



CITY OF RIPON

100 Jackson Street * Ripon, WI 54971-1396

**CITY OF RIPON
COMMON COUNCIL MEETING
Council Chambers, City Hall
Monday, September 23, 2024
7:00 p.m.**

- I. Call to order/roll call
- II. Pledge of Allegiance/Invocation
- III. Approval of agenda
- IV. Public communications and comment
- V. Agenda items
 1. 2023 City of Ripon Financial Audit Report
(Staff note: CLA will be in attendance to present the 2023 City of Ripon Financial Audit Report.)
 2. Outdoor Open Container Entertainment Event Permit Application
(Staff note: Ripon Main Street, Inc. has applied for permits for the Ripon Rhythm & Brews Beer Walk that will be held in Downtown Ripon on October 11, 2024.)
 3. Outdoor Open Container Entertainment Event Permit Application
(Staff note: Ripon Main Street, Inc. has applied for permits for the Holiday Wine Walk that will be held in Downtown Ripon on November 1, 2024.)
 4. Appeal of Operator's License Denial
(Staff note: The applicant (Willam Koepsel) has requested an appeal to the Common Council of the denial of an operator's license.)
 5. RPPA Labor Agreement
(Staff note: Please see attached staff report and draft 3-year RPPA Labor Agreement.)
 6. Review/Approval of \$5-million Financing Proposals
(Staff note: The city issued a request from local financial institutions to provide financing terms for a \$5-million issue to fund capital projects and the initial construction of the DPW facility. Proposals were received and a final recommendation will made at the meeting.)
 7. Discussion of Request to Change ATV/UTV Hours of Operation – Ordinance 13.35.020.E.16
(Staff note: A formal request has been made to change the hours of operation for ATV/UTV's in ordinance section 13.35.020.E.16.)

- VI. Project Updates & Staff Reports
- VII. Mayor's Communications and Appointments
- VIII. Agenda items for future Council meetings
- IX. Adjourn

OUTDOOR OPEN CONTAINER ENTERTAINMENT EVENT PERMIT APPLICATION

Date of Event: beginning October 11, 2024 and ending October 11, 2024 . Fee: \$25.00
(no more than 3 days)

Time of Event: beginning 5:00 pm and ending 9:00 pm .
(Hours of operation shall not be permitted between 11:00 p.m. and 6:00 a.m.)

Name of Event: Ripon Rhythm & Brews

Name of Organization Sponsoring Event: Ripon Main Street, Inc.

Address of Organization Sponsoring Event: 401 Watson Street, P.O. Box 365, Ripon WI 54971

Name, address and phone number of person in charge of event: Craig Tebon - Executive Director (920-748-7466)

Location of Event (be specific/detailed, provide detailed map and indicate any street closure requests):

The Ripon Rhythm & Brews event will take place at participating businesses located in the downtown district.

Public entertainment (provide a detailed description of all public entertainment associated with the event:

Rhythm & Brews participants will be sampling craft beers at participating businesses.

Detailed security plan (all security personnel for an event shall be clearly identified by approved uniform):

Ripon Main Street has requested two off-duty officers from the Fond du Lac County Sheriff Dept to provide security for the evening.

Please respond to each of the following questions:

Are you aware Open Container must not exceed 16 fluid ounces in size? Yes No

Will the Open Container be glass? Yes No

Are you aware Open Container shall bear the "outdoor open container entertainment events" printed name and/or logo, or otherwise be identifiable as an open container if approved by Common Council? Yes No

Please describe the Open Container planned to be used at the event: The container will be a 6 oz glass, with the Rhythm & Brews logo imprinted on the front. Cups are only available to event participants.

Are you aware the applicant shall maintain the event area in a clean, sanitary, neat and orderly appearance at all times during the event? Yes No

Are you aware the applicant shall ensure that any event refuse is removed from the event area no later than 24 hours after the conclusion of the event? Yes No

Are you aware the applicant shall be responsible for providing an equal number of premises dispensing nonalcoholic beverages to premises dispensing fermented malt beverages and/or wine (1:1 ratio)? Yes No

Please describe your plan for meeting the 1:1 ratio requirement: Soda and/or water will be available to all participants attending the event.

Are you aware that the sale or consumption of intoxicating liquors at an event licensed premises is prohibited? Yes No

Are you aware the applicant shall purchase its alcohol from a source authorized under Wis. Stats., Chapter 125? Yes No

Are you aware all individuals wishing to possess or consume a fermented malt beverage and/or wine within an outdoor open container event **must have a wristband** issued by an authorized event licensee which sold the fermented malt beverage and/or wine to the individual? Yes No

Are you aware consumption of alcohol within an outdoor open container entertainment event from a can, bottle or a container which is not authorized pursuant to Section 6.37.070 of City of Ripon Ordinance 1502 is prohibited? Yes No

Are you aware event licensees shall not permit patrons to enter event licensed premises with fermented malt beverages and/or wine acquired from outside the outdoor open container entertainment event boundaries or a non-event licensed premises? Yes No

Are you aware any event licensee permitting patrons to remove a fermented malt beverage and/or wine from an event licensed premises for consumption during the outdoor open container entertainment event shall employ a person to monitor all exits of the licensed premises to ensure that all beverages are removed in accordance with Section 6.37.070 of the City of Ripon Ordinance 1502? Yes No

Are you aware no person shall exit a designated outdoor open container entertainment event boundary with fermented malt beverages and/or wine purchased in an open container for consumption within the outdoor open container entertainment event boundary? Yes No

Are you aware licensed operators (bartenders) must be on premise during the event? Yes No

Are you aware operators (bartenders), including provisional or temporary operators, shall not imbibe alcoholic beverages while working or volunteering at an event licensed premises during the outdoor open container entertainment event? Yes X No

Please attach additional information, including maps, diagrams, and event details. Additional information may be requested by City Staff and Common Council if an application is incomplete or at the time of the consideration of the application. The Common Council may place additional restrictions on the permitted event based on the information provided by the applicant.

The applicant signing below confirms understanding of all requirements of Chapter 6.37 of the City of Ripon Code of Ordinances. The applicant also attests to filling out this application with accurate information to the best of your knowledge.

Craig Tebon

Signature of Applicant

9/12/2024

Current Date

Office Use Only:

SEP 13 2024

Receipt Number: 1.276423 Cash: — Check Number: 9312 Credit Card: —

Copy of applicants Certificate of Insurance listing City of Ripon as additionally insured with the application in an amount of not less than \$1,000,000 on file? Yes No

Copy of Hold Harmless Agreement on file? Yes No

Date submitted to Council: 9-23-24

Approved by council: _____ Denied by Council: _____ Date granted or denied: _____

Date license issued, if approved: _____ License Number: _____

SEP 13 2024

OUTDOOR OPEN CONTAINER ENTERTAINMENT EVENT PERMIT APPLICATION

Date of Event: beginning November 1, 2024 and ending November 1, 2024.
(no more than 3 days)

Fee: \$25.00

Time of Event: beginning 4:00 pm and ending 9:00 pm.
(Hours of operation shall not be permitted between 11:00 p.m. and 6:00 a.m.)

