



# City of Racine

City Hall  
730 Washington Ave.  
Racine, WI 53403  
[www.cityofracine.org](http://www.cityofracine.org)

## Legislative Report

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**File Number: Res. 0460-23**

**Agenda Date: 05/16/2023**

**File Type: Resolution**

Police Staff Officers' Association (SOA), 2021 - 2024 Collective Bargaining Agreement

Resolved, that the negotiated collective bargaining agreement with the Staff Officers' Association of the Racine Police Department for 2021-2024 is approved.

Fiscal Note: Each year, Association wages shall be adjusted to continue to maintain a 10.15% base pay differential for RPD SOA sergeant positions all above the Racine Police Association highest paid investigator base pay PH-4 at six months, and to continue to maintain a 10.15% base pay differential for RPD SOA lieutenant positions all above the Racine Police Association highest paid sergeant base pay PH-4.5 at six months. The settlement also includes a \$2,000 retention bonus for active members and a sick leave buyout plan. The settlement further makes lieutenants' overtime procedures consistent with sergeants' overtime procedures. The cumulative costs of the contractual increases over the four-year period amount to approximately \$1,700,000 in wages and benefits over the life of the contract.