



**Memorandum of Understanding  
Between  
The Village of Kronenwetter  
and the  
Kronenwetter Professional Police Association**

This is a voluntary agreement between the **Village of Kronenwetter** and the **Kronenwetter Professional Police Association, Wisconsin Professional Police Association/Law Enforcement Employee Relations Division**. The Village and the Association are parties to a collective bargaining agreement (“CBA”) expiring December 31, 2024.

**WHEREAS** the Village of Kronenwetter and members of the Kronenwetter Professional Police Association are desirous of modifying the language pertaining to vacation accrual and its use.

**THEREFORE**, be it resolved that the parties do hereby agree to the following new language and to modify the Collective Bargaining Agreement to be in effect at the signing of this document.

**PROVISIONS OF THE AGREEMENT**

**ARTICLE 13 - VACATION**

Section 1: Every employee having completed six (6) months of service shall be entitled to forty-eight (48) hours of vacation with pay.

Every employee having completed one (1) year of service shall be entitled to ninety-six (96) hours of vacation with pay.

Every employee having completed two (2) years of service shall be entitled to one-hundred and twenty (120) hours of vacation with pay.

Every employee having completed six (6) years of service shall be entitled to one-hundred and forty-four (144) hours of vacation with pay.

Every employee having completed eleven (11) years of service shall be entitled to one-hundred and ninety-two (192) hours of vacation with pay.

Every employee having completed sixteen (16) years of service shall be entitled to two hundred

and forty (240) hours of vacation with pay.

Every employee having completed twenty (20) years of service shall be entitled to two hundred and eight-eight {288) hours of vacation with pay.

Section 2: The annual vacation period shall be from January 1<sup>st</sup> through December 31<sup>st</sup> of each calendar year. Employees with an anniversary date that results in additional vacation shall be eligible for the additional vacation as of January 1<sup>st</sup> of the year of the anniversary date. In the event an employee terminates their employment prior to their anniversary date, such time will be pro-rated. All vacations earned must be taken by the employee and no employee shall be entitled to vacation pay in lieu of vacation except that an employee will be paid for earned but unused vacation upon separation/termination.

Section 3: Selection of vacations shall be by seniority. Vacation pay shall be at the employee's straight time hourly rate.

Section 4: Employees will be allowed to carry over up to forty (40) hours of unused vacation time into the following year as approved by the Chief of Police. Said vacation time will be paid at the rate in effect on December 31st of the year it was awarded. Under extenuating circumstances, unused vacation hours in excess of forty (40) may be cashed out upon approval of the Police Chief. Any hours carried over must be used by April 30th or be paid out at the hourly rate in effect on the previous December 31st.

1. This represents the complete understanding of the parties on this issue. Any amendments or modifications to this agreement must be made in writing.
2. This agreement shall expire on date of ending of the collective bargaining agreement.
3. This agreement is effective on the last date signed below. Authentic fax or email signatures are as valid as an original.
4. All other provisions of the CBA shall remain in force, and the parties may renew this Agreement for the term of the successor CBA, or may incorporate the modifications herein in such successor CBA, or may terminate this Agreement by mutual consent of the parties.

**Village of Kronenwetter**

**Kronenwetter Professional Police Association**

\_\_\_\_\_  
**Village President**

\_\_\_\_\_  
**Association President**

\_\_\_\_\_  
**Village Clerk**

\_\_\_\_\_  
*Kevin R Sorenson*  
**Business Agent – WPPA/LEER**

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**Section 2:** All vacations earned must be taken by the employee and no employee shall be entitled to vacation pay in lieu of vacation except that an employee will be paid for earned but unused vacation upon separation/termination.

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#### **ARTICLE 14 - WAGE SCHEDULE**

**Section 1:** The wage rates shall be attached to and thereby become a part of this Agreement, as shown in Exhibit "A".

**Section 2:** Shift differential shall be paid to the full-time officers at the rate of fifty cents (\$0.50) per hour for the hours between 3:00 p.m. and 11:00 p.m. and seventy-five cents (\$0.75) per hour for the hours between 11:00 p.m. and 7:00 a.m.