Name of Event: Downtown Ripon Holiday WineWalk

Name of Organization Sponsoring Event: Ripon Main Street, Inc.

Address of Organization Sponsoring Event: 401 Watson Street, P.O. Box 365, Ripon WI 54971

Name, address and phone number of person in charge of event: Craig Tebon - Executive Director (920-748-7466)

Location of Event (be specific/detailed, provide detailed map and indicate any street closure requests):

Beverages will be served at participating businesses (see map)

Public entertainment (provide a detailed description of all public entertainment associated with the event:

Participants will be able to sample 1 oz servings of wine at participating businesses.

Detailed security plan (all security personnel for an event shall be clearly identified by approved uniform):

Ripon Main Street has requested two off-duty officers from the Ripon Police Department to provide security for
the evening.

Please respond to each of the following questions:

Are you aware Open Container must not exceed 16 fluid ounces in size? Yes X No

Will the Open Container be glass? Yes X No

Are you aware Open Container shall bear the "outdoor open container entertainment events" printed name and/or logo, or otherwise be identifiable as an open container if approved by Common Council? Yes No

Please describe the Open Container planned to be used at the event: The container will be a tall wine glass, with the Ripon Good and WineWalk logos imprinted on each side. Each glass will also have a 1oz pour line.

Are you aware the applicant shall maintain the event area in a clean, sanitary, neat and orderly appearance at all times during the event? Yes No

Are you aware the applicant shall ensure that any event refuse is removed from the event area no later than 24 hours after the conclusion of the event? Yes No

Are you aware the applicant shall be responsible for providing an equal number of premises dispensing nonalcoholic beverages to premises dispensing fermented malt beverages and/or wine (1:1 ratio)? Yes No

Please describe your plan for meeting the 1:1 ratio requirement: We have requested that tastings rooms provide 2 cases of a non-alcoholic beverages for the designated drivers and others attending the event.

Are you aware that the sale or consumption of intoxicating liquors at an event licensed premises is prohibited? Yes No

Are you aware the applicant shall purchase its alcohol from a source authorized under Wis. Stats., Chapter 125? Yes No

Are you aware all individuals wishing to possess or consume a fermented malt beverage and/or wine within an outdoor open container event **must have a wristband** issued by an authorized event licensee which sold the fermented malt beverage and/or wine to the individual? Yes No

Are you aware consumption of alcohol within an outdoor open container entertainment event from a can, bottle or a container which is not authorized pursuant to Section 6.37.070 of City of Ripon Ordinance 1502 is prohibited? Yes No

Are you aware event licensees shall not permit patrons to enter event licensed premises with fermented malt beverages and/or wine acquired from outside the outdoor open container entertainment event boundaries or a non-event licensed premises? Yes No

Are you aware any event licensee permitting patrons to remove a fermented malt beverage and/or wine from an event licensed premises for consumption during the outdoor open container entertainment event shall employ a person to monitor all exits of the licensed premises to ensure that all beverages are removed in accordance with Section 6.37.070 of the City of Ripon Ordinance 1502? Yes No

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Please attach additional information, including maps, diagrams, and event details. Additional information may be requested by City Staff and Common Council if an application is incomplete or at the time of the consideration of the application. The Common Council may place additional restrictions on the permitted event based on the information provided by the applicant.

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Craig Tebon

Signature of Applicant

9-12-2024

Current Date

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Copy of applicants Certificate of Insurance listing City of Ripon as additionally insured with the application in an amount of not less than \$1,000,000 on file? Yes No

Copy of Hold Harmless Agreement on file? Yes No

Date submitted to Council: 9-23-24

Approved by council: _____ Denied by Council: _____ Date granted or denied: _____

Date license issued, if approved: _____ License Number: _____

To whom it may concern

My name is William Koepsel I'm writing to you to ask for a appeal on my liquor license that was denied on 8-21-2024 I would like a chance to receive them so I can continue working at Ripon Bp

Sincerely

William Koepsel

William Koepsel
540 E Jackson ST
Ripon WI, 54971
(920) 748-3133



RIPON POLICE DEPARTMENT

A SAFE ENVIRONMENT THROUGH POLICE AND CITIZEN INTERACTION

100 E. Jackson St ♦ Ripon, WI 54971 ♦ 920-748-2888 ♦ Fax: 920-748-5347

August 22, 2024

To; City Clerk Naomi Miller

RE; Denial of Operators License Application, to wit; William D. Koepsel

In review of the City of Ripon Operators License Application submitted by William D Koepsel 540 E. Jackson St. Ripon, WI 54971. I am recommending denial of that application based on the following, as outlined by the City of Ripon Policy Guidelines for Operators License;

Guideline #4 Applicants must truthfully and completely fill out applications;

1. If an applicant provides false information on an application, the application shall be denied. And the applicant shall not be eligible to reapply for an operator's license for a period of one (1) year from the date of denial of such application.

Page two of the application asks " **Do you have a pending arrest or have you ever been convicted as a juvenile or adult of A. Operating a motor vehicle while under the influence of an alcohol or controlled substance....**"

The applicant did answer "YES" to this question, however under the explanation section the applicant only identified One charge 04/2109 4th OWI as a conviction. A review of the applicants criminal history and traffic record lists the following convictions;

1. Conviction 11/6/2009 Prohibited Alcohol Concentration Fond du Lac County
2. Conviction 11/5/2013 Operating while intoxicated Winnebago County
3. 7/6/2015 Conviction Operating while intoxicated- Vilas County
4. 9/11/2019 Operating while intoxicated Dodge County

Guideline #3 "...any person who has been convicted of or has a current charge pending, for two or more offenses within the last seven years, or two or more offenses, arising out of separate incidents, within the last seven years in the following subcategories, does not qualify for an operators license;

.....possessing a controlled substance.....

Review of criminal history and acknowledged by this applicant on his application shows;

1. March 2019- Possession of cocaine
2. April 2019- possession of methamphetamine

Guideline #1 City of Ripon Guidelines for Operators License Guideline #1. Provided the offense is substantially related to the circumstances of the license activity, circumstances of the offense substantially relate to the circumstances of the job or licenses activity, any person who has been convicted of a FELONY, unless duly pardoned, does not qualify for an operator's license.

This applicants arrest and felony conviction for OWI 4th in April 2019 included felony drug related charges.

The above items in violation of several guidelines for applicants leave me no alternative than to deny approval for this applicant.

If you have any questions on this denial please feel free to contact me.

Sincerely;



William B. Wallner
Chief of Police



CITY OF RIPON

100 Jackson Street * Ripon, WI 54971-1396

Staff Report

Agenda Item: RPPA Labor Agreement

Background: The Union Negotiations Team met with representatives from the Ripon Professional Police Association (RPPA) in July to negotiate a new Labor Agreement. The following is a summary of negotiated contract changes.

