

Agreement between the

CITY OF COLUMBUS

and the

COLUMBUS PROFESSIONAL POLICE ASSOCIATION

LOCAL 237

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

**LAW ENFORCEMENT EMPLOYEE RELATIONS
DIVISION**

January 1, 2026-December 31, 2027

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PREAMBLE

THIS AGREEMENT, made and entered into by and between the City of Columbus, a municipal corporation, as a municipal employer, and hereinafter referred to as the "City," and the Wisconsin Professional Police Association, Law Enforcement Employee Relations Division, Local No. 237, hereinafter referred to as the "Association".

ARTICLE 1 – RECOGNITION

The City of Columbus hereby agrees to recognize the Wisconsin Professional Police Association/Law Enforcement Employee Relations Division, Local No. 237, as the sole and exclusive collective bargaining representative for hours, wages and other conditions of employment for the following employees:

All sworn employees of the City of Columbus Police Department except the Chief of Police, supervisory personnel, confidential administrative assistants, and part-time employees.

ARTICLE 2 – PURPOSE OF AGREEMENT

It is the purpose of this agreement and desire of both parties of this agreement to reach an amicable understanding with respect to the Employer/employee relationship which exists between them, and to enter into a complete agreement covering rates of pay, hours of work, and conditions of employment. The City and the Association agree that there shall be no discrimination against any employee covered by this agreement because of an employee's membership or activities on behalf of the Association, or lack of membership or activity on behalf of the Association. The City of Columbus recognizes law enforcement as a profession and City of Columbus police officers as professionals.

ARTICLE 3 – DUES DEDUCTION

The City agrees to deduct from the salaries of employees who are members of the Association, the initiation fee required for membership and installments thereof, as certified by the Association, and to pay the amount to the Association on or before the end of the month in which such deduction is made, provided the employee has signed a check-off authorization and assignment for this purpose.

ARTICLE 4 – MANAGEMENT RIGHTS

The Employer shall have the sole and exclusive right, unless specifically modified by other provisions of this agreement, to determine the number of employees to be employed, the duties of each of these employees, the nature and place of their work, and all other matters pertaining to the management and operation of the City, including the hiring, promoting, transferring, demoting, suspending or discharging of any employee.

This shall include the right to assign and direct employees, to schedule work, and to pass upon the efficiency and capabilities of the employees, and the Employer may establish and enforce reasonable work rules and regulations. Further, to the extent that rights and prerogatives of the Employer are not explicitly granted to the Association or employees, such rights are retained by the Employer. However, the provisions of this section shall not be used for the purpose of undermining the Association or discriminating against any of its members.

ARTICLE 5 – GRIEVANCE PROCEDURE

- A. **Definition of a Grievance.** A grievance shall mean a dispute concerning the interpretation or application of this contract.
- B. **Subject Matter.** Only one (1) subject matter shall be covered in any one (1) grievance. A written grievance shall contain the name and position of the grievant, a clear statement of the grievance, the issue involved, the date the incident or violation took place, the specific section of the agreement alleged to have been violated, and the signature of the grievant and the date.
- C. **Steps in Procedure.**
Step 1: The employee, alone or with his/her representative, shall present his/her grievance in writing to the immediate supervisor no later than ten (10) calendar days after he/she knew or should have known of the cause of such grievance. In the event of a grievance, the employee shall perform his/her assigned work task and grieve his/her complaint later. The immediate supervisor shall, within ten (10) calendar days inform the employee, in writing, of his/her decision.

Step 2: If the grievance is not resolved at the first step, the employee or his/her representative may appeal the written grievance within ten (10) calendar days after receipt of the written decision of the immediate supervisor. Such appeal shall be made to the City Administrator. The City Administrator shall discuss the grievance with the employee, and the Association representative shall be afforded the opportunity to be present at this conference. Following said conference, the City Administrator shall respond within ten (10) calendar days in writing.

Step 3: If the grievance is not resolved at the second step, the employee or his/her representative may appeal the written grievance to the Mayor and the Common Council within ten (10) calendar days after receipt of the written decision of the City Administrator. The Common Council shall consider the grievance and make a decision thereon within twenty (20) calendar days thereafter.

- D. Time Limits. The time limits set forth for this grievance procedure shall be calculated using calendar days, with the date of infraction/receipt/conference, as well as Saturdays and Sundays not included in the calculation. Any grievance not processed in accordance with the time limits by the employee and/or his/her representative shall be considered dropped. Any grievance not processed by the Employer in accordance with the time limits shall automatically go to the next higher step.
- E. Cost. The Employer and the Association shall each bear their own costs of preparing and presenting the grievance in each step of the grievance procedure.
- F. Extension of Time Limits. Any time limits set forth in this Article may be extended by mutual agreement of the parties in writing.

ARTICLE 6 – ARBITRATION PROCEDURE

- A. Step 4. If a satisfactory settlement is not reached at Step 3 of the grievance procedure, the Association must notify the City Clerk in writing within ten (10) calendar days (excluding date of receipt, Saturdays and Sundays) that it intends to process the grievance to arbitration.
- B. Arbitrator. Any grievance which cannot be settled through the above procedures may be submitted to a single arbitrator to be selected as follows: Either party may request the Wisconsin Employment Relations Commission to prepare a list of five (5) impartial staff arbitrators or three (3) when five are not available. Each party shall alternately strike one (1) name from the list submitted by the Wisconsin Employment Relations Commission, the grievant having the first strike, until one (1) name remains. The arbitrator remaining after the strikes shall be notified of his/her appointment as arbitrator in a statement from the party filing for the arbitration hearing, with a copy of the notice to be served on the other party.
- C. Arbitration Hearing. The arbitrator selected or appointed shall meet with the parties on a mutually agreeable date to review the evidence and hear testimony relating to the grievance. Upon completion of this review and hearing, the arbitrator shall render a written decision to both the City and the Association, which shall be binding upon both parties.
- D. Costs. Both parties shall share equally the costs and expenses of the arbitration proceedings, including original of the transcript, transcript fees and fees of the arbitrator. Each party, however, shall bear its own costs for its witnesses and all other out-of-pocket expenses, including possible attorney's

fees. Testimony or other participation of employees shall not be paid by the City.

