



CITY OF LACROSSE POLICE OFFICER FRINGE BENEFITS SUMMARY

JANUARY 5, 2024 SALARY RATES for Certified/Certifiable Officers:

Step	A	B	C	D	E	F	G	H	I
Class	4th	3rd	2nd	1st	1st	1st	1st	1st	1st
Years	0	1	1.5	3	7	10	15	20	25
Base Rate	30.74	31.39	32.06	36.94	38.05	39.16	40.26	41.37	42.48

New hires with less than 1 year of full time sworn work experience begin at Step A, 4th Class. Those with over 1 year of full time sworn work experience may be eligible to begin at Step B, C, or D.

Pay Step Advancement: All employees are entitled to pay step advances on the anniversary of their appointment to the department, after one, one and one half, three, seven, ten, fifteen, twenty, and twenty-five 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 (13) 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.

*Employees hired under the lateral transfer provision shall receive “continuous years of service” credit for all previous full-time police service/experience.

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 8 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 8 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.

DENTAL INSURANCE: Employees may choose from two different plans.

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 WRS is available at: www.etf.wi.gov.

Through the WRS, the City of La Crosse also offers:

LIFE INSURANCE: During an employee's open enrollment period they can elect to participate in life insurance benefits as follows:

BASIC: Covers the employee for 1 times their annual salary

ADDITIONAL: Covers the employee for up to 3 times their annual salary.

SUPPLEMENTAL: Covers the employee 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. Payments begin the 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: The 457 deferred compensation program is a voluntary benefit available to employees that provides another way to save for retirement. Federal and State taxes are deferred until assets are withdrawn (anytime upon separation from service), usually during retirement when you may be in a lower tax bracket. Participation is through payroll deduction so your taxes are reduced each pay period. A participant can change their election at any time. There are no minimum contribution levels; deferral limit (max) in 2024 is \$23,000 or \$30,500 if over age 50. An eligible employee may enroll at any time.

ROTH IRA: Employees may elect for payroll deductions to be placed in a Roth IRA. May enroll at any time.

CAFETERIA PLAN (IRS SECTION #125 PLAN): This is a flexible spending account in which you can defer money from your paycheck pre-tax to a dependent care or medical account. You are then allowed to submit applicable expenses to the plan for reimbursement or use a pre-paid Debit card to pay for eligible expenses. If enroll by applicable deadline, a new employee's plan year would begin the first of the month following 60 days of employment. Open enrollment to enroll in the next plan year held every fall.