Summary of Changes: The union contract for the upcoming three-year term (2025-2027) includes several updates aimed at enhancing employee benefits and addressing wage scale adjustments. Key changes are outlined below:

1. Article V - Insurance:

- Added **dental coverage**.
- Shifted health insurance premium contributions from flat dollar amounts to percentage-based contributions, reflecting the employee handbook structure:
 - **Full-time (30-40 hours):** Employer covers 88%, Employee covers 12% of the average premium cost for qualified Tier 1 health plans in the county.
 - **Regular Part-time (20-29 hours):** Employer covers 50%, Employee covers 50%.
 - **Part-time (under 20 hours):** Employer covers 25%, Employee covers 75%.

2. Article VII - Uniform Allowance:

- Increased the uniform allowance and introduced greater flexibility in its use.

3. Article XI - Sick Leave:

- Adjusted sick leave carryover provisions. The retirement payout has been changed from an 8-hour payout to a 12-hour payout for unused sick leave.

4. Article XII - Bereavement Leave:

- Aligned the bereavement leave policy with the employee handbook, offering more flexibility.

5. Wage Adjustments:

- 4% annual wage increases over the three-year term of the contract.
- A 2% residency wage scale increase for employees living within the City of Ripon, aimed at promoting residency and retention of staff.

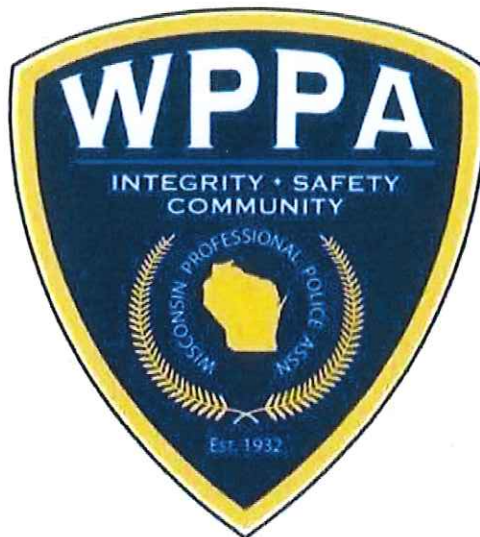
Supporting Documents:

- 1) RPPA Labor Agreement

Recommendation:

These changes aim to improve employee benefits, promote retention through competitive wages, and increase the attractiveness of residing within the City of Ripon. The Union Negotiations Team is recommending approval of the RPPA Labor Agreement with a 3-year term (January 1, 2025 – December 31 2027).

LABOR AGREEMENT
BETWEEN
CITY OF RIPON
AND
WPPA/LEER DIVISION
RIPON PROFESSIONAL POLICE ASSOCIATION
Local #486



JANUARY 1, 2025 – DECEMBER 31, 2027

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LABOR AGREEMENT
BETWEEN
CITY OF RIPON
AND
RIPON PROFESSIONAL POLICE ASSOCIATION (RPPA)
WISCONSIN PROFESSIONAL POLICE ASSOCIATION
LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION
JANUARY 1, 2025 – DECEMBER 31, 2027

THIS AGREEMENT made and entered into and to be effective January 1, 2025, by and between CITY OF RIPON, Ripon, Wisconsin, hereinafter referred to as the "Employer", and the RIPON PROFESSIONAL POLICE ASSOCIATION (RPPA)WISCONSIN PROFESSIONAL POLICE ASSOCIATION LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION (WPPA/LEER), hereinafter referred to as the "Union," for the purpose of maintaining harmonious labor relations, and to maintain a uniform minimum scale of wages, working conditions, and hours among the Employees, members of the Union, and to facilitate a peaceful adjustment of all grievances and disputes which may arise between the Employer and the Employees.

ARTICLE I – Recognition and Bargaining Unit

The Employer recognizes the Union as the exclusive bargaining agent in a collective bargaining agreement consisting of all regular full-time Employees including sergeants and police officers, but excluding the chief, captain, and all other City of Ripon Employees, as certified by the Wisconsin Employment Relations Commission.

At this time the Union recognizes there are no part-time Employees in the Union. If the Employer utilizes part-time Employees under the same classification of the unit or performing the same duties as association members in the future, the Union reserves the right to represent those part-time Employees.

ARTICLE II - Management Rights

The Union recognizes the prerogative of the Employer to operate and manage its affairs in all respects in accordance with its responsibilities, and the powers of authority which the Employer has not officially abridged, delegated, or modified by this Agreement are retained by the Employer. Unless otherwise herein provided, the management of the working forces, the right to hire, promote, transfer Employees and to create, combine, modify and eliminate positions; the right to suspend, demote or otherwise discipline Employees for proper cause; to lay off Employees; and to introduce new or improved methods or facilities, is vested exclusively in the Employer. The Union recognizes the right of the Employer to establish, maintain and amend work rules. A written copy of all proposed changes to work rules will be

provided to the Union not less than thirty (30) days prior to their implementation. Such rules shall be reasonable and shall in no way conflict with the specific provisions of this Agreement. Any claim that a work rule is unreasonable or conflicts with the terms of this Agreement shall be subject to the Grievance Procedure.

ARTICLE III - Probationary Period

All newly hired Employees shall be considered probationary Employees for the first one year of their employment. A probationary Employee may be disciplined or discharged for any reason without recourse to the Grievance Procedure. Continued employment beyond the first one (1) year of continuous employment shall be evidence of satisfactory completion of probation at which time the Employee's seniority shall be established as of their date of hire.

ARTICLE IV - Wages

A. The wages shall be as set forth in Appendix "A" and shall be effective on the dates noted therein. Said Appendix "A" shall be a part of this Agreement.

B. Employees shall be paid every two weeks on every other Thursday. All overtime accrued during a pay period will be paid in that period. If a pay day falls on a holiday, the Employer will make every reasonable effort to issue the pay check to Employees the day prior to the holiday.

ARTICLE V - Insurance

The Employer will provide a health care and dental benefit plan, during the term of this Agreement. Each employee shall be required to contribute not more than the following per month toward the premium costs of health insurance for the specific plan options:

- A. Full-time (30-40hours): Employer 88%/Employee 12% of the average premium cost of qualified tier one health plans in the county.
- B. Regular Part-time (20-29 hours): Employer 50% / Employee 50% of the average premium cost of the qualified tier one health plans in the county.
- C. Part-time (under 20 hours) Employer 25% / Employee 75% of the premium cost.

Employees not participating in the Employer's health benefit plan shall receive one thousand eight hundred dollars (\$1,800.00) per year to be paid at a rate of seventy-five dollars (\$75) per paycheck on the first and second paycheck of each month. Employees must choose this option and notify the City by December 1 of the prior year. Employees who "opt-out" of the Employer's health insurance plan and later decide to enroll must meet underwriting and

insurability requirements as established by the insurance carrier unless a major life changing event occurs as defined by the insurance carrier.