- E. Transcript. There shall be a transcript prepared for each arbitration hearing, unless mutually agreed that no transcript shall be required.
- F. Decision of the Arbitrator. The decision of the arbitrator shall be final and binding upon the parties. The powers of the arbitrator are limited as follows: his/her function is limited to that of interpreting and applying the provisions of this agreement. He/she shall have no power to add to, subtract from or modify any of the terms of this agreement, and it is agreed by the parties that any such action shall constitute a violation of Section 788.10, Wisconsin Statutes.
- G. Nothing in this section shall preclude either party from continuing to attempt to reach a settlement prior to the arbitrator rendering a decision.

ARTICLE 7 – RESPONSIBILITY

The Employer recognizes its responsibility to treat employees covered by this agreement fairly, without discrimination and in accordance with the terms and provisions of this agreement. The employee recognizes his/her responsibility as a law enforcement officer to protect the interests of the public fairly and impartially, to abide by the terms and provisions of this agreement and to undertake no action, individually or in concert, which renders him unavailable for duty.

ARTICLE 8 – STRIKE PROHIBITED

- A. Strike Prohibited. Neither the Association nor any of its officers, agents, or City employees will instigate, promote, encourage, sponsor, engage in or condone any strike, strike picketing, slowdown, refusal to work emergency overtime, concerted work stoppage, or any other intentional interruption of work during the term of this agreement.
- B. Association Action: Upon notification by the City to the Association that certain of its members are engaged in a violation of this provision, the Association shall as soon as possible in writing order such members to return to work, provide the City with a copy of such an order, and a responsible official of the Association shall publicly order them to return to work. In the event that a strike or other violation not authorized by the Association occurs, the Association agrees to take all reasonable effective and affirmative action to secure the members' return to work as promptly as possible. Failure of the Association to issue the orders and take the action required herein shall be

considered in determining whether or not the Association caused or authorized the strike.

- C. The City may enforce any legal rights and remedies to which by law it is entitled and both parties agree that neither will move to abate any judicial contempt order which might have been issued as a result of prohibited practices engaged in by either party.

ARTICLE 9 – WAGES

Employees will be paid based on the salary schedule set forth in Appendix A of this agreement. When an employee reaches an anniversary date that involves a wage increase, such wage increase will begin the following full pay period.

ARTICLE 10 – PAY PERIOD AND PROCEDURES

- A. Pay day shall be every other Friday and is on a direct deposit system.
- B. Employees shall be given an itemized explanation with their payroll checks.
- C. The employees shall be given the option of bank or savings & loan for the deposit of their paycheck.

ARTICLE 11 – HOURS OF WORK AND OVERTIME

- A. The workweek for employees covered by this agreement shall be 6-3, 6-3, 6-3 with a standard workday of eight-and-one-quarter (8 1/4) hours, including one-half (1/2) hour paid lunch break on call. The standard workday shall include a fifteen (15) minute reporting period prior to commencement of each shift. Any change in the above schedule shall be subject to mutual agreement. In making up specific schedules, an attempt will be made to schedule sixteen (16) hours off between shifts.
- B. If notice of a shift change occurs with less than 24 hours notice from the start of the previously scheduled shift to fill a vacancy due to a staffing shortage, then the patrol officer may have some or all of his or her shift modified and the officer will receive pay at the rate of overtime for hours worked during the shift change period and regular time for hours worked during the previously scheduled shift. If notice of a shift change occurs with 24 hours or more of notice from the start of the previously scheduled shift, then the officer may have some or all of his or her shift modified, and the officer will receive pay at the regular rate for hours worked during the shift change period. Alternatively, any supervisor may also cover part or all of the vacancy in the supervisor's discretion. In other circumstances, officers shall receive one-and-one-half (1 1/2) times their straight time hourly rate for all hours

worked in excess of their normal, regular scheduled workday or workweek, and an employee called in to work overtime other than an extension (before or after) of a regular days work shall be given not less than two hours pay at time and one half their regular hourly rate of pay or time and one half for all hours worked, whichever is greater. The straight time hourly rate shall be determined by dividing the annual salary by 2009 hours.

- C. Available regular overtime will be distributed to Bargaining Unit members prior to being offered to non-bargaining unit members; then by extension of on-duty officer's shift (not more than four (4) hours). Overtime created by specialized operations specifically assigned to individual officers taking time off are exempt from this agreement. Factors such as ability to respond timely, contact availability, or known unavailability may be taken into consideration on any urgent or immediate overtime call in situation.
- D. All non-mandatory training approved by the Chief of Police shall be paid at the regular hourly rate. Non-mandatory training, which falls on an off day, will be compensated with straight compensatory time including travel time. Mandatory training during regular work hours shall be compensated at the regular hourly rate. Those hours at training in excess of 8 1/4 per day shall be compensated at time and one half pay or compensatory time. Mandatory training on a day off shall be paid at time-and-one-half (1 1/2) pay or compensatory time including travel time. Such time shall not include "free time" when an employee is not required to be in actual attendance at the training session(s). When away overnight, the employee will receive his/her daily salary.
- E. In lieu of receiving pay for overtime hours worked, employees may elect to receive compensatory time off on a time-and-one half (1 1/2) rate. Employees may bank up to 80 hours of compensatory time, subject to Article 16, Section A. Any hours earned over the maximum limit of 80 hours will be paid out when the next payroll period is processed. At the end of each calendar year (December 31st) banked hours will carry over into the next year, not to exceed the 80-hour limit at any time. All use of compensatory time off is still subject to prior scheduling approval by the Chief of Police or his/her designee. Banked compensatory time will be paid out to the employee upon separation from the City.
- G. Employees may trade work shifts with other employees of the same rank and within the same bargaining unit. Trades shall be scheduled in initial one (1) hour minimum increments and thereafter one-quarter (1/4) hour increments. Trades can be scheduled in advance, but the employee must "pay back" the other employee within 120 days of the trade date. All trades are subject to prior approval by the Chief of Police or his/her designee. Furthermore, trades shall not incur overtime.

