

CITY OF PLYMOUTH, WISCONSIN

City Hall, 128 Smith Street

December 13, 2011 Committee of the Whole and Common Council Meetings AGENDAS

6:30 PM Room 302 - Committee of the Whole Meeting:

1. Call to order and roll call:
2. Entertain a motion to go into closed session pursuant to Wis. Stat. 19.85 (1)(f) considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations regarding the Plymouth Adult Community Center – Director Yerges:
3. Entertain a motion to go into open session:
4. Discussion on how to fill the future vacancy of Alderperson Fernsler's seat on the Council – Alderperson Fernsler:
5. Discussion on zoning code change to allow the keeping of chickens and licenses for the keeping of chickens – Alderperson Sedlacek:
6. Adjourn:

8:00 PM Room 302 – Council Meeting:

1. Call to order and roll call:
2. Pledge of Allegiance:
3. Acceptance of minutes of the regular meeting held November 29, 2011:
4. Audience: Citizen comments must be recognized by the Mayor or presiding officer and are limited to three minutes per person from those signed in on the registration sheet at the back of the Council Chambers prior to the start of the meeting:
5. Resolutions:
 - A. A Resolution of the Common Council of the City of Plymouth, Wisconsin Establishing the 2012 Compensation for Non-Union Employees and Benefit Appendix Schedule – (No. 25) (Recommended by the Finance & Personnel Committee Dec. 5th) – Director Yerges:

- B. **A Resolution of the Common Council of the City of Plymouth, Wisconsin Establishing a Wage Adjustment for the Year 2011 for Non-Union Employees Compensation (No. 26) (Recommended by the Finance & Personnel Committee Dec. 5th) – Director Yerges:**
- C. **A Resolution in Opposition to Assembly Bill 182 Regarding Removing Municipal Utility’s Ability to Collect Unpaid Utility Bills Through the Property Tax System (No. 27) – John MacKinnon:**
- 6. **Presentation and update on the Plymouth Adult Community Center – Director Yerges:**
- 7. **Discussion and possible action on staffing at the Plymouth Adult Community Center – Director Yerges:**
- 8. **Approve purchase of two police Ford Interceptor squad cars from Mike Burkart Ford Mercury for a total amount of \$41,190.00 – Chief Tauscheck:**
- 9. **Approve 2012-2013 Election Officials as listed – Clerk Huberty:**
- 10. **Accept resignation of Sandy Hendrickson from the Committee on Aging – Mayor Pohlman:**
- 11. **Approve request from Plymouth High School for the exclusive use of the entire upper portion of City Park on Friday, Saturday, and Sunday, June 1, 2 and 3, 2011 for the graduation rehearsal and ceremony – Clerk Huberty:**
- 12. **Approve change of agent for Pick ‘n Save to Gregory Nonnemacher – Approved by Chief Tauscheck – Clerk Huberty:**
- 13. **Approve 2011-2012 Tavern Operator Licenses for Cruz Miske (Wild Shots), Christina Dahm (West Side), Brittney Hildebrand (West Side) - Approved by Chief Tauscheck – City Clerk:**
- 14. **Approve Treasurer’s Report and authorize payment of October vouchers:**

Checking Acct	Balance as of	Receipts	Disbursements	Balance as of
	10/31/2011			11/30/2011
Gen City	\$22,843.48	\$1,338,403.58	\$1,344,827.68	\$16,419.38
Ply Utilities	\$63.98	\$4,183,853.87	\$4,183,837.99	\$79.86

- 15. **Other Business:**
 - A. **Building Permit Report for November 2011 – 32 permits issued with an estimated total of \$148,462.67.**
 - B. **November reports acknowledged for filing: Clerks, DPW, Fire Department, Library Director, Police Department.**
 - C. **Minutes acknowledged for filing: Library Board – Nov. 7th, Public Works & Utilities Committee – Nov. 29th, Plan Commission – Dec. 1st, Finance & Personnel Committee – Dec. 5th.**

16. Adjourn to 8:00 PM, January 10, 2012:

It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice.

Please note that, upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, contact Patricia Huberty, Clerk, at 128 Smith Street, Plymouth, WI or call 920-893-1271.