The employer will extend the health care benefit plan under the same terms to the family of participating police officers who die in the line of duty, covering the spouse until he/she reaches age 65 or remarries, covering dependent children until age 18 unless they are a full time student at a secondary school or are less than 27 years old and enrolled in an accredited college or university.

The employer agrees to sponsor comprehensive dental and vision coverage to be funded by employees through payroll deduction. The parties agree to negotiate the specific levels of coverage and the provider of the benefit and establish such benefit.

Section 125 - The Employer shall implement a full medical reimbursement program which is qualified under Section 125 of the Internal Revenue Code, allowing the maximum contribution provided by law. In addition, the Employer shall pay the premium for group and term life insurance through the Wisconsin Retirement Fund.

ARTICLE VI - Wisconsin Retirement Fund

The Employer shall participate in the Wisconsin Retirement System pursuant to Wisconsin State Statute Ch. 40. Employees shall pay the employee required contribution at 2% effective January 01, 2019 and at 3% effective January 01, 2020. Pursuant to 2011 Wisconsin Act 10 (the Budget Repair Bill) effective June 29, 2011 and 2011 Wisconsin Act 32 (the 2011-2013 Biennial Budget) effective July 1, 2011, all new employees hired after July 1, 2011 shall pay the employee required contribution to the Wisconsin Retirement System.

ARTICLE VII - Uniform Allowance

A. The Employer agrees to allow an initial uniform allowance of One Thousand Five Hundred Dollars (\$1,500.00) to new Employees (officers and sergeants) at the time of initial employment. Each officer and sergeant shall be provided an annual uniform allowance of Eight Hundred Fifty Dollars (\$850.00) with such sum being prorated to the closest year or one-half year from the initial date of service to achieve a calendar year basis. Employees who fail to complete their initial employment probationary period shall return all uniform items to the City.

B. The Employer will furnish a minimum of (1) gun to each officer. All guns shall remain the property of the Employer and must be turned in when any Employee leaves employment for any reason. Failure to turn in such gun or guns, damage and/or loss thereof shall be handled pursuant to the rules of the department.

C. The City shall for initial purchase and replacement pay 100% of the cost of personal "Ballistic Vests" and the interior or exterior vest carrier to a maximum of \$1700 \$500 of which will be reimbursed to the city through the DOJ Vest Grant. If the DOJ vest grant is discontinued the City

may charge the employee's uniform allowance account for any amount exceeding \$1200 Said Vests shall meet the minimum standards as specified by the National Institute of Justice. Employees shall select a vest of their choice meeting NIJ standards. Participation of the City in the cost of replacement Vests shall be limited to Employees who wear the Vests on a daily basis. The City shall participate in the replacement of vests only once each five years per Employee.

D. Expenditures from the "Uniform Allowance" may be made for purchase consistent with Department policy as set forth in the Department Manual and/or as approved by the Chief of Police.

ARTICLE VIII - Hours of Work and Overtime

A. The normal work day shall consist of twelve (12) hours. The Association or City may request to modify the schedule by giving a sixty (60) day notice in order to enter into negotiations over schedule. Modifications will be made after a mutually agreed upon schedule. The Patrol classification shall work a repeating work cycle of four (4) days on duty followed by five (5) days off duty. Patrol shifts are for a period of twelve (12) hours from 4:00 am to 4:00 pm and 4:00 pm to 4:00 am, for all Employees, except as hereinafter provided.

Shifts are subject to alteration by the Chief upon mutual agreement.

Officers assigned to attend school and training programs on a normally scheduled work day, will owe the city whatever hours are needed to the total the 12-hour work day. This owed time will be worked by the officers as soon as possible after accrual An example:

8-hour training day means an officer owes the city 4 hours of work
10-hour training day means an officer owes the city 2-hours of work

B. 1. Overtime shall be paid for all hours worked outside of the regular posted work schedule. However, the Employer may reassign shifts within such Employee's scheduled days so as to meet known needs of the department. In addition, the Employer may temporarily reassign individuals from one shift to another if conditions warrant. In the event the scheduled policies as set forth herein are desired to be changed, the Chief and the Union shall meet to discuss any such policy change prior to instituting same. The Employer shall pay overtime for time spent by the Employee outside the work schedule for the following: (1) court appearances beyond posted schedule; (2) time worked because of call-in on a scheduled day off; and (3) any time the presence of the officer is required by the Employer outside the work schedule. Overtime shall be paid at the rate of one and one-half (1-1/2) times the Employee's regular hourly rate as set forth in Appendix "A" herein. Changes in schedule policies, if any, shall not be implemented in an arbitrary or capricious manner and furthermore shall not be utilized for the purpose of avoiding overtime or to implement any discipline.

B. 2. The present schedule policy shall be adhered to as closely as possible so as to afford Employees their scheduled weekends off wherever reasonably possible, consistent with efficient

operation of the department. If the Chief determines that any such assignment is not reasonably possible, he shall discuss the matter with the Union Steward and the Employee prior to such assignment.

C. Tentative work schedules shall be posted on the 15th of the month in advance for the information of the Employees.

D. Overtime hours shall be compensated at one and one-half (1-1/2) times such Employee's regular hourly rate, except as otherwise provided in paragraph B.2. of this Article. When Employees are required to participate in training, the Employer may change an Employee's shift to accommodate the training. If the training program exceeds twelve (12) hours in length on a scheduled work day, the Employee shall be compensated at one and one-half (1-1/2) times such Employee's regular hourly rate, for training time in excess of twelve (12) hours. Further, if the training is scheduled on an Employee's regularly scheduled day off, the Employee shall be compensated at one and one-half (1-1/2) times such Employee's regular hourly rate for actual training hours.

The Employer will provide a cash advance to an Employee attending training that requires overnight travel. The advance will be used for lodging and meal expenses. The Employer must have fifteen (15) day notice when an expense advance is required. The Chief of Police may grant a waiver of the fifteen (15) day notice requirement when reasonable circumstances prevent adequate notice.

E. Employees who are assigned to attend school and training programs shall be compensated at straight time at such Employee's regular rate of pay.

F. 1. Overtime is to be as equally distributed as is practicable among the Employees employed, provided the Employees are qualified to do the required work on such call for overtime.

F. 2. If an employee signs up for a full shift and other employee(s) sign up for split shifts, the employee desiring the full shift shall be awarded the shift assignment.

F. 3. If any shift remains unfilled at the end of the posting period, assignment shall be made by reverse seniority. When applicable the shift shall first be assigned by split shift between employees working the shift(s) before and after the unfilled shift, then by assignment of employee(s) on a scheduled day off.

G. Employees who are training other Employees shall receive an additional fifty cents (.50¢) per hour for each hour or portion thereof.