- H. On or before December 01 of each year, officers shall have the opportunity to select shifts by seniority on an annual basis. The Sergeant position is not subject to shift selection as the work hours and 6-3, 6-3, 6-3 workweek are assigned by the Chief of Police. The Sergeant position(s) and officers with special skill or specialty may be assigned other than their selected shift by the Chief of Police where a need for that expertise can be shown.
- I. Police Officers working between the hours of 6:00 p.m. and 6:00 a.m. will be paid an additional \$0.65 per hour for all hours worked between those times.
- J. In lieu of other benefits in this Agreement for work performed outside the employee's normal, regular scheduled workday or workweek, an employee who is required as a condition of the employee's employment to appear in court at a time that is not during the employee's regularly scheduled work time shall receive two hours pay at the rate of time and one half for the work time that the employee appears in court. The employee will receive compensation at the required rate of pay for time worked in excess of two hours. In the event the employee's court appearance is cancelled less than twenty-four hours prior to the court appearance that is scheduled outside the employee's scheduled work time, then the employee will receive one hour of compensation at the rate of time and one half. All compensation payable under this subsection shall be paid into the employee's compensatory time bank unless otherwise determined by the Chief.
- K. FTO. An Officer acting as a Field Training Officer (FTO) shall receive \$2.00 per full hour worked as an FTO when assigned to perform field training by the Chief.
- L. Daylight Savings. When daylight savings time occurs, officers will be paid for the actual time worked. For example, in fall, officers working an additional hour will be paid for the additional hour. In spring, officers working one less hour will not be paid for that hour not worked. Paid time off used on shifts overlapping daylight savings time changeover must be used in full normal shift increments (for example, 8.25 hours used even though the shift is 9.25 or 7.25 hours long).

ARTICLE 12 – SENIORITY

- A. Seniority shall be defined as the length of an employee's continuous full-time employment with the City from the employee's last date of hire.
- B. An employee shall lose his/her seniority in the event:
 - (1) He/she retires, resigns, or is discharged.
 - (2) He/she is not recalled from layoff for a period of one (1) year.

- (3) He/she is recalled from a layoff and does not report for work within two (2) calendar weeks after a notice of recall is sent to his/her last known address by certified mail.
- (4) He/she does not return at the expiration of a leave of absence.

C. **Layoff and Recall.** In the event of a layoff, employees shall be laid off by seniority. Temporary full-time and part-time employees and probationary employees shall be laid off first. If further reductions are necessary, employees shall be laid off in reverse order of their seniority; the last employee hired shall be the first laid off, providing that the remaining employees are qualified to perform the available work.

D. In the event of recall to work, the order of return shall be in the reverse order of the layoff. The last person laid off shall be the first person returned to work.

E. Employees who are laid off shall notify the City of their proper post office address and change of address. The City shall be entitled to rely upon the address shown by its records. In the event the employee does not comply, recall rights will be forfeited.

ARTICLE 13 – INSURANCE AND RETIREMENT

A. **Health Insurance.** The City provides group health insurance to all part-time and full-time employees working 30 or more hours per week on a consistent basis.

Effective January 1, 2024, the City will pay for 85 percent of the monthly premium of the Council approved traditional insurance plan and the employee will pay for 15 percent of the monthly premium through payroll deductions. the City will pay for 88 percent of the monthly premium of the Council approved high deductible insurance plan and the employee will pay for 12 percent of the monthly premium through payroll deductions.

Full-time employees who retire from the City may continue their health insurance coverage under the City's plan until they become eligible for Medicare/Medicaid if they pay the full cost of the monthly premium to the City at least one (1) month in advance. Premiums shall be paid at one hundred percent (100%) by the retired employee.

If an eligible employee chooses to not enroll in the City Health Care Program, they shall be paid quarterly Three Hundred Fifty Dollars (\$350.00) per month for each complete month they decline coverage with the City.

B. **Life Insurance.** Employees eligible for the Wisconsin Retirement System may elect to be covered under the State of Wisconsin Insurance program, in

accordance with Chapter 66 of the Wisconsin Statutes. The City shall pay the portion of the premium required by the State Insurance program.

C. Dental Insurance. The City provides group dental insurance to all part-time and full-time employees working 30 or more hours per week on a consistent basis. Coverage is offered either on an individual or family plan basis. See the City=s Dental Plan manual and the City=s Personnel Policies & Procedures manual for details on enrollment, eligibility, and benefits. The City may change the carrier providing the coverage is comparable.

The City will pay for 88 percent of the monthly premium and the employee will pay for 12 percent of the monthly premium through payroll deductions.

D. Vision Insurance. The City provides group vision insurance to all part-time and full-time employees working 30 or more hours per week on a consistent basis. Coverage is offered either on an individual or family plan basis. See the City's Vision Plan manual and the City's Personnel Policies & Procedures manual for details on enrollment, eligibility and benefits. The City may change the carrier providing the coverage is comparable.

