



**TWO  
RIVERS**  
WISCONSIN



**Date:** August 14, 2025  
**To:** Kyle Kordell, City Manager  
**From:** Ben Meinnert, Chief of Police  
**Ref:** Bargaining Unit/City TA

In regards to the tentative agreement between the City and Union, I have provided some explanation how this agreement changes from current practice and/or costs to the city associated.

## **2. ARTICLE V - EMPLOYMENT**

Currently our department requires all officers to take an annual hearing exam at the Dewey St Occupational Health. We pay officers to drive there, take the exam, and drive back for the equivalent of approximately 1 hour if on duty, 2 hours mandated OT if off duty. We also require officers to attend a mental health check in with our provider which consist of again 1 hour on duty or 2 hours mandated OT if off duty. This change will allow more flexibility in scheduling these mandates while still compensating the officer for that time, and additionally provide an extra 12-14 hours of paid time, or the equivalent of .61-.71% wages.

## **3. ARTICLE VI – VACATION DAYS**

Current practice allows for an officer to split one 8-hour vacation day into 4 hour increments. This change to allow two 8-hour vacation days to be split will not cost the City, but instead possibly be more restrictive to officers requesting time off.



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#### **4. ARTICLE XI – PAY POLICY**

In the last bargaining agreement, generous wages were the main focus to bring the UNION within their comparables. Notably, the focus for the following contract was to adjust steps to comparables. UNION currently is the only department with a 15 year and 20-year step within our wage comparables and geographic comparables. Changing these steps in accordance with the TA would provide an additional 2% wage increase for 4 staff members, and an additional 3% wage increase for 2 staff members. Overall these Step changes along with the proposed wage increases would impact the 2026 patrol wages by a 3.08% increase.

#### **6. ARTICLE XI – PAY POLICY**

This change will bring the UNION in line with non-union practice of compensatory time use and lessen unplanned and obligated payouts of up to 120 current hours practice.