H. An employee called in to work during the employee's scheduled off time shall receive a minimum of two (2) hours pay at time and one-half of his/her regular wage rate or pay for the

actual time worked, whichever is greater. The City reserves the right to assign such employee to any work which he/she customarily performs during such period.

I. If an employee is scheduled for a court case and receives notice of cancellation less than twenty-four 24 hours before the time they were ordered to appear for the court case, the employee shall receive two (2) hours at time and one-half (1½) pay. The employee is not required to report to the Police Department to qualify for this compensation.

ARTICLE IX - Holidays and Personal Time

A. Holidays. The holidays referred to means the days designated as the legally recognized holidays by the State of Wisconsin.

New Year's Day	Labor Day
The Friday Preceding Easter Sunday	Thanksgiving Day
Easter Sunday	Day Before Christmas
Memorial Day	Christmas Day
Fourth of July	New Year's Eve Day

To be eligible for holiday pay for the above holidays an Employee must have worked the last scheduled work day in the week in which the holiday falls and the first scheduled work day in such week after the holiday, unless such Employee is absent due to illness, injury, or other justifiable reason acceptable to the Employer.

For each such holiday for which an Employee becomes eligible, time off with pay of eight (8) hours shall be credited to such Employee. The Employee may take such time off as vacation at the time of their choice provided the schedule of the department reasonably permits. Under this paragraph, no Employee may accrue more than 96 hours of unused holiday time off. The employee shall have the option to submit a written request, ten (10) days prior to the next pay day (defined in Article IV (B)), seeking payment at straight time of any accrued Holiday Hours, not to exceed payout of more than 96 hours in a calendar year.

Employees actually reporting for work on a full holiday, as indicated in this Article, shall be compensated at the rate of one and one-half (1-1/2) times such Employees regular rate for hours actually worked during the twenty-four (24) hour period of the holiday.

Employees actually working on a holiday, that work in excess of twelve (12) hours shall be compensated at the rate of two (2) times such Employee's regular rate for hours in excess of twelve (12) hours actually worked on the holiday. Employees who are scheduled off on a holiday and are called in to work shall be compensated at the rate of two (2) times such Employee's regular rate for hours actually worked on the holiday.

Holidays falling during periods taken as regular vacation or while an Employee is on paid sick leave shall not be charged as vacation or sick leave.

Employees shall not be eligible for holidays falling during any period of absence from work wherein they are not on a pay status with the Employer. (Normal days off shall not be considered non-pay status.)

B. Personal Time. The City also recognizes thirty-six (36) hours personal time which may be used each calendar year for any purpose. The thirty-six (36) hours personal time accrue on January 1 each year. Arrangements should be made with the employee's supervisor in advance to use this personal time. Unused personal time will not carry over to the following calendar year. Any personal time not taken by December 31 will be lost.

ARTICLE X - Vacations

Section 1. Rate of Earning Vacation Time. Vacation eligibility shall be determined on the basis of length of continuous service of each Employee based on such Employee's anniversary date of employment. Each regular full-time Employee shall earn annual paid vacation time as follows:

A. Employees with less than one (1) year of service shall earn forty-eight (48) hours paid vacation time accrued proportionately each month.

B. Employees with one (1) year or more but less than two (2) years of service shall earn eighty (80) hours paid vacation time accrued proportionately each month.

C. Employees with two (2) years or more but less than eight (8) years of service shall earn ninety-six (96) hours paid vacation time accrued proportionately each month.

D. Employees with eight (8) years or more but less than fifteen (15) years of service shall earn one hundred forty-four (144) hours paid vacation time accrued proportionately each month.

E. Employees with fifteen (15) years or more but less than twenty (20) years of service shall earn one hundred sixty (160) hours paid vacation time accrued proportionately each month.

F. Employees with twenty (20) years or more but less than twenty-four (24) years of service shall earn one hundred eighty-four (184) hours paid vacation time accrued proportionately each month.

G. Employees with twenty-four (24) years or more of service shall earn two hundred (200) hours paid vacation time accrued proportionately each month.

H. Vacation time, not taken may be accumulated up to a maximum of two hundred forty (240) hours. However, no Employee shall be entitled to take more than two hundred forty (240) hours

of vacation time in any one (1) year.

Section 2. Years of Service. Years of service shall mean the years of seniority of an Employee.

Section 3. Computation of Vacation Pay. Each Employee shall be compensated at the rate of pay in effect at the time the vacation time is used.

Section 4. Use of Vacation Time. Preference as to time of vacations will be given in accordance with seniority wherever practical and provided it does not adversely affect the operation of the Employer. Reasonable rules may be made by the Employer with respect to the taking of vacation.

Section 5. Termination of Time. Upon termination of employment of any Employee for any reason, any accumulated vacation time shall be paid to such Employee due, up to the date of termination, less any offsets due the Employer from the Employee, if any.

ARTICLE XI - Sick Leave

All regular full-time Employees covered by this Agreement shall earn sick leave which shall accrue at the rate of eight (8) hours of sick leave for each calendar month of service. "Each calendar month of Service" shall mean any calendar month in which the Employee is compensated for at least one hundred forty-four (144) hours of compensated service.

A. Sick Leave. Sick leave allowance shall be accumulated in the Employee's base sick leave account until a maximum of nine hundred sixty (960) hours has been accrued. Each forty (40) hours of sick leave accumulated over nine hundred sixty (960) hours qualifies as twelve (12) hours of vacation time upon retirement. The list of accumulated vacation time shall be posted each January.

B. Accrual Required Before Use. Sick leave shall not be used until it has been accrued.

C. Eligibility for Sick Leave. Each Employee who has earned sick leave credits shall be eligible for sick leave for any period of absence from employment which is due to illness, bodily injury, or exposure to contagious diseases, if certified by a state-licensed physician. The Employer shall require a medical certificate to justify sick leave in excess of three (3) days duration. The Employer may also require any Employee claiming sick leave to submit to an examination by a doctor designated by the Employer at the Employer's expense. Sick leave may be used in segments of no less than one (1) hour.

D. Effect of Termination of Employment. Previously accumulated sick leave shall not be terminated by absence on approved leave. Termination of employment for any reason shall cancel all unused accumulated sick leave allowance, except as set forth in subsection F below. Whenever a regular Employee is laid off due to lack of work or funds, any accumulated unused sick leave allowance shall continue in effect if such Employee is rehired by any City department or agency

within one (1) year from the date of layoff.

E. Notice Required if Unable to Work. An Employee unable to report to work due to illness or injury is required to give at least four (4) hours notice prior to the start of their work shift unless circumstances prevent him/her from doing so.

