agreement.

TA for the Union



TA for the City



NLO - 3/2/23

IV. Sick Leave Payout

The Post-Retirement Sick Leave Payout will be amended according to the following.

Article XXII, Sick Leave, 4. Severance Pay, shall be recreated to read:

4. Upon retirement, death or total disability on or before 06/30/2023, an employee shall be paid fifty percent (50%) of sick leave time accumulated up to a maximum accumulation of 1,120 hours. This shall remain effective through 06/30/2023.

Effective 07/01/2023, the City will payout half of all of the hours in the individual sick leave bank as of 02/28/2023 above 420 hours, up to a maximum accumulation of 1,120 hours, at the individual's rate of pay as of 01/01/2023. Eligible employees must either opt into or opt out of this payout no later than 07/01/2023. Failure to opt in or opt out by 07/01/2023 will result in the member being deemed to have opted out. The hours for which payout is received shall be deducted from accumulated sick leave. The payout shall be made no later than 10/01/2023. There shall be no further sick leave payouts for any members after the payouts provided herein.

V. Leave of Absence for College Education

Members who are in the process of earning their 60 college credits within the first five years of their employment will not be eligible to take an unpaid leave of absence to attend college full-time, per Article XXIX.

VI. Additional Paid Holiday

Beginning in January 2023, the Birthday of Martin Luther King, Jr. shall be added as an additional paid holiday.

VII. Paid Parental Leave

Beginning January 1, 2023, any member who is eligible for and uses federal or state Family and Medical Leave (FMLA), for the birth of a child or for the placement with the member of a child for adoption or foster care, shall be granted up to 320 hours of paid leave at the member's then-regular hourly pay rate to be used during the FMLA period.

VIII. Employee Handbook Additions:

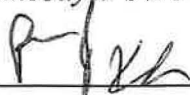
A. Student Loan Debt Repayment Assistance

Beginning January 1, 2023, members who are City of Racine residents are eligible for up to \$2,400 per year and non-residents are eligible for up to \$1,200 per year in student loan debt repayment assistance, which is paid directly to the institution servicing a member's student loan.

This program shall be discontinued as of December 31, 2024 or upon the exhaustion of dedicated funds, whichever occurs sooner.

B. Homebuyer's Down Payment Assistance

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MLG- 3/2/23

Beginning January 1, 2023, the City of Racine Employee Homebuyer Assistance Program may provide up to \$10,000 in down payment and closing cost assistance to members seeking to purchase an eligible principal residence in the City of Racine.

This program shall be discontinued as of December 31, 2024 or upon the exhaustion of dedicated funds, whichever occurs sooner.

IX. Four-On-Four-Off Work Schedule


The language included in the Memorandum of Agreement regarding Four-On-Four-off Work Schedule dated 12/09/2021 shall be incorporated in this Agreement.

The City reserves the right to add to, delete from, or amend these proposals during the course of negotiations.

TA for the Union



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MLU-3/2/23