#### **ARTICLE 15- PAY PERIOD**

**Section 1:** Officers shall be paid bi-weekly by direct deposit on the normal payroll payday as other Village employees. The normal pay period will be eighty hours.

#### **ARTICLE 16 - SICK LEAVE**

**Section 1:** Employees shall accumulate sick and injury credits on the basis of nine and a half hours (9.5) for each month worked. Unused sick or injury pay may be accumulated to a maximum of one thousand eighty (1080) hours. Employees shall be paid either eight hours or twelve hours, depending on the schedule for each day off because of the employee's or their immediate family's sickness, injury, or medical appointments. Sick leave can be used in a minimum of two-hour increments.

In the event of on-the-job injury or occupational illness, the employee will receive Workers' Compensation benefits and may, at his/her option, receive the worker's compensation benefit and be paid the difference between the regular pay, based upon a normal work week, and the worker's compensation benefit. In this

## **ARTICLE 11 - HOLIDAYS**

**Section 1:** Regular full-time employees shall receive a lump sum payment for ten (10) eight (8) hour holidays paid at their regular hour rate of pay (10x8=80 total hours of pay) as a separate payment from normal payroll on the first regular payday in December each year. Holidays set forth in this section shall accrue on the calendared dates and any Officer that terminates employment with the Village shall receive payment on the Officer's final paycheck the value of such holiday or holidays calendared since the previous Holiday payment. The ten calendared (10) holidays are: New Year's Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day, and New Years Eve Day.

Any one that is paid under this section for days they are no longer employed by the employer shall repay the employer the payment for those days.

**Section 2:** All regularly scheduled work performed on holidays shall be paid at time and one-half (1/2) the regular rate in addition to the holiday pay discussed in Article 11 Section 1.

**Section 3:** All overtime worked on holidays shall be paid at double time (2 times) the regular rate of pay in addition to the holiday pay discussed in Article 11 Section 1.

**Section 4:** Each employee shall be granted thirty-six hours of paid personal time annually which may be taken by informing the Chief of Police at least ten (10) days in advance. Personal time may be used in minimum increments of two (2) hours. New hires are restricted from taking personal time during their first six (6) months of employment. If this period runs into the next calendar year, the new employees will be allowed to carry over and take the personal time the following year. There shall thereafter be no carryovers. Under extenuating circumstances, unused personal hours may be cashed out upon approval of the Police Chief. At termination, unused personal holiday time will not be paid out to the employee.

## **ARTICLE 12 - FUNERAL LEAVE**

**Section 1:** In case of death in the immediate family (spouse; children/stepchildren, grandchildren, mother, father, stepfather, stepmother, spouse's parents, sister, brother, stepsister, stepbrother, son-in-law, daughter-in-law) employees will be allowed up to three working days off at the rate of the employee's current straight-time hourly pay, including the day of the funeral and two other consecutive working days. This provision shall not be applicable if an employee is on leave of absence, paid sick leave, personal days, or vacation.

**Section 2:** In case of death of an employee's grandparent(s), mother-in-law, father-in-law, brother-in-law or sister-in-law, aunt, uncle, niece, or nephew, an employee will be allowed time off as provided in Section 1 above, except one (1) day of funeral pay shall be provided. This does not include the spouse's brother/sister in-laws. If additional days are taken, the employee shall have the choice of applying personal days, comp. time, or vacation. If vacation, comp time, and personal days are exhausted, the Employer agrees to advance vacation days for funeral purposes, however such advanced vacation days must be earned and repaid before additional vacation may be taken.

**Section 3:** Employees wishing to take additional days off for funerals over and above the days spelled out above can do so by substituting comp time, vacation, or personal days and if approved by the Chief of Police.

## **ARTICLE 13 - VACATION**

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