INFORMATION SUMMARY
POSITION: POLICE OFFICER
POLICE DEPARTMENT
CITY OF MARSHFIELD, WISCONSIN

Note: This summary is provided for information purposes only. It does not in any way constitute an employment contract and the City of Marshfield reserves the right to amend the salary/benefits plan at any time subject only to approval by the Common Council and the Wisconsin Professional Police Association. Please note that the City of Marshfield has access to insurance related data. The data is used to analyze the City's group as a whole and does not identify individual users. The City will not misuse insurance related data and will maintain confidentiality.

Application Process: Applicants will be required to successfully complete a written test, physical agility test, pre-employment psychological and physical including a drug test. College transcripts and medical clearance are required to be submitted prior to physical agility test participation.

Union: Wisconsin Professional Police Association

Current Compensation:

Starting	$46,693	2013 wages
After 1st year	$49,175	2013 wages
After 2nd year	$52,914	2013 wages
After 3rd year	$55,428	2013 wages

Residency: Patrol Officers for the City of Marshfield are required to live within a 15 minute radius of the city within sixty (60) days following the completion of a one year probationary period.

Length of Probationary Period: One year

Health Insurance: Security Health Plan with a $500 annual deductible per individual, $1,500 for family.

2013 Premiums

Total monthly premium	$1,889.48 (family)	$815.88 (single)
City's share	$1,606.05 (Family)	$693.50 (Single)
Employee's share	$283.42 (Family)	$122.38 (Single)

Dental Insurance: A Delta Dental Plan in which the employee can go to the dentist of his/her choice. Employee pays 100% of premium.

2013 Premiums

Delta Dental	$145.33 (Family)	$47.68 (Single)

Life Insurance: The City offers a group term life insurance plan offered by the Wisconsin Retirement System (WRS). The plan offers basic coverage based on an employee's annual earnings reported to the WRS, accidental death and dismembership coverage, waiver of premiums during periods of disability, and insurance with further contributions for eligible employees who retire at age 65 or later (active employees pay premiums to age 70). The employee is eligible for such coverage on the first day of the month following the first six months of employment. The City pays for the first $7,500 of life insurance and the employee is entitled to purchase additional insurance at the current rate per $1,000 for each $1,000 earned, to the next closest thousand of the employee's yearly salary. Optional coverage's - at the employee's expense - are available to the employees which provide coverage for spouse and eligible dependents and additional coverage on the employee equal to 100% of the employee's basic coverage.

Longevity:

After 5 Years	$11 per month
10 Years	$22 per month
15 Years	$33 per month
20 Years	$44 per month
25 Years	$55 per month

Holidays: Officers receive ninety-six (96) hours paid holiday time to be placed in a bank on January 1st of each year. Twelve (12) hours of holiday time must be taken as time off, to be scheduled by mutual agreement with the supervisor. Officers may elect to take holiday time off in time periods of four (4) hours or more. Any officer with less time than four (4) hours in the holiday bank will be allowed to take that amount of time off prior to the end of the calendar year. Holiday time that is unused or unscheduled by December 1st, will be paid to the officer on the first payroll date in December of that calendar year. If an Officer is required to work on one of the Holidays, that Officer will receive time and one half their regular hourly rate for each hour worked. Officers who are scheduled off on a Holiday will receive their normal pay for that particular pay period. If an Officer is required to work beyond their normal shift as a continuation of the shift or is called in to work on a holiday when scheduled off, the Officer shall receive double time their regular hourly rate for all overtime hours worked on the holiday. Designated holidays are: New Year's Day, Friday before Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, December 24, Christmas Day, December 31 and one Personal Holiday.

Vacation Leave: All vacations are based on the employee's anniversary date of hire. Employees receive forty (40) hours of paid vacation after one year of service; eighty (80) hours of paid vacation after two years of service; one hundred twenty (120) hours of paid vacation after seven years of service; one hundred sixty (160) hours of paid vacation after fourteen years of service; and two hundred (200) hours of paid vacation after twenty years of service.

Compensation Time:
Officers assigned to work 12 hour shifts will have 36 hours of compensatory time added to their compensatory banks four times each year. This will occur the first day of each calendar quarter, Jan. 1, Apr. 1, July 1, Oct. 1).

Sick Leave: Employee accumulates one-day sick leave per month. Sick leave shall be accumulated to a total of 960 hours. Officers working 12 hour shifts will generate 12 hours sick leave per month. Officers working 8 hour shifts will generate 8 hours sick leave per month.

Retirement: The City participates in the Wisconsin Retirement Fund. Employees pay the employee portion of WRS which for 2013 is 6.65%. Employers pay the employer portion of WRS which for 2013 is 6.65%.

Deferred Compensation: Program available to all employees, with periodic opportunities for employees to schedule appointments with the deferred compensation representative.

PEHP (Post Employment Health Plan): The PEHP Plan is designed to help you defray the costs of health care after separation of service. Only employer contributions fund the PEHP. These contributions, as well as earnings on the account or benefits paid from the plan, are tax-free to you. Access to the benefits to reimburse qualified medical expenses is available to you upon separation of service. At that time, your benefit reimbursement is limited only by the account balance. Upon your death, any remaining balance can still be used by your spouse or qualified dependents. The City will contribute $540 per year into each Officer's account as a health care contribution that is non-pensionable under the Wisconsin Retirement System.

Educational Benefits: Employees hired after December 31, 2010 are eligible for the monthly incentive pay program up to a maximum of 60 credits above their associate degree and shall be paid $.30 per credit, per month upon proof of completion of courses only for those credits that exceed a base of sixty credits. Continuing education (books and tuition) in criminal justice or related field will be paid for by the City for up to 16 credits per Officer per calendar year, if an Officer does not receive reimbursement from state or federal programs or veterans benefits.

Clothing Allowance: The clothing allowance for Officers will be in the sum of $500 per year. The City will furnish new probationary patrol officers their initial uniforms not to exceed $800. In the event the probationary patrol officer fails to complete their probationary period, all uniforms and items purchased with the $800 shall become the property of the City.

Flexible Benefits Plan (Section 125 of IRS code): The City's flexible benefit plan permits an employee to pay a portion of the cost of the City's group health, dental, and life insurance plans with before-tax dollars and allows employees to pay certain uninsured medical expenses and dependent care expenses on a pre-tax basis. Employees are eligible to participate in the plan as of the first date in which they are eligible for coverage under one of the City's group insurance plans, except that for medical reimbursement or dependent care assistance reimbursement, you are eligible beginning in the first plan year after your date of hire.

NOTE: This benefits listing sheet does not in any way constitute an employment contract and the City of Marshfield reserves the right to amend benefits at any time.