

**TENTATIVE AGREEMENT
BETWEEN
CITY OF TWO RIVERS
AND THE
TWO RIVERS POLICE LOCAL 13 /
WISCONSIN PROFESSIONAL POLICE
ASSOCIATION/LEER**

August 26, 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, hereina**fter** 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

Each full-time employee shall be entitled to two (2) paid Wellness Days per calendar year. Each Wellness Day shall consist of eight (8) hours of paid leave and shall not be deducted from the employee's accrued leave balances.

Wellness Days are intended, in part, to compensate employees for participation in the following mandatory activities:

- **One (1) annual hearing examination; and**
- **One (1) annual one-hour consultation with the Department-designated licensed mental health professional.**

Employees are encouraged to utilize any remaining time on their Wellness Days for activities that promote mental health and personal well-being.

Scheduling of Wellness Days shall be subject to mutual agreement between the employee and the City, and shall be arranged so as to avoid undue overtime costs and to ensure that Department operations are not adversely impacted, particularly during periods of high leave usage. Wellness days shall not carry over from one year to the next.

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 – 6 months <u>1 year</u> after hiring	Step F – 5 years after hiring
Step C – 1 <u>2</u> years after hiring	Step G – 4 <u>6</u> years after hiring
Step D – 2 <u>3</u> years after hiring	Step H – 4 <u>5</u> years after hiring
Step E – 3 <u>4</u> years after hiring	Step I – 2 <u>10</u> years after hiring

5. ARTICLE XI – PAY POLICY

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

Ballistic Vest Replacement

The City shall provide funding for the replacement of ballistic vests for employees, contingent upon the continued availability of the limited grant funding designated for such purchases.

In the event that such limited grant funding is no longer available, the cost of a replacement ballistic vest shall be shared equally between the City and the employee,

with each party contributing fifty percent (50%) of the total cost of the vest selected by the City.

Should an employee elect to upgrade to a vest with a higher threat level or additional features beyond those specified in the City's standard selection, the employee shall be solely responsible for any additional cost incurred. For example, if the City-selected vest costs eight hundred dollars (\$800), the City and employee shall each pay four hundred dollars (\$400). If the employee selects a vest costing one thousand dollars (\$1,000), the employee shall pay the additional two hundred dollars (\$200) that exceeds their fifty percent share of the base vest cost.

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 and is renewable upon cash out.
- Compensatory time shall be scheduled by employee request and the 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.