



February 12, 2021

TO: Thomas Schrank, Business Agent, WPPA

FROM: Kathleen M. McDaniel, Manitowoc City Attorney

RE: Summary of Tentative Agreements

This list of tentative agreements between WPPA Local 20 and the City of Manitowoc is being provided to help you as you review the contract.

1. Article XVIII, Section 1: Revised to reflect that officers can use 480 hours of benefit in their career.
2. Article VII, Section 5: Revised to eliminate the coffee break and reflect current practice of a 30 minute paid lunch.
3. Article III, (j) revised to reflect that deviations from the 25 mile residency limit shall be approved by the Personnel Committee and Common Council. No eligibility for specialty assignments (Metro, K9, SWAT, SRO, Crisis, Detective).
4. Article XX, Section 11: Struck due to 2019 WI Act 19, with a savings clause should the state ever eliminate this statutory benefit.
5. Article VI, Section 3: Revised to reflect that officers will be given notice via personal service and emailed copy to association to reflect current practice.
6. Article XIV, Section 2 and 3: Strike language regarding half day holiday as these holidays are no longer observed.
7. Longevity table: Remove retired officers
8. Revise language throughout contract to be gender neutral
9. Roll in lateral transfer MOU
10. Roll in Recruit Academy MOU
11. Extend pregnancy MOU for duration of the contract
12. Roll in 2015 TA and MOU on overtime
13. Roll in current Janus MOU with addition of language that all dues collected from Local 20 shall be remitted to Local 20, who shall bear responsibility to remit funds to other applicable organizations (WPPA and MPPA)

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14. Roll in call-in MOU, shift commander to make efforts to include on-duty officers for call-in whenever possible
15. Article VII, Section 10: Revise training language to comply with FLSA
16. Article XIV, Section 2: Remove floating holiday language and roll three days of floating holidays into vacation schedule.
17. Add language allowing for newly hired employees to have three vacation days front-loaded. New employees can use these days for time off needed during the first 12 months prior to the employee's one year anniversary. If the employee does not remain a city employee, those days used would be held on a pro-rata basis from their last paycheck. Unused days would not be paid out.
18. Employees hired in the last quarter of the year may use their new allocation of vacation (received on anniversary date) the following year.
19. Wages:
 - 2021: 2.25%
 - 2022: 2%
 - 2023: 2.25%