**CITY OF PLYMOUTH
RESOLUTION 25 of 2011**

**A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF PLYMOUTH,
WISCONSIN ESTABLISHING THE 2012 COMPENSATION
FOR NON-UNION EMPLOYEES**

WHEREAS, the City of Plymouth, Sheboygan County, Wisconsin, has both union and non-union employees; and

WHEREAS, the said union employee wages and benefits are addressed in a collective bargaining agreement; and

WHEREAS, the Common Council of the City of Plymouth wishes to formally approve and set non-union employee wages and benefits for the calendar year 2012.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Plymouth, Sheboygan County, Wisconsin, that the City of Plymouth non-union employees shall receive the following commencing January 1, 2012 in equal bi-weekly installments:

1) Wages for the following positions (full time equivalency):

<u>Position</u>	<u>Annual</u>	<u>%Increase</u>
Fire Chief	56,275.00	0%
1st Asst Fire Chief	2,500.00	0%
2 nd Asst Fire Chief	2,500.00	0%
Police Chief	73,426.00	0%
Deputy Police Chief	66,775.00	0%
Police Lieutenant	26.11 - 29.29 per hr	0%
Director of Public Works	75,860.00	0%
Street Superintendent	58,519.00	0%
Director of City Services per contract	95,000.00	per contract
Clerk/Treasurer	55,820.00	0%
Deputy Clerk/Treasurer	37,514.00	0%
Deputy Treasurer	34,074.00	0%
Utilities Manager	96,744.00	0%
Wastewater Superintendent	73,611.00	0%
Electrical Superintendent	84,404.00	0%
Cad/IT Administrator	59,238.00	0%
Utilities Finance Manager	68,923.00	0%

2) Wages for the following positions (part time/LTE):

<u>Position</u>	<u>Annual/Hourly</u>	<u>% Increase</u>
Police Dept. Administrative Assistant	18.85	0%
Police Records Person	12.00 - 15.34	0%
Municipal Court Clerk	16.34	0%
Part-time police	12.00 - 16.88	0%
Adult Community Center Assistant I	10.61	0%
DPW Assistant	12.40	0%
Board of Review Member	8.50	0%
Recreation Asst. Dir. Ski Hill/Skating Rink	10.25	0%
Recreation Helper	7.47	0%
Ski Hill (over 18)	7.25 - 7.78	0%
Part time Street	11.00 - 12.46	0%
Youth Center Supervisor	9.53	0%
Park Workers (Summer) I	8.14	0%
Park Workers (Summer) II	9.27	0%
Aquatic Center Director*	6,798.00	0%
Golf Course Manager*	6,901.00	0%
Swim Instructors- W.S.I. Certified	9.68	0%
Head Lifeguard	8.50 - 11.33	0%
Senior Head Guard	12.93	0%
Senior Guard	7.50 - 9.12	0%
Junior Guard	7.25 - 8.70	0%
Concession Supervisor	13.39	0%
Senior Cashier Attendant II	7.25 - 8.65	0%
Cashier Attendant	7.25 - 7.62	0%
Aquatic Center Office Supervisor	7.75 - 9.22	0%
Golf Course Club House Attendant	7.25 - 7.98	0%
Golf Course Grounds Keeper	7.25 - 10.04	0%
Golf Course Utility Youth Worker	7.25 - 7.47	0%
Crossing Guards	26.00 (per day)	0%
Poll Workers/Chief Inspectors	7.75 - 8.25	0%
Assistant Fire Inspector	8.00	0%
Fireman-Appointed Officer	15.00	0%
Fireman- Certified Driver Operator (when operating)	8.50	0%
Fireman- Certified Firefighter II	8.00	0%
Fireman –Certified Firefighter I	7.50	0%
Fireman – Cadets	7.25	0%
Licensed –EMT B	.50	0%
Licensed – EMT I	+1.00	0%

*Aquatic Director and Golf Course Manager \$11.00 per hour between September 15 and May 1 – up to a total of 160 hours.

