

**Memorandum of Understanding
Between
The City of Manitowoc
and the
Manitowoc Professional Police Officers Association
Wisconsin Professional Police Association / LEER Regarding
Regarding
Lateral Entry**

Law Enforcement Agencies are experiencing challenges in hiring and retaining qualified Law Enforcement Officers given the highly competitive market. In an attempt to address these concerns, the City and the Association have entered into this memorandum of understanding. In consideration of a mutual desire on both parties to hire, train and retain the best possible Law Enforcement Officers, the parties agree to the following modifications to the collective bargaining agreement solely for those New Hire Law Enforcement Officer who are hired by the City who have experience working as a Law Enforcement Officer from another Law Enforcement Agency.

1. The association agrees that New Hire Law Enforcement Officer candidates offered employment by the City may be eligible for lateral entry benefits if they are leaving another fulltime law enforcement position to become a Manitowoc City Law Enforcement Officer.
2. New Hire Law Enforcement Officers may be granted a starting wage up to "84 months" of the Manitowoc City wage scale under Article VIII Pay Policy, based on their past full time Law Enforcement Officer experience.
3. New Hire Law Enforcement Officers shall be granted vacation benefits up to "20 or more years of service" based upon the credited years of service used to establish the vacation under Article XII Vacation. It is understood that this service credit will play no role in establishing department seniority in any other circumstance that might utilize seniority as a determining factor. It will merely determine their vacation accrual rate upon hire.
4. New Hire Law Enforcement Officers shall be advanced up to 96 hours of sick leave, with the understanding that no further sick leave will accrue until the month of employment that follows the month in which the same number of sick hours would have accrued naturally. Thereafter, they will accrue sick leave in accordance with the provisions under Article XIII Sick Leave.

The goal of this initiative is to mitigate the loss of benefits often associated with an employee moving from one organization to another. The lateral entry program is designed to help the City of Manitowoc Police Department offer a highly competitive total benefit package in an effort to hire the best qualified Law Enforcement Officers.

1. The New Hire Law Enforcement Officer shall receive all of the compensation and benefits that any full-time employee would receive except as specifically modified by this memorandum of understanding. All the terms of the collective bargaining agreement will apply to the New Hire Law Enforcement Officer unless specifically modified by this memorandum of understanding. In the event there is a question regarding how a New Hire Law Enforcement Officer shall be treated under this MOU and the bargaining agreement the City and the Association will meet to discuss acceptable equitable solutions. If that discussion is unsuccessful in resolving the dispute, the City and the Association will retain their respective rights and arguments under the current provisions of the collective bargaining agreement.
2. This represents the complete understanding of the parties on this issue. Any amendments or modifications to this agreement must be made in writing.
3. This Agreement shall expire on date of ending of the collective bargaining agreement.
4. This agreement is effective on the last date signed below. Authentic fax or email signatures are as valid as an original.

Agreed to by:

For the City

Date



For the Association

3-13-19

Date

Jeremy Weber

Date

Thomas A. Schrank

For the WPPA / LEER

03/13/2019

Date

Thomas A. Schrank

Date