

## MEMORANDUM OF UNDERSTANDING

This is a voluntary agreement entered into by and between the City of Manitowoc (City) and the City of Manitowoc Police Department Employees/Wisconsin Professional Police Association (Association) The City and the Association are signatories to a collective bargaining agreement that expires on December 31, 2020. The parties currently are discussing issues with light duty and non-job-related medical conditions that provide work restrictions. As a result of those discussions the parties agree that:

1. Under the collective bargaining agreement, in Article XV Section 4, that light duty may be available to those who have had an on the job injury that prevents them from performing their full duties but who may be able to perform light duty with some restrictions. That light duty is limited to on the job injuries or medical conditions.
2. There are times when there are individuals with medical restrictions that are not job related, but who may still be able to perform light duty work. In that event if: 1) the Chief determines that light duty is available and that there are no job-related restricted individuals available to perform it, and 2) there is an individual who has non-job-related medical restrictions that prevent full-time duty but allow for light duty, then the Chief in his or her discretion may assign the light duty to that individual. If there are more non-job-related medically restricted individuals available for light duty than work is available, the Chief shall assign the work to the individual who first requested it.
3. The availability of, the length of time available, and the assignment of light duty shall be at the discretion of the Chief. Such discretion shall not be arbitrary.
4. All other provisions of the collective bargaining agreement are unaffected by this agreement.
5. This memorandum will be considered part of the *status quo* of the collective bargaining agreement at its expiration and will continue unless modified or eliminated by the parties in their negotiations for a successor agreement.

This represents the complete understanding of the parties on this issue. Any amendments or modifications to this agreement must be made in writing.

This agreement is effective on the last date signed below. Authentic fax or email signatures are as valid as an original.

Agreed to by:

\_\_\_\_\_ Date: \_\_\_\_\_  
Chief – Nick W. Reimer

\_\_\_\_\_ Date: \_\_\_\_\_  
HR Director – Jessica Lillibridge

\_\_\_\_\_ Date: \_\_\_\_\_  
Local 20 President – Jeremy Weber

\_\_\_\_\_ Date: \_\_\_\_\_  
WPPA/LEER – Thomas A. Schrank