3) Other:

- A. Full-time employees shall be entitled to the following holidays with no loss of pay:
- | | | |
|----------------------|---|--------------------|
| New Year's Day | Labor Day | Christmas Eve Day |
| Good Friday | Thanksgiving Day | Christmas Day |
| Memorial Day | Day after Thanksgiving | New Year's Eve Day |
| July 4 th | Floating Holiday (employees discretion) | |
- B. Full-time employees shall have additional benefits as outlined in a Benefit Appendix Schedule on file in the Office of the City Clerk and benefit levels may not change without authorization of the Common Council.
- C. All officers and employees entitled to paid vacation here under are required to exhaust earned vacation time during the current calendar year. Vacation time may not be carried forward nor compensation paid for unused vacation except by action of the Common Council.
- D. Police Chief and Deputy: Uniform Allowance, Jury Duty, and Witness Service shall be in accordance with such benefits currently in effect for members of the Plymouth Police Department.
- E. Police Chief, Deputy Chief, Director of Public Works and Fire Chief: Use of a city vehicle to take home, however, subject to following IRS regulations.
- F. Utilities Manager receives an allowance of \$100.00 per month for the use of his private vehicle for city business.
- G. Street Superintendent: Clothing Allowance in accordance with such benefits currently available for members of the Plymouth Street Department.
- H. All ordinances or resolutions in contravention herewith are hereby repealed. This resolution shall be in full force and effect from and after its passage.
- I. No longevity benefit will be paid to any non-union employees except for Police Lieutenant positions.

Introduced and passed the 13th day of December 2011.

APPROVED:

Donald O. Pohlman, Mayor

ATTEST:

Patricia Huberty, Clerk/Treasurer

**CITY OF PLYMOUTH
RESOLUTION 26 of 2011**

**A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF PLYMOUTH,
WISCONSIN ESTABLISHING A WAGE ADJUSTMENT FOR THE YEAR 2011 FOR NON-
UNION EMPLOYEES COMPENSATION**

WHEREAS, the City of Plymouth, Sheboygan County, Wisconsin, has both union and non-union employees; and

WHEREAS, the Common Council previously approved non-union employees compensation and benefit levels for the year 2011 with resolution 26 of 2010; and

WHEREAS, the resolution 26 of 2010 provided the full pension benefit to non-union employees for the year 2011; and

WHEREAS, the Common Council of the City of Plymouth has typically treated non-union and union employees similarly in regard to wages and benefits;

WHEREAS, the said union employee's will begin paying the employee share of the pension contributions in January 2012 ; and

WHEREAS, the 2011 adopted budgets included the full cost of the pension benefit;

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Plymouth, Sheboygan County, Wisconsin, that the City of Plymouth non-union employees shall receive the following one-time compensation for the months of September thru December 2011 as a result of the pension reduction in 2011 and will begin paying the full employee share of the pension contributions as of January 2012;

1) 2011 Wage Adjustment for the following positions:

<u>General Fund Position</u>	<u>One-Time Wage Adjustment Payment</u>
Fire Chief	\$1,129.86
Director of Public Works	\$1,523.07
Street Superintendent	\$1,174.86
Director of City Services	\$1,806.93
Clerk/Treasurer	\$1,120.68
Deputy Clerk/Treasurer	\$ 753.21
Deputy Treasurer	\$ 684.09
Police Dept. Administrative Assistant	\$ 590.40
Police Records Persons (3)	\$ 160.15(SF), \$310.86(JK), \$480.42(TS)
Municipal Court Clerk	\$ 341.18
Adult Community Center Assistant I	\$ 398.15
DPW Assistant	\$ 459.13
Library Director	\$1,187.37
Youth Services Librarian	\$ 762.12
Reference Librarian	\$ 841.50

Total =\$13,723.98

Enterprise Funds Positions

Utilities Manager
Wastewater Superintendent
Electrical Superintendent
Cad/IT Administrator
Utilities Finance Manager

One-Time Wage Adjustment Payment

\$1,917.20
\$1,449.91
\$1,670.82
\$1,180.97
\$1,364.30

Total = \$7,583.20

Introduced and passed the ____ day of _____.