The City will pay for 88 percent of the monthly premium and the employee will pay for 12 percent of the monthly premium through payroll deductions

E. Wisconsin Retirement Fund. An employee initially employed after July 1, 2011, shall pay the full amount of the employee's contributions as required by the Wisconsin Retirement System. Effective January 1, 2017, employees initially employed by the City prior to July 1, 2011 shall contribute 3.5% of reported wages toward the employee contribution for the Wisconsin Retirement System.

F. Long Term Disability Insurance. The City provides long term disability insurance to all part-time and full-time employees working 30 or more hours per week on a consistent basis. Premiums are paid by the City. See the City=s Personnel Policies & Procedures manual for details on eligibility and benefits.

ARTICLE 14 – HOLIDAYS

Employees will receive the equivalent of nine (9) paid holidays. Employees shall be given the option of receiving holiday pay at a straight time rate of pay or taking time off on a straight rate basis. If the employee chooses to take time off, said time off will be scheduled by mutual agreement of the employee and the Chief, or his/her designee. If an employee works on a holiday, he/she shall be paid an additional one and one-half (1 ½) times their hourly rate for those hours worked. Holiday pay shall be in addition to compensation normally paid the employee for such hours. . Holidays shall be added to the employees holiday account on January 1st of each year. Employees hired mid-

year will receive a prorated amount of Holidays. Employees must have completed thirty (30) days of employment to accrue holidays. For purposes of accrual, the following days shall be considered holidays: If the employee leaves employment with a negative prorated balance the officer will have to reimburse the city for hours used but not earned.

New Year's Day	Memorial Day	Independence Day
Labor Day	Thanksgiving Day	Friday after Thanksgiving
Christmas Eve	Christmas Day	New Year's Eve

The list of holidays does not entitle employees to any additional pay or other benefits except as described in this Article.

Employees will receive three (3) additional floating holidays each calendar year, to be scheduled by mutual agreement of the employee and supervisor, except that in the first year of employment, an employee shall only receive floating holidays as follows: if employed as a full-time officer on or before April 30 of that year, then the employee shall receive three floating holidays for the year; if employed as a full-time officer on or before August 31, then the employee shall receive only two floating holidays for the year; if employed as a full-time officer on or before November 1, then the employee shall receive only one floating holiday for the year; and if employed after November 1, then the employee shall not receive any floating holidays for the year. Holidays not used or scheduled by November 15 are not guaranteed to be approved and shall be paid out to the employee at a straight rate of pay on the first payroll period in December.

ARTICLE 15 – CLOTHING ALLOWANCE

A. Employees subject to this bargaining agreement will be allowed to make authorized uniform / equipment purchases up to \$750.00 annually. Purchases can be made in one of two ways. First, authorized purchases can be made directly with department funds (dept. credit card / check / invoice). Secondly, employees may make authorized purchases with their personal funds and submit for reimbursement to the Chief of Police within 30 days of said purchase. These monies are to be used at the employee's discretion, but any purchases that are to be used for official business shall have the approval of the Chief of Police. The Chief of Police shall annually, by February 1st, post a list of preferred vendors and uniform / equipment items. This list will be updated throughout the year if necessary. If the item subject to purchase is already on the list, the employee does not need additional approval prior to the purchase of said item. If an employee wishes to purchase an item not on the list, he/she shall get prior approval from the Chief of Police or his/her designee. Employees will have the option of carrying over up to \$250.00 of the annual allowance into the next calendar year. Said request must be made in writing and submitted to the Chief of Police by September 1st. Carry over funds that are not used in the subsequent

calendar year will not be subject to carry over in any following years. The Finance Department shall provide a report of the employee's clothing allowance account balance to each employee on a quarterly basis. Any unauthorized purchases or any purchases that exceed the total allowable limit are the sole responsibility of the employee. The Police Department will purchase new uniforms for each full-time officer upon being hired. The uniforms will become the property of the officer upon completion of his/her probationary period. Upon completion of the probationary period, the officer will be eligible for the regular uniform allowance, prorated on a monthly basis. The City shall replace or reimburse an employee for a personal article of clothing that is mandatory and necessary to perform the employee's job duties, including prescription eyeglasses, contact lenses, and a watch, or duty-issued clothing, damaged in the line of duty through no fault of the employee. The total amount subject to replacement or reimbursement per employee per calendar year shall not exceed \$200.00. The employee shall submit a written statement requesting replacement or reimbursement within 7 calendar days of loss, the reason for the damage, provide evidence of the replacement cost of the item, and a summary of the line of duty incident where the item was damaged. The employee shall turn over the damaged article of clothing or equipment to the City.

- B. The City will pay the full cost, up to one thousand fifty dollars (\$1050.00) per officer, for the purchase of soft body armor, on a rotating schedule. Garments will be replaced per manufacturer's specifications. Garment selection will be approved by the Chief of Police prior to purchase. Officers electing to utilize this benefit will retain ownership of the garment and will be required to wear the garment whenever on duty, unless excused by the Chief of Police.
~~Probationary employees hired after January 1, 2005, who receive new body armor at time of hire, shall be responsible for the entire net cost of the item if he/she resigns from employment in the first twelve (12) months. Employees who the department hired and put through a police academy shall be responsible for the entire net cost of the item if he/she resigns from employment in the eighteen (18) months. If a probationary employee is terminated the net cost of the vest shall be prorated on a monthly basis. If the new employee leaves the City after the twelfth (12th) month or eighteenth (18th) month probationary period, dependent on each employee's probationary term, and prior to the end of the Sixtieth (60) month, he/she shall be responsible for the net cost of the vest on a prorated basis based on a sixty (60) month life of the vest.~~
- C. Uniform Replacement and Maintenance:
Upon appointment to the police department each officer shall be provided with a full uniform at city expense. The Chief of Police shall determine what constitutes a full uniform. A full uniform shall consist of the items as set forth in Appendix B of the agreement,

Items shall be of a type as prescribed by the Chief of Police. The initial uniform items which are purchased by the City shall remain the property of the City during the officer's period of probation. These items shall be returned to the City by the officer in the event the officer resigns or is dismissed prior to the termination of the officer's probationary status. Failure to comply with this section shall cause the City to charge the resigned/dismissed officer for any non-returned items and cost of same will be deducted from the officer's termination of employment compensation.

