

**Memorandum of Understanding
Between
The City of Madison
And
The Madison Professional Police Officers Association**

CITY OF MADISON
HUMAN RESOURCES
2013 NOV 11 AM 8:08

Personnel and Training team experimental work schedules.

This memorandum addresses the work schedules of bargaining unit members assigned to the Personnel and Training Team. Hours of work and duty assignments are covered in Article IX of the current labor agreement between the parties.

Members assigned to the Personnel and Training team shall be assigned to a shift that is 10 hours in duration. The hours of work shall be determined by mutual consent between the member and management but will generally be 7AM-5PM. Hours of work may be changed pursuant to Article IX C and D of the current labor agreement. Members shall earn overtime for work beyond their regular work shift and shall earn double time for work beyond 12 hrs. Members assigned to this unit will continue to earn briefing time pursuant to Article VIII J. Members may opt in or out of this experimental schedule by giving notice to the employer prior to the beginning of the first payroll period of the following month.

Under the terms of this agreement, members assigned to the Training team would have the option of continuing to work under the 5 on, 2 off, schedule, with every third Friday or Monday off or working the experimental schedule outlined in this agreement.

Members assigned to the Personnel and Training team shall work a rotating schedule of 4on/2off, 4on/4off, 4on/2 off, 3on/5off. Members shall work the rotation in two staggered groups consisting of three officers each, to provide more uniform staffing coverage. Members shall choose their rotation based on classification seniority. The Sergeant(s) in the unit may select the rotation of their choosing.


While both parties agree to participate in this agreement in good faith, both parties reserve the right to terminate this agreement at all times without further negotiations and revert to the standing terms outlined in the current labor agreement between the two parties.

Members of the Personnel and Training team will be required to use 10 hours of leave time for each work day scheduled off. Members will continue to earn holiday pay based on the provisions of Article VIII D. Members will earn 8 hours of holiday compensation in pay or compensatory time for each holiday that falls on a regular day off. If a member is ordered not to work on a holiday, the member shall receive 10 hours of pay. Management may not change a member's normal work rotation to avoid paying 10 hours pay if a holiday occurs on a Monday that would otherwise normally be a work day.

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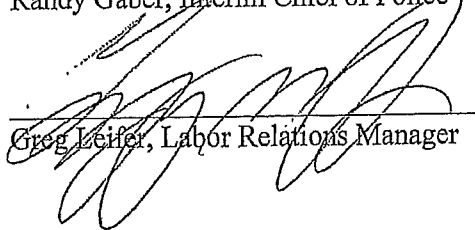
Any hours worked at the direction of the employer in excess of the member's regular work schedule or hours of work shall be compensated at current overtime rates outlined in the current labor agreement. At no time shall this agreement limit the ability of the member to voluntarily change their work day or hours of work as needed.

For the City:



Randy Gaber, Interim Chief of Police

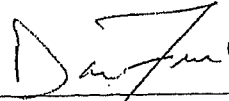
10-29-13
Date



Greg Leifer, Labor Relations Manager

11-11-2013
Date

For the Association:



Dan Frei, MPPOA President

10/29/13
Date



Dave McClurg, MPPOA Vice-President

11/4/13
Date

Memorandum of Understanding
Between
The City of Madison
And
The Madison Professional Police Officers Association

This memorandum of understanding applies to patrol beat assignment vacancies occurring mid-year (outside of the annual shift pick process).

Movement of Patrol Personnel Between Shifts

Management reserves the right to move patrol assigned personnel between patrol shifts during the calendar year as staffing needs require. When this movement occurs, it will be limited to patrol assigned personnel and will be filled by classification seniority from those expressing an interest in the open position(s) from the shift designated to reduce positions. In the event that no officer expresses an interest in changing shifts, then the least senior officer assigned to the shift designated to reduce positions will be re-assigned to the shift designated to add positions.

Permanent Beat Assignments

In the event that a permanent beat assignment becomes vacant during the calendar year due to promotion, separation or other permanent absence, management will utilize the following process to fill the position (unless the vacancy occurs after November 1):

- The permanent beat opening will be announced to patrol personnel. Those applying for mid-year open assignments must be available in the prescribed time periods for contact during the selection process or provide management with a written request indicating a selection process ahead of the prescribed time period.
- When permanent beat assignment openings occur, and no movement of personnel between shifts is required, only officers assigned to the shift where the opening occurs are eligible to apply for the opening.
- The opening will be filled by classification seniority from those patrol personnel eligible for the open position.
- If an officer taking part in this process vacates a permanent beat assignment to take another assignment, management is not required to re-open the process to more senior personnel in the process, but will instead offer the newly opened permanent beat assignment as an additional opening to those remaining in the process who have not yet made a selection.
- Officers who elect to move to an open permanent beat assignment may not be able to retain previously selected day off schedules and approved time off requests.
- It is understood by both parties that some permanent beat assignments may go unfilled for brief periods of time.

