

**TENTATIVE AGREEMENT  
BETWEEN  
CITY OF TWO RIVERS  
AND THE  
TWO RIVERS POLICE LOCAL 13**

**August 13, 2025**

Except as modified below, the remainder of the Agreement remains *status quo*. The **bold & underlined** provisions indicate new language.

---

1. AGREEMENT

The parties tentatively agree to replace the reference in the Agreement's first paragraph to "the Two Rivers Police Department Bargaining Unit" with "the Union," as follows:

**THIS AGREEMENT** made and entered into at Two Rivers, Wisconsin by and between the City of Two Rivers, hereinafter referred to as the "Employer" or "City", and the Law Enforcement Employee Relations Division of the Wisconsin Professional Police Association, for and on behalf of the Two Rivers Police Department employees, herein**after** referred to as the **"Union"** ~~Two Rivers Police Department Bargaining Unit~~.

2. ARTICLE V – EMPLOYMENT

The parties tentatively agree to add to Article V, Section 12, titled "Wellness Days," to the Agreement, as follows:

**12. Wellness Days**

**Employees will be provided with two paid eight-hour "wellness days" per year, which will be used, in part, to compensate employees for their required annual hearing test and required annual one-hour meeting with the Department's designated mental health professional. Employees are strongly encouraged to use those portions of their paid wellness days not devoted to required appointments for activities that support their mental health and wellbeing. Wellness days will be scheduled at times mutually agreed to between the employee and the City so as not incur excessive overtime or interfere with Department operations during times of high vacation usage by other employees.**

3. ARTICLE VI – VACATION DAYS

The parties tentatively agree that two (2) vacation days (16 hours) per year may be taken

in four (4) hour increments with the prior approval of the Chief or the Chief's designee. The eighth paragraph of Article VI, Section 9 of the Agreement will therefore be modified as follows:

Vacation days may be taken in no less than eight (8) hour increments with the prior approval of the Chief of Police or their designee. ~~One (1)~~ **Two (2)** vacation days per year for each employee covered by this agreement may be taken in increments of four (4) hours with the prior approval of the Chief of Police or their designee.

4. ARTICLE XI – PAY POLICY

The parties tentatively agree to modify the “step” structure set forth in the fourth paragraph of Article XI, Section 1 of the Agreement as follows:

Step A – Hiring	<u>Employees Hired After January 10, 2000</u>
Step B – <del>6 months</del> <b><u>1 year</u></b> after hiring	Step F – 5 years after hiring
Step C – <del>1</del> <b><u>2</u></b> years after hiring	Step G – <del>10</del> <b><u>6</u></b> years after hiring
Step D – <del>2</del> <b><u>3</u></b> years after hiring	Step H – <del>15</del> <b><u>8</u></b> years after hiring
Step E – <del>3</del> <b><u>4</u></b> years after hiring	Step I – <del>20</del> <b><u>10</u></b> years after hiring

5. ARTICLE XI – PAY POLICY

The parties tentatively agree to modify the fourth (4<sup>th</sup>) paragraph of Article XI, Section 4(B) of the Agreement as follows:

The City agrees that it will fund ballistic vest replacement so long as Federal grants support such purchases. In the event such grants cease to exist, that portion of replacement funding shall be at the expense of the officer unless a new agreement with the bargaining unit is reached.

6. ARTICLE XI – PAY POLICY

The parties tentatively agree to modify Article XI, Section 11 of the Agreement, “Compensatory Time,” to align with the City’s new compensatory time policy for non-represented employees by: (a) modifying the maximum amount of compensatory time that can be accrued from 120 hours to 80 hours, (b) requiring full payout of any accrued and unused compensatory time at the end of each year, and (c) permitting quarterly payouts of accrued compensatory time if so requested by the employee:

**11. Compensatory Time.** Employees may elect to earn compensatory time in lieu of overtime pay. Compensatory time shall be administered as follows:

- Compensatory time is bankable at the applicable premium rate.
- Compensatory time shall accumulate to a maximum of ~~120~~ **80** hours of time off.
- Compensatory time shall be scheduled by employee request and

Chief or their designee's approval. Requests will not be approved if approval would result in overtime being assigned to another employee.

- Compensatory time can be requested and approved in no less than hourly increments.
- Compensatory time shall be paid out in cash ~~at severance or any other time required by law~~, at the straight time hourly rate in effect at the time it is paid out, **as follows:-**
  - **Any remaining accrued compensatory time will be paid in full to employees each December such that employees do not carry over accrued compensatory time from one calendar year to the next.**
  - **An employee may elect to receive payment for all accrued compensatory time, or a portion thereof, on a quarterly basis (first pay period in March, June, September), provided that the employee notifies the City of the requested quarterly payment in a timely manner.**
- ~~• Employees who reach the maximum, may also request cash payout of their entire bank of hours in a lump sum at the straight time hourly rate in effect at the time it is paid out.~~
- Compensatory time shall not be scheduled more than one month in advance of the requested time off.

#### 7. APPENDIX A – Salary Schedule/Wage Tables

The parties tentatively agree to a two-year term (2026-2027) with the following wage increases for all steps:

2026 – 1.00% increase first pay period of January  
2026 – 2.00% increase first pay period of July  
2027 – 3.00% increase first pay period of January

#### 8. [General]

The parties tentatively agree to modify language throughout the Agreement from “days,” “week(s),” etc. to “hours” (e.g., “week” modified to “48 hours”).

#### 9. [General]

The parties tentatively agree that their respective representatives will collaborate regarding general “clean-up” of language in the CBA and accompanying MOUs.

#### 10. LETTER OF AGREEMENT – DETECTIVE POSITION

The parties tentatively agree to renew this Letter of Agreement for the duration of the 2026-

27 Collective Bargaining Agreement.

11. LETTER OF AGREEMENT – SERGEANT POSITION

The parties tentatively agree to renew this Letter of Agreement for the duration of the 2026-27 Collective Bargaining Agreement.

12. LETTER OF AGREEMENT – OVERTIME

The parties tentatively agree to renew this Letter of Agreement for the duration of the 2026-27 Collective Bargaining Agreement.

13. LETTER OF AGREEMENT – CANINE OFFICER

The parties tentatively agree to modify this Letter of Agreement as indicated in the redlined document attached hereto as Exhibit A.

***The City of Two Rivers reserves the right to amend, delete, modify or introduce new proposals during the course of negotiations.***