After completion of an officer's probationary status, the uniform items purchased by the City shall be considered the officer's property, with the exception of the following items:

1 handgun including optics, 3 magazines and issued ammunition	
1 magazine pouch	1 pants belt
1 hat badge	1-gun belt
1 wallet/ID badge	2 pairs of handcuffs
1 Department issued ID/Photocard	1 handcuff case
2 outer badges	1 squad bag
2 defensive weapons (1 OC spray container and 1 expandable metal baton)	
1 nameplate	1 Pistol holster
2 CPD collar pins	1 CPD tie clasp
4 belt keepers	1 flashlight
1 taser holster	2 long sleeve dress shirts
2 short sleeved shirts	4 pairs pants
Coat	raincoat

An officer must return the above items to the Police Department at the time of the officer's resignation or dismissal, unless the officer has already done so at some earlier date or has replaced these items from the officer's uniform replacement allowance. The costs of any non-returned items listed above will be deducted from the officer's termination of employment compensation.

An officer who retires must return the above items to the Police Department except that the retirees shall be allowed to retain one badge which will be suitably mounted on a plaque, the retiree's name plate and all original certificates that the officer received from schools attended while a member of the Department.

ARTICLE 16 – SICK LEAVE

- A. Each full-time employee from the time of hiring, shall be granted twelve (12) days of sick leave per calendar year of employment. Employees hired after the first of January shall be eligible for sick leave on a pro-rated basis, based on the

number of months the employee is employed that calendar year. Unused sick leave may be accumulated to a maximum of ninety (90) days. For an employee at the maximum sick leave accrual, if that employee does not use sick leave for a single six consecutive month period, then the employee will earn 8 hours of compensatory time off and the compensatory time off bank shall increase accordingly to accommodate this additional banked time off if the employee is at the maximum accrual of compensatory time off. Employees may earn a maximum of 16 hours of compensatory time off per year (based on a two possible six consecutive month time periods that may occur in one calendar year).

- B. Sick leave shall only cover necessary absences from duty because of illness or bodily injury, or absences from employment because of exposure to contagious disease of the employee or any member of the employee's household.
- C. In order to be eligible for sick leave with pay, the employee must:
 - (1) Notify his/her department supervisor of the absence from work and the reason for the absence at least four (4) hours prior to the start of the workday unless such advance notice is precluded by emergency. If an employee is aware in advance that sick leave of more than two (2) days duration will be necessary, the employee shall immediately notify the Chief of Police in writing of the necessity and probable duration of such sick leave. Such advance written notice is not required in an emergency situation; however, the employee is expected to notify the Chief as soon as possible in such a situation.
 - (2) Keep the Chief of Police or designee informed as to the employee's condition.
 - (3) Permit the Chief of Police or designee to make such medical inquire or visit as the City may determine is necessary.
- D. The Chief of Police or designee may grant sick leave for absences from duty on a scheduled workday necessitated by illness or injury of a spouse, child, mother, or father, provided sick leave is available and provided the employee gives satisfactory evidence of illness or injury, and that the employee's attendance is advisable.
- E. The Chief of Police or designee may question or investigate the use of sick leave; if abuse is suspected an employee may be required to present a statement from a qualified physician that he/she was unable to return to work before payment is made for sick leave.
- F. Employees who are eligible for retirement through the Wisconsin Retirement System (WRS) and leave the City shall receive one hundred percent (100%) of

their accumulated sick leave at the current rate of pay when they leave by one of two methods:

- (a) Either as a lump sum payment,
or
- (b) by application of the total dollar amount due to the payment of health insurance premiums as provided for in the collective bargaining agreement.

ARTICLE 17 – LEAVES OF ABSENCE

- A.** Eligibility. Employees must have passed their probationary period to be eligible for a written leave of absence.
- B.** Procedure. Employees shall make written application for leave to the Chief of Police or designee and shall, except in the case of illness or injury, make application fifteen (15) days prior to the desired starting date of the leave.
- C.** Types of Leave.
 - (1) General. Upon written application by the employee, the Chief of Police or designee may grant a leave of absence without pay for any reason deemed acceptable to the Chief of Police or designee for a period not to exceed ninety (90) calendar days. An employee may request an extension of such leave by making written application five (5) days prior to the expiration of the original leave, supported by appropriate reasons.
 - (2) Jury Duty. Full-time employees who are called to jury duty shall receive full salary during the period of their absence for jury duty, provided that the employee shall remit to the City an amount equal to the compensation paid to him for such jury service, less any mileage, no later than the close of the pay period following receipt of such compensation, and the employee shall also attach the summons for jury duty to the payroll time card. Employees shall notify their Chief of Police or designee immediately upon receipt of the summons for jury duty.
- D.** No leave of absence shall be granted for the purpose of seeking other employment.
- E.** Should an employee overstay a leave, unless an extension is granted for a serious personal reason, or accept employment elsewhere during a leave of absence, his/her employment shall be deemed to have terminated.