- In the event that no officer expresses an interest in a permanent beat assignment vacancy, the vacancy will be assigned to the least senior general relief officer on the shift where the vacancy occurs. If there are no general relief officers assigned on the shift where the vacancy occurs, then the least senior officer assigned to a relief beat will be assigned to the vacancy.

Community Policing Team Assignments

In the event that a community policing team assignment becomes vacant during the calendar year due to promotion, separation or other permanent absence, management will utilize the following process to fill the position (unless the vacancy occurs after November 1):

- The opening will be announced to patrol/community policing team assigned personnel. Those applying for mid-year open assignments must be available in the prescribed time periods for contact during the selection process or provide management with a written request indicating a selection process ahead of the prescribed time period.
- Mid-year community policing team assignment openings are open only to patrol/community policing team assigned personnel
- The opening will be filled by classification seniority from those patrol/community policing team personnel eligible for the open position.
- If an officer taking part in this process vacates a permanent beat assignment or a relief beat assignment; that assignment will be filled using the process outlined in this memorandum of understanding.
- Officers who elect to move to a community policing team assignment may not be able to retain previously selected day off schedules and approved time off requests.
- It is understood by both parties that some community policing team assignments may go unfilled for brief periods of time.
- In the event that no officer expresses an interest in an open community policing team assignment vacancy, the vacancy will be assigned to the least senior non-probationary officer assigned to patrol.

Relief Beat Assignments

In the event that a relief beat assignment (single relief or double relief) becomes vacant during the calendar year due to promotion, separation or other permanent absence, management will utilize the following process to fill the position (unless the vacancy occurs after November 1):

- The relief beat opening will be announced to patrol personnel. Those applying for mid-year open permanent beat assignments must be available in the prescribed time periods for contact during the selection process or provide

management with a written request indicating a selection process ahead of the prescribed time period.

- When relief beat assignment openings occur, and no movement of personnel between shifts is required, only officers assigned to general district relief assignments on the shift where the opening occurs are eligible to apply for the opening.
- The relief beat opening will be filled by classification seniority from those patrol personnel eligible for the open position.
- Officers who elect to move to an open relief beat assignment may not be able to retain previously selected day off schedules and approved time off requests.
- It is understood by both parties that some relief beat assignments may go unfilled for brief periods of time.
- In the event that no officer expresses an interest in a relief beat assignment vacancy, the vacancy will be assigned to the least senior general relief officer on the shift where the vacancy occurs. If there are no general relief officers assigned on the shift where the vacancy occurs, then the open relief beat assignment can remain vacant. Management retains the right to move personnel between districts – based on reverse seniority on the shift – if staffing requires.

Management reserves the right to move personnel from non-patrol assignments to patrol assignments mid-year as staffing needs require.

M. Q. Oat
For the City

8/14/08
Date

Robert Wray
For MPD

8/4/08
Date

D. J. [Signature]
For the MPPOA

7/30/08
Date

Memorandum of Understanding
between
The City of Madison
and
The Madison Professional Police Officer's Association

7/21/2006

Regarding: Granting of Compensatory Leave (COA), full shift.

Members of the Madison Professional Police Officer's Association are granted the ability to take Compensatory Leave at a time mutually agreeable to the Member and Madison Police Department Management. This document will outline the process to grant this type of leave, commonly known as COA, for members of this bargaining unit with the exception of COA requested under the MOU describing the Vacation selection process.

Any member with a COA balance of 8 hours or over may request a COA day at any time during the calendar year. These requests will be evaluated in one of two ways. If the request is made 30 days or more prior to the requested day off, then all requests will be evaluated 30 days prior to the requested date. The member that has used the least amount of COA in that calendar year shall be granted the day off if available. If more than one opportunity to use a COA day exists, then the requests will be evaluated based on which members have used the least amount of COA that calendar year in descending order.

If the request for a COA day is made within 30 days of the requested date then the requests will be granted on a, "first come, first served", basis if time off is available.

This agreement will expire on 12/31/2007 or by mutual agreement of both parties.

