

**CITY OF KENOSHA
POLICE DEPARTMENT -KPPA - 2009 BENEFITS**

Salary Range	Salary range is divided into 8 steps. Police Officers will remain at Step A until one (1) year of service is completed. Subsequent steps shall be achieved in the same manner until the maximum of the pay range has been achieved.	
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.	
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
	New Year's Day *	Independence Day *
	Friday before Easter	Labor Day*
	Easter Sunday*	Martin Luther King Day
	Thanksgiving Day *	Christmas Eve
		Christmas Day *
Vacation (Annual Leave)	<u>Based on years of service</u>	<u># of vacation days per year</u>
	During first year	6 working days
	After 1 st year	14 working days
	After 10 years	21 working days
	After 20 years	26 working days
Sick Leave	Unlimited sick leave with full pay for up to one year, subject to review.	
Health Insurance	Employees and their qualifying members are eligible for health and dental coverage as of the first of the month following 60 days of employment. The City of Kenosha currently pays the entire monthly premium for the employee and qualifying family members; individuals are then responsible for any deductibles, co-payments or other out-of-pocket costs incurred from care received.	
	In addition, 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.	
Term Life Insurance	Term life insurance coverage for the employee is provided through the <i>Wisconsin Public Employers Group Life Insurance Program</i> . Coverage amount is based on the employee's annual salary rounded to the next highest \$1000.00. Full premium of <i>Basic Plan</i> paid by the City. Additional coverage is available for employee and family at employee's cost. Coverage becomes effective on the first of the month following six months of employment or sooner if the employee has previous qualifying service.	
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 19.7 % of the employee's gross earnings as provided by the labor agreement.	
Deferred Compensation	Employee may elect to defer part of their earnings into a 457b retirement plan through ICMA-RC, Nationwide Retirement Solutions, or Wisconsin Deferred Compensation. 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.	
AFLAC Insurance Plans	Employees may elect to enroll in various AFLAC personal insurance plans for themselves and qualifying family members, such as: Personal Accident, Cancer Protector, Personal Recovery Plus with \$500 building benefits, and Personal Disability Income Protector. Premiums are paid through payroll deduction on a pre-tax basis.	
Tuition Aid	Employees who have completed their probationary period may be reimbursed for 80% of tuition and other school expenses up to \$2,000.00 per calendar year for satisfactorily completing approved courses through accredited institutions.	
Productivity Bonus Plan	Provision for \$125 payment for working minimum required number of hours within each 4-calendar month period (January-April, May-August, September-December). (640 hours for 4-2 schedule and 688 hours for 5-2 schedule.)	
Duty Related Death Benefit	If employee is killed in the line of duty, one year's salary is paid to the employee's beneficiary.	
Shift Premium	\$40 per month-second shift \$80 per month-third shift	

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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.