ARTICLE 18 – WORKER’S COMPENSATION

Employees eligible for Worker’s Compensation benefits shall be allowed to exercise one (1) of the following options:

- (1) Receive only the Worker's Compensation benefit with no deduction from accumulated sick leave.
- (2) Receive the Worker's Compensation benefit and be paid the difference between their regular pay based upon a normal workweek and the Worker's Compensation benefit with the City, charging the employee's sick leave account with the number of hours that equal the cash differential between the Worker's Compensation and regular pay.

ARTICLE 19 – VACATION

- A. The city grants an annual paid vacation according to the schedule contained in this Article.
- B. Benefits. Each employee shall receive:
Six (6) workdays of vacation with pay after one (1) year of completed service.
Twelve (12) workdays of vacation with pay after two (2) years of completed service.
Eighteen (18) workdays of vacation with pay after five (5) years of completed service.
One (1) additional day per year after ten (10) years to a maximum total of thirty-five (35) workdays.
- C. Vacations may be taken through the calendar year providing that:
 - 1) At least thirty (30) days of notice for requests of three days or more has been given by the employee in writing to the Chief or designee prior to the start of the vacation period that is being requested.
 - 2) At least seven (7) days of notice for requests of one or two days has been given by the employee in writing to the Chief or designee prior to the start of the vacation period that is being requested.
 - 3) The employee must designate the choice of vacation in writing to the Chief or designee no later than December 15th of each year. Any employee failing to do so shall forfeit any seniority right of vacation choices. Vacation requests submitted after December 15th shall be treated on a first come first served basis.
 - 4) All vacation time will be approved based upon the preferred, minimum staff levels as set forth by the Chief of Police.
- D. Vacations shall be computed on the basis of an employee's anniversary date. Vacation shall be added to the employee's vacation account on January 1st of each year. Employees hired mid-year will receive a prorated amount of vacation. In the year in which an officer retires or resigns, the officer will be paid out the remainder of unused vacation for that calendar year. If the employee leaves employment with a negative prorated balance the officer will have to reimburse the city for hours used, but not earned.

- E. Vacations may be accumulated from year to year at the discretion of the Chief of Police or designee upon written request from the employee stating the compelling circumstances.
- F. Employees whose services are terminated shall be paid for vacation, which was earned but unused at the time of termination or given the time off with pay.

ARTICLE 20 – FUNERAL LEAVE

When there is a death in the immediate family of an employee, time off with pay shall be granted, for up to three (3) days, for the purpose of making necessary arrangements and attending the funeral. Immediate family shall consist of father, mother, spouse, son, daughter, brother, sister, mother-in-law, or father-in-law.

In addition, time off with pay may be granted for up to one (1) day to attend the funeral of any other close relative or friend, at the discretion of the Chief of Police or designee.

ARTICLE 21 – JOB STEWARDS

- A. The Employer recognizes the right of the Association to designate a steward or an alternate for each department. The authority of stewards and their alternates so designated by the Association shall be limited to and shall not exceed the following duties and activities:
 - (1) The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement.
 - (2) The transmission of such messages and information which shall originate with, and are authorized by, the local Association or its officers, provided such messages and information:
 - (a) have been reduced to writing or
 - (b) if not reduced to writing, are of a routine nature and do not involve work stoppage, slowdowns, refusal to handle goods, or any other interference with the Employer's management rights.
- B. The Association shall furnish the names of the stewards of the Association to the Employer.
- C. No Association business or meeting shall be conducted during regular working hours except as hereinafter provided. If possible, the investigation and processing of grievances will be conducted outside of the regular working hours. If such is not possible, stewards of the Association may investigate or process grievances during working hours as long as this does not unreasonably interfere with the normal operation of the department, and provided the steward has the consent of the Chief of Police, which consent will not be unreasonably withheld.

Time spent by the stewards or alternates in the presentation of grievances during regular working hours in compliance with this provision shall not be deducted from the pay of the delegated employee representative of the Association.

- D. Bulletin Board. The City shall make available a bulletin board for the use of the Association, provided the Association uses such board only for the posting of notices or social functions, meetings, elections, Association appointments or other material required for legitimate Association business. Such notices shall not contain anything which adversely reflects upon the City, any of its employees or any labor organization. Any materials which violate this provision shall not be posted and may be removed by the department head or at his/her order.
- E. The Association agrees to provide written notification to the City within seven (7) days following election or selection of Association officials or stewards. The Employer agrees to advise the Association of the proper officials assigned to handle personnel matters involving the Association.

ARTICLE 22 – PROBATION PERIOD AND TRIAL PERIOD

All employees who have completed a Wisconsin police academy upon hire shall serve a probationary period of one (1) year from the date of hire. All employees hired after July 1, 2023 who attend the police academy upon hire shall serve a probationary period of 18 months from date of hire. In the event a probationary employee becomes a permanent employee, his/her seniority shall accrue to the original date of such employment, if such employee was continuously employed by the City in this bargaining unit. During the probationary period, the employee shall be subject to dismissal for any reason without recourse to Section 62.13, Wisconsin Statutes, or to the grievance procedure.

An employee who is promoted out of the bargaining unit shall have a trial period of sixty (60) days without loss of any benefits or seniority in the bargaining unit. The employee may elect to return to the bargaining unit or the employer may return the employee to the bargaining unit during the trial period. If the employee remains in the promoted position beyond the 60 day trial period, reentry into the Bargaining Unit shall be at the same level of seniority the officer was at when he/she left the Bargaining Unit. This shall apply to seniority regarding shift selection and vacation picks only.

ARTICLE 23 – SAVINGS CLAUSE

If any article or section of this Agreement or any addendums thereto 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 the purpose of arriving at a mutually satisfactory replacement for such article or section.

