



CITY OF LACROSSE POLICE OFFICER -FRINGE BENEFITS SUMMARY

JANUARY 1, 2017 SALARY RATES for Certified/Certifiable Officers:

Step	A	B	C	D	E	F	G	H
Class	4th	3rd	2nd	1st	1st	1st	1st	1st
Years	0	1	2	3	10	15	20	27
Base Rate	24.26	24.77	25.31	29.14	30.01	30.89	31.76	32.64

New hires begin at Step A, 4th Class.

Pay Step Advancement: All employees are entitled to pay step advances on the anniversary of their appointment to the department, after one, two, three, ten, fifteen, twenty, and twenty-seven years of service

Work Schedule: Patrol Officers generally work a 12 hour schedule (2/2-3/2-2/3 cycle) with a total of 2080 hours worked per year.

Shift Differentials range from \$17 to \$66 per month depending on shift placement and work schedule.

EDUCATION INCENTIVE: An educational incentive payment of fifty dollars (\$50.00) per month shall be paid for those officers who possess/attain a Bachelor's Degree in law enforcement/police science or related field. Employees shall be eligible for tuition reimbursement for college level courses related to their occupation as approved by the Chief of Police and the Director of Human Resources and in accordance with the City's Tuition Reimbursement Policy.

VACATION SCHEDULE: Employees shall receive one (1) week of paid vacation after one (1) year of continuous service; two (2) weeks after two (2) years of continuous service; three (3) weeks after six (6) years of continuous service; and four (4) weeks after fourteen (14) years of continuous service; five (5) weeks after twenty (20) years of continuous service; twenty-six (26) days after twenty-six (26) years of continuous service; twenty-seven (27) days after twenty-seven (27) years of continuous service; twenty-eight (28) days after twenty-eight (28) years of continuous service; twenty-nine (29) days after

twenty-nine (29) years of continuous service; and thirty (30) days after thirty (30) years of continuous service.

HOLIDAYS: Holiday pay shall be allowed for the following holidays: New Year's Day, Martin Luther King Day, Spring Holiday (Friday before Easter), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve. Those employees scheduled to work on any of the above named holidays shall receive time and one-half for all hours worked on the holiday plus 7.5 hours additional holiday pay in cash, at straight time rates. Those employees scheduled to be off either on an assigned day of rest or for any other reason on one of the above holidays, shall receive 7.5 hours holiday pay in cash, computed at straight time.

Holiday Compensation Time Bank. All holiday pay as provided above can be credited as compensatory time off in lieu of cash payment; however the compensatory time, when used, shall be with the permission of the Chief of Police or his designee. Such holiday compensatory time, if not used or approved to be used when the last pay period in November is calculated, shall be paid in cash the first pay period in December.

SICK LEAVE: All employees shall accumulate one (1) day of sick leave which shall be credited to them for each month of employment commencing with the first month of employment. The sick leave credits shall be cumulative to a maximum of 120 days. Probationary employees shall be authorized sick leave after six (6) months of service. Employees may use sick leave for personal business, family care, or catastrophic leave subject to contract provisions.

MEDICAL BENEFIT: The City offers a comprehensive medical benefit plan, for which employees may elect to participate in one of two networks.

DENTAL INSURANCE: A voluntary dental plan, completely funded by the employee.

VISION INSURANCE: A voluntary vision plan, completely funded by the employee.

PENSION: Contributions to the Wisconsin Retirement System (WRS) begin as of date of hire. Employer contributions are paid for by the employer. Employees are required to pay 50% of the General employee's total WRS rate. Additional information regarding the Wisconsin Retirement System is available at: <http://etf.wi.gov/index.htm>.

Through the Wisconsin Retirement System the City of La Crosse also offers:

LIFE INSURANCE

During an employee's open enrollment period they can elect to participate in three types of life insurance benefits as follows: BASIC: Covers the employee for 1 times their annual salary ADDITIONAL: Employees can elect coverage for up to 3 times their annual salary.

SUPPLEMENTAL: Employees can elect coverage for 1 times their annual salary.
SPOUSE/DEPENDENT: Employees can elect coverage from two different levels.
Unit 1: Spouse covered for \$10,000/Dependents for \$5,000,
Unit 2: spouse covered for \$20,000/Dependents for \$10,000.

INCOME CONTINUATION INSURANCE

Benefits Payable -Up to 75% of gross salary to a maximum of \$4,000 per month. For physical or mental disabilities. First of the month following the benefit month

- For length of disability (benefits normally cease at age 65)
- After exhaustion of the selected elimination period after date disability begins

Coverage

- May be continued during authorized leave of absence and layoffs
- May include rehabilitative training
- Noncancelable except by employee or if the WRS employer withdraws from the plan

Premium

- Based upon earnings and selected elimination period
- Up to 100% paid by the employer

457 DEFERRED COMPENSATION PLAN:

This is an employer sponsored retirement savings vehicle that allows employees to accumulate assets to use after they leave employment with the City of La Crosse. There are a variety of investment options available. Assets invested in this account are not subject to state or federal taxes at the time they are invested. This plan is administered by ICMA Retirement Corporation. You may visit ICMA's website at ICMARC.org for additional information.

CAFETERIA PLAN (IRS SECTION #125 PLAN):

The City sponsors an employee benefit program known as a Cafeteria Plan. It is called a Cafeteria Plan because you can choose from a selection of different insurance and fringe benefit programs according to your needs. The City gives you this opportunity to use a salary conversion arrangement through which you can use pre-tax dollars to pay for your benefits instead of paying for the benefits through after-tax payroll deductions. By paying for the benefits with pre-tax dollars, you save money by not having to pay social security and income taxes on your salary reduction. However, you still have the option of paying for your benefits with after-tax dollars.

The Plan can offer one or more of the following four types of benefits.

1. Other Insurance Account -Used to pay for independently owned insurance
2. Insurance Premium Account - Used to pay for your Medical and Dental Benefit Plan Premiums
3. Medical Reimbursement Account - Used to pay for non-covered medical and dental expenses
4. Dependent Care Reimbursement Account - Used to pay for child care expenses