APPROVED:

Donald O. Pohlman, Mayor

ATTEST:

Patricia Huberty, Clerk/Treasurer



Wisconsin's Heartland . . . On the Grow

RESOLUTION NO. 27 OF 2011

A RESOLUTION IN OPPOSITION TO ASSEMBLY BILL 182

WHEREAS, the City of Plymouth owns and operates a municipal electric utility and a water utility along with its wastewater utility known as Plymouth Utilities; and

WHEREAS, the City of Plymouth has been serving its citizens with electric power and water supply since 1901; and

WHEREAS, under the functions of municipally-owned electric and water utilities, the City of Plymouth has consistently provided low-cost, reliable electricity and safe drinking water to our residents, businesses and industries on a not-for-profit basis; and

WHEREAS, Wisconsin Assembly Bill 182 would forever prohibit the City of Plymouth from collecting unpaid municipal electric and water bills using the property tax roll; and

WHEREAS, the Plymouth Common Council currently does not place unpaid utility bills on the property tax rolls, instead the Council monthly reviews and approves any "write-offs" on uncollectible accounts; however, in the future, the Council may need to consider exercising this property tax roll option in order to better control the level of "write-offs"; and

WHEREAS, we fully support current statutory authority (under Section 66.0809 of the Wisconsin Statutes) that allows for the placement of unpaid municipal utility bills on the property tax roll as an option in the municipality's "collections toolbox" and believe that the existing authority is reasonable to all parties involved; current law being the result of a 15-year old compromised between the landlords and the municipal utilities;

NOW, THEREFORE, BE IT RESOLVED, by the Common Council of the City of Plymouth that that it opposes Wisconsin Assembly Bill 182 since the bill would forever prohibit the City from being able to collect unpaid utility bills using the property tax roll method; and

BE IT FURTHER RESOLVED, that we ask the Wisconsin Legislature to oppose Assembly Bill 182 and instead support the current statutory authority in this regard; and

BE IT FURTHER RESOLVED, that we pledge to continue working with landlords in our community to improve collection methods and communications with them, with the objective being to continue our ability to offer low-cost municipal utility services to all of our customers; and

BE IT FURTHER RESOLVED that the Clerk-Treasurer will convey copies of this resolution to our State Legislators, Governor Scott Walker, the Municipal Electric Utilities of Wisconsin (MEUW), and such other organizations and public officials as the Clerk-Treasurer may deem appropriate or necessary.

Adopted: December 13, 2011

CITY OF PLYMOUTH

Donald O. Pohlman, Mayor

Patricia Huberty, Clerk-Treasurer

Resolution Requested By: _____
John T. MacKinnon, Utilities Manager

CITY OF PLYMOUTH BENEFIT APPENDIX SCHEDULE

INTRODUCTORY PERIOD

All newly hired, full time employees shall have an introductory period for the first ninety (90) days of their employment. An employee may be terminated at anytime. Continued employment beyond the first ninety (90) days shall be evidence of satisfactory completion of an introductory period and such employee at that time shall be eligible for all accrued benefits.

APPENDIX A

Time off for Funerals

In case of the death of an employee, one-half (1/2) day's paid leave will be granted for time to attend the funeral. Emergency functions will be performed. In the event of the death of a member of an employee's immediate family, up to three (3) days leave of absence with pay, shall be granted to attend the funeral and other related obligations. The city shall pay for only those days the employee has been scheduled to work. Immediate family is defined as husband, wife, children, parents, brothers and sisters of the employee or their spouse. One (1) day with pay shall be allowed to attend the funeral of a brother in-law or sister in-law of the employee's spouse. One (1) day with pay shall be allowed to attend the funeral of a grandparent or grandchild of the employee or their spouse. In the event an employee is called upon to be a pallbearer or to serve in a military funeral, one (1) day of leave shall be allowed, sick leave, vacation or loss of pay, at the discretion of the employee.

APPENDIX B

Leave of Absence

Any employee who wishes to absent himself from his employment for any reason other than sick leave, funeral, jury duty, or any other reason specifically provided for in this Agreement, must make application for a leave of absence from the employer. Whenever possible, all request for leaves shall be made in writing at least fifteen (15) days prior to the start thereof. The employer shall determine whether or not justifiable reason exists for granting a leave of absence. No leave shall be granted for the purpose of seeking other employment. Anyone taking other employment while on a leave of absence shall be deemed to have quit.

During the period of a leave of absence in excess of thirty (30) days, no vacation, holiday, or other benefits provided under this agreement shall accrue to the eligible employee. Further, if an employee wishes to continue health insurance coverage, said coverage may be continued, provided that the full premium is paid in advance by the employee.