ARTICLE 24 – NO OTHER AGREEMENT

The City agrees not to enter into any other agreement, written or verbal, with the members of the Association, individually or collectively, which in any way conflicts with the provisions of this Agreement. This Agreement constitutes the entire agreement between the parties, and no verbal statements shall supersede any of its provisions. Any amendment supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

ARTICLE 25 – DURATION

This Agreement shall be effective on January 1, 2026, and remain in effect until and including December 31, 2027. It is agreed by the parties to this Agreement that on or about August 1, 2027, or any year thereafter, provided written notice is given, negotiations shall commence for the succeeding Agreement to become effective as of the following January 1st.

ARTICLE 26 – MISCELLANEOUS

- A. The City shall provide an assistance program for all officers.
- B. Employment of Part time officers. For the purpose of clarification we have identified (5) five situations that may require the use of part-time officers.

REGULAR OVERTIME – will be distributed to bargaining unit members prior to being offered to non-bargaining unit members; then by extension of an on-duty officer's shift (not more than (4) four hours).

Examples of regular overtime include:

- extension of shift to finish working on a case
- 4th of July parade and park activities
- Holiday parade
- Holiday train
- National Night Out
- Other similar community events

-IF call-in is necessary to fill a shift under Regular Overtime the following practice shall be employed.

The most senior officer shall be called first followed by the next most senior officer down to the lowest seniority officer. If no full-time officer accepts the Regular Overtime shift the officer currently on duty with the most seniority will then be offered a (4) four-hour shift extension. If no full-time officer accepts the Regular Overtime shift or extension of their shift the Regular Overtime will be

offered to a part time officers. If no part-time officers are available the lowest seniority officer shall be ordered in. If due to a valid reason the least senior officer is unable to work the Regular Overtime shift the next least senior officer shall be ordered in.

***One contact or telephone call shall be sufficient. It is the officer's responsibility to assure the Columbus Police Department has their most current phone number. ***

UNEXPECTED OR UNANTICIPATED OVERTIME

- sick, disability, funeral leave, medical leave, on duty injuries

Because these situations are unexpected and unanticipated and it is understood the police department is a 24 hour, 7 day per week service organization the filling of these vacant shifts may be done using full time or part time officers taking the following into consideration;

- availability
- amount of prior notification of shift vacancy
- current staffing and shift assignments
- individual officer response time to the police department (may be affected by weather, distance and time factors)

IF this shift is to be offered to an off duty full time officer the same procedure as identified for Regular Overtime shall apply.

PRESCHEDULED OFF TIME

- vacation, holidays, comp time, full time officers attending training

In an effort to accommodate officers off time requests and limiting the number of times off day requests could be canceled because of staffing needs, part time officers **may be** used to cover these shifts both when there is no other officer scheduled for that particular shift and/or a part time officer may be used as additional necessary staffing along with a regularly scheduled officer.

Although we do not have minimum staffing requirements different times of year and activity levels may dictate additional staffing on regular shifts.

COMPETENCY BASED WORK EXPERIENCE – part time officers require a minimum amount of continuing experience to keep current on Columbus Police Department policies and procedures, rules and regulations, operating procedures and community geographics. In order to remain competent, part time officers shall work on a regular basis((1) one 8 1/4 hour shift per month).

**This necessary 8 1/4-hour shift per month may be scheduled at any time without a specific overtime need but every effort will be made to have this work experience shift scheduled to fill an overtime need.

TRANSPORTS

-Chapter 51's, prisoners, persons in custody

Full or part time officers **may be** used for the purpose of transports taking the following into consideration:

- availability
- amount of prior notification of transport
- current staffing and shift assignments
- individual officer response time to the police department (may be affected by weather, distance and time factors)

IF this shift is to be offered to an off duty full time officer the same procedure as identified for Regular Overtime shall apply.

Part time officer usage will be monitored on an ongoing basis.

C. Police School Liaison Officer (PSLO). The workweek and hours of work for the PSLO shall be assigned by the Chief of Police or designee. The schedule is dependant on the school's needs and department staffing. The officer's schedule should be flexed for after school activities when possible. Extra time if needed should be approved by a supervisor.

If the assigned workweek is less than the current 37.5 hours per week on the 6-3, 6-3 schedule the PSLO will work the remainder of those hours at the police department.

If the assigned workweek is more than 37.5 hours a second bank will be set up called the PSLO time off bank. This bank will be used at times such as Christmas when school is closed for approximately two weeks, along with other school holidays, in-service days or off days.

Overtime will be compensated at straight time off for extra curricular activities and at time and one half for police enforcement or investigation matters worked in excess of regular hours.

D. Investigator/Acting Investigator. The workweek and hours of the Investigator/Acting Investigator shall be assigned by the Chief or designee. The normal work schedule will be 1100 to 1900 hours on a 6-3, 6-3 rotation but should be flexed as needed for case coverage. If called on an off day, overtime will be paid or investigator may flex their shift hours or their workday. Activities scheduled by the investigator shall be worked during normal workday or flexed time. The officer assigned to this position shall receive \$1.00 per hour above the highest patrol rate.

E. K-9 Officer (anticipated future special assignment);

F. Sergeant. The 6-3, 6-3, 6-3 workweek and hours of work for the Sergeant shall be assigned by the Chief or designee.

G. **Residency.** Within six months after successfully completing the probationary period, an employee must reside and maintain his or her primary residence within a 30-mile radius, as the crow flies, of the City limits.. Employees hired prior to January 1, 2021, who are not in compliance with this requirement must become compliant upon changing the employee's residence, unless otherwise authorized by the Chief. If the Chief believes an employee is not compliant with the residency requirement, then before taking any action against the employee, the employee may have a meeting with the Chief and provide information for the Chief to consider before making a determination regarding the employee's failure to maintain residency status. The employee may request a variance from the residency requirement, and the Chief may approve or modify such request in the interests of the City. The determination by the Chief of the employee's failure to maintain residency status without an authorized variance constitutes the employee's voluntary resignation from employment.