F. Retirement Sick Leave Benefit. At retirement under the Wisconsin Retirement Fund, any full-time Employee may take up to the following amounts of his/her accumulated sick leave in pay at his/her current rate of compensation. Employees shall have the option of converting the payout equivalent to be left with the City to pay health insurance premiums for the employee. It is understood that once one of the two options is chosen, it cannot be reversed. The payout schedule is as follows:

<u>Years of Service To the City</u>	<u>Percentage of Accumulated Sick Leave Paid Out</u>
15	60
20	65
25	70
30	75

G. Effect of Death. Upon an employee death in the line of duty, accrued but unused sick leave benefits shall be paid to the employee's estate or family in accordance with the schedule in paragraph F, and may be used to pay for on going health insurance premiums. In the event an employee elects at retirement to use their sick leave payout to pay for on going health insurance premiums and he or she subsequently dies prior to the full payout of said sick leave, the City will continue such payments for survivors electing to continue health insurance coverage under COBRA.

ARTICLE XII - Bereavement Leave

All regular full-time Employees shall be allowed a maximum of three (3) days off with pay, if necessary, providing they are scheduled days of work, for the death of a member of their immediate family (defined as spouse, children, or the parents of the Employee or spouse, and brother or sister of the Employee or spouse) and one (1) day off with pay for the death of a grandparent, grandchild, aunt or uncle, brother or sister in-law of the Employee or spouse. Such days off with pay shall be taken between the date of death and a period ending one (1) day after the date of the funeral or celebration of life. The amount of pay shall be based on the number of hours scheduled to work on the day or days taken as funeral leave. To be eligible for funeral leave, the Employee must attend the funeral or celebration of life of the deceased.

ARTICLE XIII - Leaves of Absence Without Pay

A. Military Leave. The Employer and the Union shall comply with the requirements of federal and state law with respect to the reinstatement and seniority of Employees entering or returning from service in the armed forces of the United States.

Time spent in military service shall not count as time that qualifies for progression in the wage schedule attached hereto inasmuch as such step increments are for actual training and experience gained upon the job, except temporary duty in National Guard, riot duty, or similar service shall not be deducted from continuous service for such purpose.

B. Family and Medical Leave. Employees will be allowed to take unpaid time off for family or medical leave as provided for and in accordance with state and federal statutes. Employees taking such leave shall be allowed to substitute any paid leave to which they are entitled for such unpaid time off while taking the leave.

Upon the exhaustion of all available paid leaves or leave allowed under the state and/or federal family and medical leave acts, employees shall be granted a leave of absence for up to one (1) additional year, without pay, for a serious medical condition.

C. Other Leaves. Any Employee who wishes to absent himself or herself from his or her employment for any reason other than sick leave, funeral leave, or any other reason specifically provided for in this Agreement, must make application for a leave of absence from the Employer. Whenever possible, all requests for leaves shall be made in writing at least fifteen (15) days previous to the start thereof. The Employer shall determine whether or not justifiable reason exists for granting a leave of absence. No leave shall be granted for the purpose of seeking other employment. The term "other employment" shall not include election or appointment to Federal, State, County or Municipal offices. Such leaves must be renewed at the end of the period. Upon return from said leave of absence (not exceeding ninety (90) days) the Employee shall return to the position held at the time the leave of absence was granted. The Union shall be notified of the leaves granted and the duration of such leave.

D. Insurance While on Leave. An Employee on granted leave of absence without pay shall be allowed to continue to maintain hospital and surgical care insurance, providing the Employee pays the full premium in advance each month to the City Treasurer.

There shall be no accumulation of time in grade for purpose of advancing from one step to another under the attached classification and wage plan during any leaves of absence without pay exceeding seven (7) calendar days.

ARTICLE XIV - Worker's Compensation Differential Pay

In the event that an Employee becomes eligible for worker's compensation disability pay, such Employee shall provide verification as to the amount of payment of each worker's compensation

check and the Employer shall issue payments in an amount equal to the difference between such Employee's full regular pay in effect immediately preceding the cause of the disability and the amount received from the worker's compensation check. Such differential pay shall be chargeable and deducted from such Employee's sick leave credits and shall continue to be paid until such sick leave credits, if any, are exhausted. After sick leave credits are exhausted, the Employee shall retain the worker's compensation payments.

In the event that a worker's compensation claim is contested, an Employee may draw their normal pay chargeable against their sick leave account during the pendency of said claim; provided, however, that such Employee executes an assignment of such worker's compensation benefits accrued and accruing prior to payment by the Employer, which assignment must be acceptable by the compensation carrier. When an Employee's sick leave account is exhausted, such payments shall cease. In the event such claim becomes payable, the Employer shall reimburse such Employee's sick leave account for the period of time necessary out of such compensation check so as to conform the payments therefrom pursuant to the formula set forth in paragraph one of this Article.

ARTICLE XV - Seniority

A. The Employer agrees to the seniority principle.

B. Seniority shall commence upon the date of hire and shall be based upon the length of continuous full-time equivalency service since the Employee's most recent date of hire. Seniority and the employment relationship shall be broken and terminated if an Employee:

1. quits;
2. is discharged for just cause;
3. fails to return upon the expiration of a leave of absence unless unable to return for certified medical reasons or other excuse of a physical/traumatic nature;
4. fails to report to work within three (3) working days after having been recalled from layoff by the City sending a written notice by certified mail to the Employee's last known address appearing upon the Employee's records unless unable to notify the Employer for certified medical reasons or other excuse of a physical/traumatic nature;
5. following a layoff for a period exceeding one (1) year;
6. is absent from work for three (3) consecutive working days without notification to and approval by the Employer, unless unable to notify for physical or other reasonable excuse;
7. while on leave of absence, accepts other employment without permission; or

8. is retired.

The Employer shall post its seniority list of Employees showing anniversary dates each January.

C. There shall be two (2) types of seniority:

1. Classification seniority shall be the actual time spent within the classification.

a. This seniority shall be used for the implementation and use of all benefits and contractual language as stated herein as relates among Employees in that classification.

2. Bargaining Unit seniority shall be used for the accrual of benefits.

D. Layoff/Recall.

1. Layoffs. If a reduction of Employee personnel is necessary, the last person hired shall be the first person laid off and the last person laid off shall be the first person recalled, provided those retained or those recalled are immediately qualified to perform the available work, in accordance with S62.13 (Rm), Wis. Stats.

2. Recall. Employees on layoff shall immediately provide any change in address to their department head. An Employee being recalled from layoff shall be sent a notice of recall by certified mail to the Employee's last reported mailing address. An Employee shall have up to three (3) working days from the date of receipt within which to report to work unless unable to do so for certified medical reasons or other excuse of a physical/traumatic nature.

E. Promotions and Transfers

1. It shall be the policy of the Employer to give consideration to the present Employees when permanently filling job vacancies within the bargaining unit resulting from the separation of incumbent Employees, the creation of new positions, or for whatever reasons that a job vacancy may occur.

2. Job vacancies shall be posted on the bulletin board for at least five (5) working days; the job posting shall set forth the job title, shift, rate of pay and a brief description of the job requirements and qualifications desired.