APPENDIX C

Military Leave

Leave of absence without pay shall be automatically granted all full time employees who are called or volunteer for military service, upon presentation of proper orders, provided that application for reemployment is made within ninety (90) days of discharge.

APPENDIX D

Sick Leave

(a) **Accrual:** All employees covered by this Agreement shall earn sick leave, which shall accrue at the rate of one (1) day of sick leave for each calendar month of service in which the employee has been compensated. Accumulated leave shall be credited to each employee's "sick leave account" for the length of the employee's continuous service.

(b) Absences: Sick leave credits in any given year shall not be earned for any period of absence without pay or times otherwise not worked or paid for, except that for administrative purposes any approved absence or absences may be disregarded.

(c) Accrual Required Before Use: Sick leave shall not be used until it has been accrued.

(d) Use of Sick Leave: Each permanent employee who has earned sick leave credits, shall be eligible for sick leave for any period of absence from employment which is due to illness, injury, exposure to contagious disease, or attendance upon members of the immediate family (defined as husband, wife, children, parents and brothers and sisters) of the employee or his spouse.

(e) Effect of Termination of Employment: This section applies only to those employees hired, appointed, or elected to their position with the City, prior to January 1, 1983. Previously accumulated sick leave shall not be terminated by absence or approved leave. Accumulated sick leave days in the employee's account (if any) shall be granted as severance pay to the employee under any of the following conditions:

- (1) Upon death (to be paid to employee's estate or designated beneficiary);
- (2) If the employee becomes permanently and totally disabled and has a minimum of five (5) years of service with the employer;
- (3) If the employee retires before age fifty-five (55) years and had a minimum of the (10) years of service with the employer;
- (4) If the employee retires at any time after the age of fifty-five (55) years.

The above said severance pay shall not exceed seventy-two (72) work days in total except the Police Chief and Deputy Chief who will receive 78 days. Whenever a permanent employee is laid off due to lack of work or funds, any unused accumulation sick leave credits shall continue in effect if he is rehired by any City department.

Sick Leave on Holidays: (f) In the event that a holiday falls on a regular work day within the weeks or weeks taken as vacation or sick leave, such holiday shall not be charged as vacation or sick leave.

Payout for New Employees: (g) The employees hired, appointed, or elected for the first time, after January 1, 1983, upon termination (within a minimum of ten (10) year of service), or upon death, all unused accumulated sick leave (to a maximum of fifty (50) days) shall be paid out in cash to the employee or his/her estate or beneficiary.

APPENDIX E

Vacations

All employees with one (1) or more years of length of service, will qualify for, and receive, vacation pay, as provided under the following schedule:

One (1) week (five (5) working days) after one (1) year of continuous service;

Two (2) weeks (ten (10) working days) after (2) years of continuous service;

Three (3) weeks (fifteen (15) working days) after seven (7) years of continuous service;

Four (4) weeks (twenty (20) working days) after twelve (12) years of continuous service;

After fifteen (15) years of continuous service, twenty-one (21) working days;

After sixteen (16) years of continuous service, twenty-two (22) working days;

After twenty (20) years of continuous service, twenty-five (25) working days;

After twenty-five (25) years of continuous service two (2) additional days of vacation or twenty-seven (27) working days;

After thirty (30) years of continuous service, one (1) additional day of vacation or twenty-eight (28) working days.

(a) Continuous Service: Continuous service shall include all time during which an employee has been in a continuing employment status in a regular position. The continuous service of an employee eligible for a vacation shall not be considered interrupted if he:

- (1) Was on an approved leave of absence:
- (2) Was absent on military leave:
- (3) Was absent due to injury or illness:
- (4) Was absent due to Workmen's Compensation injury or illness.

(b) Computing Years of Service: In determining the number of full years of service completed, credit shall be given for all time employed by the City of Plymouth in a regular position. Only the most recent period of continuous service may be counted in determining an employee's length of service.