ARTICLE 27 – PERSONNEL FILES

Upon proper notification, each full-time employee will be allowed to view the entire contents of his/her personnel file.

ARTICLE 28 – MEMBERSHIP

A. Membership in the Association is not compulsory. An employee may join the Association and maintain membership therein consistent with its constitution and bylaws. No employee will be denied membership because of race, color, creed, age or sex. This article is subject to the duty of the Wisconsin Employment Relations Commission to suspend the application of this article whenever the Commission finds that the Association has denied an employee membership because of race, color, creed, age or sex.

B. The Association will represent all of the employees in the bargaining unit, members and non-members, fairly and equally.

C. Authorization of dues deduction by a member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.

D. It is expressly understood and agreed that WPPA/LEER will refund to the Employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the Employer harmless against any and all third-party claims, demands, suits, order, judgments or any other forms of liability

against or incurred by the Employer, including all costs of defense and attorneys fees, which may arise out of Employer's compliance with this Article.

ARTICLE 29 – LATERAL ENTRY HIRE

- a. The parties agree to accept lateral hire from qualified law enforcement agencies and, in doing so, allow the Chief of Police to offer the compensation and benefits outlined herein.
- b. "Qualified law enforcement agencies" refers to municipal, county, state, federal, and tribal police agencies.
- c. "Qualified officers" may include either active law enforcement officers working for another qualified law enforcement agency or retired law enforcement officers who previously worked for another qualified law enforcement agency, provided they must be certified by the Wisconsin Law Enforcement Standards Board at the time of application or, in the case of an out of state applicant, have passed an equivalency exam as administered by the WI Law Enforcement Standards Board at the time of application.

Any employee who was hired after December 1, 2022, who may have qualified for lateral hire transfer will be eligible to be credited for past years of full-time law enforcement service in regard to vacation accrual, when the city hires an employee using the lateral entry hire.

2. Lateral Hire Benefits and Compensation.

- a. Article 19 – Vacation – the Chief of Police shall place the lateral hire on the vacation step associated with his or her prior years of law enforcement experience at qualified law enforcement agencies; however, the maximum vacation step placement for a lateral shall be the 4-year step in the CBA in effect at the time of hire. Following initial placement on a vacation step, the lateral hire shall progress on the vacation scale as provided for in the CBA (*e.g.*, if a lateral is placed on the 3-year vacation step, the second year of employment they would progress to the 4-year vacation step, and so on).
- b. Article 16 – Sick Leave – the Chief of Police shall grant a lateral hire three (3) days of sick leave for each of his or her prior years of law enforcement experience at qualified law enforcement agencies, up to a maximum of twelve (12) total sick leave days upon hire. Following this initial grant of sick leave, the lateral hire shall accrue sick leave in accordance with the CBA (*e.g.*, the lateral hire shall start accruing sick leave from their date of hire).

- c. Article 9 - Wages and Appendices A & B of the CBA – the Chief of Police shall be permitted to place the lateral hire on the wage step he or she deems appropriate. Following initial placement on the wage scale, the lateral hire shall progress on the wage scale as provided for in the CBA (e.g., if a lateral is placed on the 3-year wage scale step, the second year of employment they would progress to the 4-year wage scale step, and so on).
- d. Any leave allotments granted to lateral hires under this Agreement shall be accrued over the course of the lateral hire's first year of employment, meaning if a lateral hire terminates employment for any reason during the first year of employment and has utilized more leave than they have accrued, the lateral hire is obligated to reimburse the City for all such used but unaccrued leave time.
- e. Officers hired as lateral hires shall be credited for their years of previous law enforcement service. Years of service credit shall be awarded in one (1) year increments. Any credited service for lateral hire officers shall not count toward seniority established under Article 12 – Seniority.
- f. Article 22 – Probation Period and Trial Period shall apply to lateral hires.

DATED this 13th day of October 2025.

City of Columbus


Mayor

Wisconsin Professional Police
Association, Law Enforcement


Association Representative


City Clerk


WPPA/LEER Representative

APPENDIX A

Patrol Officer

	1/1/2026 (\$5 Hr)	1/1/2027 Wage Reopener June 26
Start	\$34.14	
1 Year	\$35.39	
2 Years	\$36.81	
3 Years	\$38.44	
4 Years	\$40.10	
5 Years	\$41.28	

Sergeant

	1/1/2026 (\$5 Hr)	1/1/2027
		Wage Reopener June 26
Start	\$41.36	
After 2 Years	\$41.94	
After 3 Years	\$42.52	
After 4 Years	\$43.80	

- Wage increases will take effect the first full pay period of the year.

APPENDIX B

Initial / Full Uniform List

2 long sleeve dress shirts	handcuff case
2 short sleeve shirts	flashlight
4 pairs pants	OC spray holder
2 turtlenecks	flashlight ring
coat	rubber glove holder
raincoat	key holder
uniform hat	badge holder
winter hat	shooting muffs
hat cover	shooting glasses
2 ties	Squad bag
pants belt	duty belt
4 belt keepers	CPD tie clasp/tack
holster	ballistic vest
magazine pouch	2 outer badges
baton	1 hat badge
baton holder	1 wallet ID badge
2 pair of handcuffs	1 ID/photo card
1 taser (ECD) holster	1 hand gun / 3 magazines
Embroidered name on shirts	\$50 stipend for work boots