3. Any Employee interested in such a posting may sign for it. The qualified Employee shall be selected to fill the job vacancy, however, where two or more Employees' qualifications are relatively equal, seniority shall apply. Selection of an Employee to fill the job vacancy shall be based on qualifications. The Employer reserves the right to make the final decision on filling job vacancies.

4. An Employee awarded a job shall be given a fair trial for a period not to exceed six (6) months unless extended, in writing, for a period not to exceed an additional thirty (30) days by the Employee's supervisor, but if it shall, at any time during the trial period, be decided by the Employer that such Employee is not qualified or adapted to the new position, then he or she shall be returned to his or her old position without loss of seniority. If, prior to the end of any trial period, or any extension thereof, the Employee desires to return to his or her old job, he or she may do so without loss of seniority.

5. If an Employee bids into a different job classification, he or she shall be paid at the current rate for the new job during the trial period and if he or she successfully completes the trial period, than he or she shall continue to be paid at the current rate for the new job.

F. Qualifications Disputes. If there is any difference of opinion as to qualifications of an Employee, the Employer and the Union may take the matter up for adjustment through the Grievance Procedure.

G. Seniority Accumulation. The seniority of an Employee shall cease to accumulate During periods of layoff for any layoff periods in excess of thirty (30) days duration.

H. Lateral Transfer.

New hire law enforcement officers who may be hired by the City of Ripon who have years of experience working as a law enforcement officer in another jurisdiction and law enforcement agency.

New hire law enforcement officers shall receive lateral transfer benefits as follows:

1. Qualifier - Applicants for the position of law enforcement officer must have a minimum of 3 years full time experience as a certified law enforcement officer, at another law enforcement agency, to be considered for lateral transfer. It is understood that this service credit will play no role in establishing department seniority in any circumstance that might utilize seniority as a determining factor. Applicants with less than three years' experience will not qualify for the lateral transfer.
2. Wages - A new hire Law enforcement officer shall be granted a starting wage equivalent to the three (3) year wage, per the collective bargaining agreement pay schedule Appendix A. This starting wage will be credited toward the years of service in the Ripon Police Department wage schedule (i.e. – A Police Officer that qualifies for the lateral entry at the 3-year rate will become eligible for the 5-year pay rate after 2-years of service). This pay schedule is retroactive to those officers that were hired after the current MOU was enacted.

3. Vacation accrual rate - A new hire law enforcement officer will be placed in the category of earning ninety-six (96) hours paid vacation time accrued proportionately each month, in corresponding with Article X, Vacations, Section 1. Item C. per the collective bargaining unit agreement.
4. Sick Time - A new hire law enforcement officer will be advanced 120 hours of sick time, with the understanding that no additional sick time will be accrued until after the month in which the same number of sick hours would have accrued naturally.

ARTICLE XVI - Grievance Procedure

Section 1. Grievance. A grievance is defined to be a controversy between the Union and the Employer, or between any Employee or Employees and the Employer as to:

- A. A matter involving the interpretation of this Agreement;
- B. A matter involving an alleged violation of this Agreement in which an Employee or group of Employees or the Employer maintains that any of their rights or privileges have been impaired in violation of this Agreement; and,
- C. Any matter involving the application or enforcement of the terms of this Agreement.

Section 2. Procedure. Grievances shall be processed in the following manner:

Step One. The Employee, the Union committee and/or the Union Representative shall take the grievance up orally with the Captain within ten (10) business days of their knowledge of the occurrence of the event causing the grievance, which shall not be more than fourteen (14) business days after the event. The Captain shall attempt to make a mutually satisfactory adjustment, and, in any event, shall be required to give an answer within ten (10) business days.

Step Two. The grievance shall be considered settled in Step One unless, within five (5) business days after the Captain's answer is due, the grievance is reduced to writing and presented to the Chief. The Chief shall respond to the grievance in writing within five (5) business days.

Step Three. The grievance shall be considered settled in Step Two unless, within five (5) business days from the date of the Chief's written answer or last date due, the grievance is presented in writing to the City Administrator and the Police Commission. The Police Commission shall respond in matters involving discipline and the City Administrator in all other matters in writing to the Union Representative within five (5) business days.

Step Four. If an Employee grievance is not settled at the third step or if any grievance

filed by the Employer cannot be satisfactorily resolved by conference with the appropriate representatives of the Employees, either party may take the matter to arbitration as hereinafter provided.

Section 3. Arbitration. The grievance shall be considered settled in Step Three above, or if an Employer grievance in Step Four above, unless within ten (10) business days after the last response is received, or due, the dissatisfied party (either party) shall request in writing to the other that the dispute be submitted to arbitration. A panel of five (5) arbitrators shall be jointly requested from which the parties shall each strike two (2) names to arrive at the selection of a Wisconsin Employment Relations Commission arbitrator to hear grievance arbitrations. Each party shall bear its own cost of arbitration and the cost of the arbitrator, if any, shall be shared equally by the parties. The arbitrator shall have no authority to add to, change, or modify any part of this Agreement.

With the exception of matters covered in Article XVI, Section 4, the arbitrator, in conformity with their jurisdiction, shall be final and binding upon both parties, but shall not constitute a binding precedent in connection with future negotiations.

Section 4. Discipline, Discharge and Suspension. No regular Employee shall be disciplined, discharged, or suspended except for just cause. Written notice of the suspension, discipline, or discharge and the reason or reasons for the action shall be given to the Employee with a copy to the Union Steward or Representative within twenty-four (24) hours, if reasonably possible. A grievance that may result from such action shall be considered waived unless presented in writing within five (5) business days of the receipt of the notice by the Employee. The grievance may be started at Step Two or Step Three.

Section 5. Time. The time limits set forth in the foregoing steps may be extended by mutual agreement in writing.

ARTICLE XVII - Bulletin Board

The Employee representative and Employees are hereby granted permission to post notices, announcements and other legitimate materials on one bulletin board, designated by the Chief for such purposes on the premises. Such materials must be signed by an officer of the bargaining unit. Any other material for posting must be approved by the Chief.

ARTICLE XVIII - Entire Agreement

The foregoing constitutes the entire agreement between the parties and no verbal statement shall supersede any of its provisions.

ARTICLE XIX - Separability

Should any of the provisions of this Agreement be found to be in violation of any law, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XX - Definitions

A. Regular Full-Time Employees shall mean any Employee who regularly works an average of 74.87 hours per pay period.

B. Gender. The use of the masculine gender shall be deemed to include the feminine gender wherever applicable.

ARTICLE XXI - Union Activity

Business agents or representatives of the Union having business with the officers or individual members of the Union may confer with such Union officers or members during the course of the work day for a reasonable time with permission and it is understood that the Employees involved will respond to any emergency situation.

ARTICLE XXII - Dues Deduction

- A. The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form supplied by the WPPA/LEER affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.
- B. It shall be WPPA/LEER's responsibility to obtain dues authorization forms from new employees and provide them to employer. Dues deductions will commence on the first pay period after receipt of the dues deduction form.
- C. The employer shall notify the WPPA of all new hires of the bargaining unit within 10 days of their start date.
- D. The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the 15th of each month.

