

POLICE DEPARTMENT (KPPA) - 2006 BENEFITS

Holidays	Eleven (11) days per year. <i>*These holidays shall be incorporated into the day off schedule of each employee working the 4-2 and 5-2 work schedule.</i>		
	New Year's Eve	Memorial Day	Thanksgiving Day *
	New Year's Day *	Independence Day *	Christmas Eve
	Friday before Easter	Labor Day*	Christmas Day *
	Easter Sunday *	Martin Luther King Day	
Vacation	During first year	6 working days	
	After 1 year	14 working days	
	After 10 years	21 working days	
	After 20 years	26 working days	
Direct Deposit	Direct deposit of payroll is required for all employees. Employees must designate a checking or savings account (of their choice) for receipt of their pay.		
Tuition Aid	Employees who have completed their probationary period may be reimbursed for 80% of tuition and other school expenses up to \$2000.00 per calendar year for approved courses.		
Deferred Compensation	Employees may elect to defer part of their income into a 457 retirement plan. This deferred income is exempt from State and Federal income taxes until it is withdrawn at retirement or upon termination of employment.		
Section 125 Plan	Employees may elect to defer part of their income on a pre-tax basis into a Section 125 account for reimbursement of dependent day care and/or out-of-pocket medical expenses.		
Shift Premium	\$40 per month / second shift	\$80 per month / third shift	
Clothing Allowance	Full replacement cost paid by the city for uniformed personnel after initial purchase by employee. Up to \$400 for non-uniformed personnel per year for clothing replacement. Employees receive \$44 per month dry cleaning allowance.		
Sick Leave	Unlimited sick leave with full pay for up to one year, subject to review.		
Health Insurance	City offers eligible employees a choice of two health care plans, the Partners Plan (an HMO type plan) with full dental services or the Traditional Plan (an indemnity type plan) without dental services. Full premium paid by the City. New employees are eligible for the Partners Plan the first of the month following sixty (60) days of employment. New employees may switch to the Traditional Plan during the next designated open enrollment period. At retirement, full premium cost paid by the City for employees with 15 years of service retiring from their 53 rd birthday (or at age 55 for employees without 15 years of service) until age 65 or until coverage under another insurance plan or Medicare.		
Pension	Under Social Security, 7.65% of the employee's wages up to the prescribed limits paid by the City to match the employee's contribution. Wisconsin Retirement System is based on the City's contribution of 19.9 % of the employee's gross earnings as provided by the labor agreement.		
Term Life Insurance	Effective the first of the month following six (6) months of employment in the amount of the employee's annual salary rounded to the next highest \$1000.00. Full premium of Basic Plan paid by the City. Additional coverage available for employee and family at a very low cost to new employee.		
Duty Related Death Benefit	If employee is killed in the line of duty, one year's salary is paid to the beneficiary.		
Productivity Incentive Program	Provision for \$125 payment based on regularly scheduled hours worked within a four (4) calendar month period (640 hours for 4-2 schedule and 688 hours for 5-2 schedule; see contract language for explanation).		
Union Representation	Position is represented by the Kenosha Professional Police Association. Union dues are paid according to current agreement or procedure adopted by Union.		