(c) Partial Vacations: An employee with one (1) year or more length of service on his anniversary date of the year in which vacation is being paid and who has been laid off, or who is or has been in the Armed Forces or who is or has been ill, or is or has been injured or has died, quit, or has retired, during the twelve (12) months period prior to his anniversary date, will qualify for partial vacation pay under the following schedule:

600 to less than 680 hrs	1/12 of normal full vacation pay
680 to less than 760 hrs	2/12 of normal full vacation pay
760 to less than 840 hrs	3/12 of normal full vacation pay
840 to less than 920 hrs	4/12 of normal full vacation pay
920 to less than 1000 hrs	5/12 of normal full vacation pay
1000 to less than 1080 hrs	6/12 of normal full vacation pay
1080 to less than 1160 hrs	7/12 of normal full vacation pay
1160 to less than 1240 hrs	8/12 of normal full vacation pay
1240 to less than 1320 hrs	9/12 of normal full vacation pay
1320 to less than 1400 hrs	10/12 of normal full vacation pay
1400 to less than 1480 hrs	11/12 of normal full vacation pay
1480 or more	12/12 of normal full vacation pay

(d) No employee shall have the right to forego taking time off for the first two (2) weeks of vacation entitlement. An employee may, with the consent of the city, be permitted to forego taking time off for vacation other than for the first two (2) weeks of vacation.

(e) When Vacation May Be Taken: In determining vacation schedules, the department head shall respect the wishes of the eligible employees on a seniority basis, as to the time of taking their vacation insofar as the rules from time to time. Vacation allowances shall be taken during the vacation year, except that employees who are required by their department head to defer all or a part of their vacation for a given vacation period, may be permitted to take it within the first six (6) months of the ensuing vacation year, after which it shall be lost.

- (f) Vacation on Holidays: In the event that a holiday falls on a regular workday within the week or weeks taken as vacation, such holiday shall not be charged as vacation or sick leave. If a holiday falls during an employee's vacation he shall receive an additional day's vacation paid.
- (g) For the purpose of this article, hours of work missed due to a Workmen's Compensation case, shall be considered hours of work for vacation eligibility purposes.
- (h) After an employee has completed three (3) years of service as defined in this article, his years of service shall be computed by subtracting from January 1, of each year, the calendar year of the employee's seniority date.

When the years of service are computed as described above, then the hours of work for vacation shall be based on the period January 1, to December 31 of the previous year.

APPENDIX F

Insurance

- (a) The employer shall provide a health care benefit plan for the full time employees. The city may, from time to time, change the health care benefit provider or the method of providing health care benefits, so long as the level of benefits is equal or better than that currently in effect. The premium for said plan shall be shared by the employee and the City.

A 125 Flexible Benefits Plan is available to City employees for reimbursement of health, dental, and dependent care expenses tax-free. You save federal, state, social security and Medicare taxes on those dollars, thus increasing your take-home pay. Information and packets are available in the Clerk's office.

- (b) Early retirees who receive a retirement annuity or disability compensation shall be entitled to continue coverage under the group hospital and surgical insurance (single or family) plan to the age of reaching Medicare eligibility, provided said employees pay the premium cost of such insurance to the City Clerk's office each month.
- (c) Life insurance coverage in an amount equivalent to the employee's annual income at his regular rate of pay shall be provided each full time employee. The employer shall pay the entire cost of the premium.

APPENDIX G

Workmen's Compensation – Wisconsin Retirement Plan

All employees covered by this Agreement are entitled to Workmen's Compensation coverage. An employee, who is absent due to injury or illness caused during the course of his duties, shall suffer no loss of compensation for a period of one (1) year. The employee shall report the amount of each check to the City Clerk and the City shall issue a pay check to the employee equivalent to the difference between the amount of the Workmen's Compensation check(s) and the employee's regular pay. If such illness or injury continues beyond one (1) year, the employee shall be allowed to supplement the Workmen's Compensation from his unused sick leave credits in order that he/she may receive his/her regular pay. An employee shall continue to accrue all benefits during the first six (6) months off work on Workmen's Compensation, but after the six (6) month period, he shall no longer continue to accrue and accumulate sick leave, vacation, or holidays.

The City agrees to participate in the Wisconsin Retirement Plan and pay the employer's share of the contributions. Employee shall be responsible for the employee's share of the Wisconsin Retirement Plan contributions. For supervisory police positions, the city agrees to pay the employer's share and the employee's share as required by law.