- E. Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association.
- F. No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with either the WPPA or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.
- G. It is expressly understood and agreed that WPPA/LEER will refund to the employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the employer harmless against any and all claims, demands, suits, order, judgments or any other forms of liability against Employer which may arise out of employer's compliance with this Article.

ARTICLE XXIII - Continuing Education

The Employer agrees that it will reimburse Employees in the unit for the actual cost of tuition and/or registration fees incurred by the Employee for the taking of certain school courses which have been previously approved, in writing, by the Mayor and Chief. The courses in question must be specifically designated for the advancement of the Employee in his/her job classification. Text books, supplies, materials and all other costs of said courses will not be reimbursed by the City. Payment will not be due pursuant to this paragraph until the Employee has provided written proof, from the schools, that the Employee has satisfactorily completed the course of study. It is agreed and understood that attendance at courses, as well as study for courses, will be solely on the Employee's off-duty time and there will be no pay to the Employee while attending or studying for said courses.

Fifty percent (50%) of all tuition reimbursement shall be repaid if an employee remains on the department for less than five (5) years after completion of a non-required course.

ARTICLE XXIV - Termination Clause

This Agreement shall be effective as of the first (1st) day of January, 2025, and shall remain in full force and effect until the thirty-first (31st) day of December, 2027. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing on or before 180 days prior to the contract expiration date that it desires to amend or modify this Agreement. This Agreement shall remain in full force and be effective during the period of negotiations, except that in the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

ARTICLE XXV - No Strike Clause

A. Strike Prohibited: Neither the Union nor any of its officers, agents, or City employees will instigate, promote, encourage, sponsor, engage in or condone any strike, slowdown, concerted work stoppage, sympathy strike, or any other intentional interruption of work.

B. Penalties: Any or all of the employees who violated any of the provisions of this section may be discharged or disciplined by the City. In any arbitration proceeding involving breach of this position, the sole question for the arbitrator to determine is whether the employee engaged in the prohibited activity.

IN WITNESS WHEREOF, the parties have executed this Agreement on the _____ day of _____, 2024.

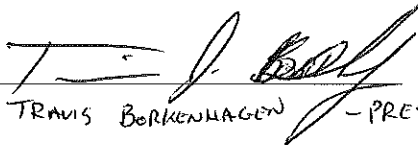
EMPLOYER:

UNION:

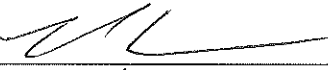
CITY OF RIPON

RIPON PROFESSIONAL POLICE ASSOC.

By: _____

By: 
TRAVIS BORKENHAGEN - PRESIDENT

By: _____

By: 
Bradley Kurczek - Vice President

By: _____

By: _____
Luke Wagner WPPA Business Agent

RPPA WAGE SCALE (2025-2027)

Effective January 1, 2025

Officers

	Start	6 month	1 year	2 years	3 years	5 years	7 years	10 years
Hourly	\$29.98	\$30.88	\$31.81	\$33.00	\$34.24	\$35.78	\$37.75	\$38.88

Sergeants

Under 10 Years

Over 10 Years

Hourly	\$39.88	(\$1.00 over 10 yr rate)	\$40.38	(\$1.50 over 10 yr rate)
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Effective January 1, 2026

Officers

	Start	6 month	1 year	2 years	3 years	5 years	7 years	10 years
Hourly	\$31.18	\$32.11	\$33.09	\$34.32	\$35.61	\$37.21	\$39.26	\$40.43

Sergeants

Under 10 Years

Over 10 Years

Hourly	\$41.43	(\$1.00 over 10 yr rate)	\$41.93	(\$1.50 over 10 yr rate)
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Effective January 1, 2027

Officers

	Start	6 month	1 year	2 years	3 years	5 years	7 years	10 years
Hourly	\$32.43	\$33.40	\$34.41	\$35.69	\$37.03	\$38.70	\$40.83	\$42.05

Sergeants

Under 10 Years

Over 10 Years

Hourly	\$43.05	(\$1.00 over 10 yr rate)	\$43.55	(\$1.50 over 10 yr rate)
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RPPA RESIDENCY WAGE SCALE(2025-2027)

*Effective January 1, 2025, all RPPA members who establish and maintain residency within the City of Ripon limits shall be eligible for a 2% wage increase.

*To qualify, employee must provide proof of residency within the City of Ripon limits.

*The Residency Wage Scale shall apply starting the first pay period after residency has been established and verified by the City.

*If the employee relocates outside the City of Ripon limits, the Residency Wage Scale will be removed effective the first pay period following the address change.

*Employees are required to notify the City of any address changes within seven (7) days of moving.

Effective January 1, 2025

Officers

	Start	6 month	1 year	2 years	3 years	5 years	7 years	10 years
Hourly	\$30.58	\$31.50	\$32.45	\$33.66	\$34.92	\$36.49	\$38.51	\$39.65

Sergeants

Under 10 Years

Over 10 Years

Hourly	\$40.65	(\$1.00 over 10 yr rate)	\$41.15	(\$1.50 over 10 yr rate)
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Effective January 1, 2026

Officers

	Start	6 month	1 year	2 years	3 years	5 years	7 years	10 years
Hourly	\$31.81	\$32.75	\$33.75	\$35.01	\$36.32	\$37.95	\$40.05	\$41.24

Sergeants

Under 10 Years

Over 10 Years

Hourly	\$42.24	(\$1.00 over 10 yr rate)	\$42.74	(\$1.50 over 10 yr rate)
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Effective January 1, 2026

Officers

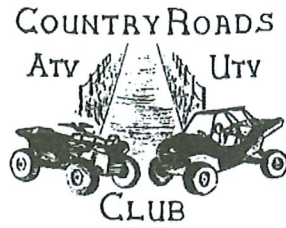
	Start	6 month	1 year	2 years	3 years	5 years	7 years	10 years
Hourly	\$33.08	\$34.07	\$35.10	\$36.41	\$37.77	\$39.47	\$41.65	\$42.89

Sergeants

Under 10 Years

Over 10 Years

Hourly	\$43.89	(\$1.00 over 10 yr rate)	\$44.39	(\$1.50 over 10 yr rate)
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Sept 16th, 2024

Subject: ATV/UTV Hours of Operation

To: Administrator Adam Sontag

On behalf of the Residents of the City of Ripon Wisconsin, Country Roads ATV/UTV Club inc. is requesting consideration of a change to:

Title 13- Vehicles and Traffic

Chapter 13.35.20-E-16 –

From: Hours of Operation are from 7:00 AM to 9:00 PM.

To: Hours of Operation are from 4:30 AM to 11:59 PM.

Thank you for your consideration of this request.

A handwritten signature in black ink, appearing to read "S. Hopp".

Steven Hopp

President

Country Roads ATV/UTV Club inc.