W. W. Whay 7/24/06 For the Madison Police Department
date

M. D. Oertl 7/25/06 For the City of Madison
date

Sam O'P 7/25/06 For the M.P.P.O.A.
date

[Signature] 7/25/06 For the W.P.P.A.
date

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MADISON
AND
THE MADISON PROFESSIONAL POLICE
OFFICER ASSOCIATION (MPPOA)

BACKGROUND: On occasion, there may be situations where fellow employees are ill and do not have adequate sick leave to cover their absence. To assist fellow employees in their time of need, the City joins this bargaining unit in proposing that employees be allowed to donate earned vacation or compensatory time to a designated Union/Association member or to a general membership pool under the following conditions:

1. Members of the Union/Association may, on a strictly voluntary basis, be permitted to donate earned vacation or compensatory time to either a general membership pool or to a designated Union/Association member who has exhausted all of his/her accrued time-off, including sick leave, due to a situation falling within the parameters of contractual use of sick leave.
2. Donations shall be limited to a minimum of four (4) hours and a maximum not to exceed five (5) work days per calendar year per donating member.
3. The amount of leave-time available for distribution through this program will be based on the dollar amount of the time donated.
4. When on said leave, employees will continue to be eligible for and earn all paid leave entitlements consistent with being on paid sick leave.
5. Disputes arising from the administration of this program are not subject to the grievance procedure of this Union/Association.
6. The Union/Association is responsible for selecting members to form a board that will determine whether or not an employee would qualify for this type of assistance, and would be responsible for notifying the central payroll about transferring amounts into the designated employee's or general membership's pool donated leave time account.
7. Donations, once given, are not refunded but remain in the general membership pool.

8. Employees will not be permitted to draw wage insurance benefits for the same time period covered by this program. Individual employees will always retain the right to refuse benefits under this program without penalty. Hourly and seasonal employees are not eligible for this program.
9. Each Union/Association will decide any other rules or policies that may apply to their specific need, as long as they do not replace or change any of the conditions listed above.

Dated this 26th day of September, 2000.

FOR THE CITY:

W. O. Oet
11/1/00

FOR THE ASSOCIATION:

Ernest J. Armagost
President, MPPCA

Memorandum of Understanding Between
The Madison Professional Police Officers Association
And
The City of Madison

CITY OF MADISON
HUMAN RESOURCES
2016 NOV -7 PM 2:39

Detective Sergeant

Compensation:

Detective Sergeants shall be compensated at the contractual Sergeant rate of pay.

Selection process:

Only current Detectives with at minimum of five years in MPD Detective classification may apply to be Detective Sergeants. The selection process will follow the process outlined in Article IX subsection I which is titled Process for filling closed and competitive positions. In the event that no employee applies for the position the Chief has the discretion to waive the five-year requirement.

Selection processes will be specific to the unit in which the vacancy exists. If there are multiple vacancies within one unit, selected personnel will choose their shift based on the order in which they were designated for promotion by the Chief.

In the event that a Detective Sergeant vacancy occurs in a unit with more than one Detective Sergeant, any remaining Detective Sergeant in that unit may select the vacant shift position. Detective Sergeants may not move from unit to unit unless they compete in the appropriate selection process.

Assignment Period:

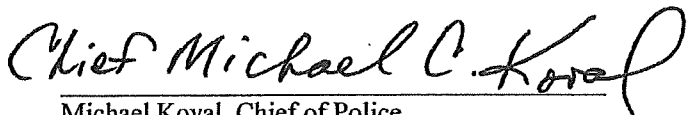
Closed and competitive positions including the Detective Sergeant position will have an assignment period of four (4) years with the Chief's option to extend said assignment for a maximum period of one (1) year or when no other employee with the necessary qualifications applies for the position. In the event no other employee applies for the position the Chief has the discretion to extend the employee in the current position on an annual basis.

Any other limitations on closed position assignment period and eligibility agreed to in the MPPOA labor agreement or by separate MOU will also apply to the Detective Sergeant position.

Seniority:

It is understood by the parties that the "Detective Sergeant" position is not a permanent promoted rank. A Detective who is selected for the position of "Detective Sergeant" maintains their classification seniority for the continuous service requirement for the permanent rank of Detective.

This agreement will expire on 12/31/18.



Michael Koval, Chief of Police

10/28/16

Date



Dan Frei, MPPOA President

11/4/16

Date


Greg Laffer, Labor Relations Manager

11-7-2016

Date