

MEMORANDUM OF UNDERSTANDING

between the

CITY OF DODGEVILLE

and the

TEAMSTERS UNION LOCAL NO. 120

NONCERTIFIED NEW HIRES AND THOSE ATTENDING THE POLICE RECRUIT

ACADEMY

It is agreed by and between the City of Dodgeville and the Teamsters Union Local No. 120, that during the term of this Memorandum of Understanding, the parties agree to the following in relation to the hiring of noncertified officers regarding sponsorship at the Police Recruit Academy, wages, benefits, and the relationship to the 2026-2028 Collective Bargaining Agreement between the parties.

1. A newly hired police officer will be sworn in by the City of Dodgeville clerk prior to the start of the Police Recruit Academy per Wisconsin Training and Standards Rules and Regulations.
2. The official hire date may be modified to coincide with the start date for the academy. From the date of hire, the recruit officer will be afforded the benefits extended by the City of Dodgeville to certified Officers, including, but not limited to, health insurance, paid holidays, vacation, and WRS protective status, except where specifically addressed otherwise in this agreement. Accrued time off shall not be used on scheduled academy dates without prior authorization from the Chief of Police and from the academy instructors.
3. A newly hired police officer, sponsored by the City of Dodgeville to the Police Recruit Academy to become certified, will receive 65% of the hire wage as listed in Article 7 Section 1 of the Union Agreement, while in attendance at the academy, or prior to beginning the academy if the date of hire is prior to the start date. Upon the first day following graduation, the recruit officer will move to the status of certified police officer and will then progress through the wage scale as outlined in Article 7 Section 1 of the agreement.
4. The City/Department will pay for academy costs (tuition and books).
5. While attending the academy, the recruit officer will be paid 40 hours per week for the academy's daily schedule (Monday through Friday), including, but not limited to, time attending academy classes and travel time, and will not be eligible for overtime. If the academy requires attendance on Saturday or Sunday, the recruit officer will receive overtime for those hours in

attendance if those hours exceed 40 hours in a 7-day period. The recruit officer will not be eligible for shift premium pay. If the recruit Officer has academy scheduled on a Holiday outlined in Article 7 Section 4 they are entitled to the same benefits afforded to an Officer working on the Holiday. If the Academy is not held on a Holiday identified in Article 7 Section 4, the recruit will receive pay for that date by using a Holiday unless the recruit Officer is scheduled to attend the academy for 40 hours within the week.

7. A recruit officer, while attending the academy, may be requested to report to work (outside of academy hours) if the department has exigent circumstances that would require additional staffing needs. These additional hours would be paid at time and one-half (1 ½) their academy wage, unless the Officer has not completed 40 hours within the given week.

8. During the academy, the recruit officer will be in probationary status, serves at the pleasure of the Chief of Police, and may be terminated.

9. The Chief of Police or their designee shall receive reports from the Academy Director regarding attendance and performance. The recruit officer shall adhere to the City's attendance policy as well as the academy's attendance policy.

10. The recruit officer may not carry a concealed weapon until such time the recruit officer successfully completes the academy and qualifies with the department-issued firearm, unless the officer has a valid Wisconsin CCW permit.

11. If the recruit officer fails the academy, their employment may be terminated.

12. The recruit Officer will commence the one-year probationary period on the date of their first shift following completion of the academy, as a certified Police Officer.

13. In the event that a recruit Officer is hired who is already attending the academy and is in "pre-service" status, the guidelines of this agreement shall become effective on their date of hire.

Dated this _____ day of _____, 2026.

CITY OF DODGEVILLE

Barry Hottmann, Mayor

_____ Clerk

TEAMSTERS UNION LOCAL NO. 120

Larry Wedan, Secretary-Treasurer

Cody Durni, Union Steward

Jared Weier, Union Steward