

Proposed updates to 2025 – 2026 Police Union Contract

- 25.1** Life Insurance: The City agrees to continue the life insurance program which existed during 1988, including premium contribution rates, which are ~~20~~**100**% paid by the employer ~~and the remainder paid by the employee~~. Any changes in this program shall be by mutual agreement of the City and Association. ~~Life Insurance under this section is available only after completion of the probationary period.~~
- 25.2** Disability Insurance: The City agrees to pay 100% of short and long-term disability insurance as provided by the City. Any changes in this program shall be by mutual agreement of the City and Association.

CITY OF NEKOOSA EMPLOYEE POLICY AND PROCEDURE

POLICY NO.: 4.11

SUBJECT: VACATION

PURPOSE: To provide guidance on the administration of employee vacation.

POLICY:

Employees qualify for vacation based on their length of service with the City of Nekoosa. A “week” of vacation is defined as five (5) working days.

Full-time Employees begin their employment with one week of vacation with pay (prorated monthly).

Regular Part-Time employees begin their employment with one week of vacation with pay (prorated monthly) pro-rated based on their normally scheduled hours in one normal work week to equal a “week” of vacation.

Employees are then entitled to the following vacation schedule administered by calendar year:

<u>Weeks of Vacation</u>	<u>Beginning Year</u>
1	2
2	3
3	8
4	12
5	18
6	25

Part-Time employees hired after November 12, 2024 shall not be eligible for vacation benefits.

Administration of Vacation

Payments to regular, full-time employees for vacation shall be in an amount equal to the regular, full-time employee’s basic wage. Employees shall receive an additional four hours of pay for each five-day [40 hours] block of vacation taken.

An employee may use vacation benefits by way of submission of a vacation request to the department head or designee.

The time for giving vacations will not be restricted to any particular season of the year. However, the City reserves the right to determine the schedule of vacations consistent with the requirements of the City.

All vacations shall be taken within the year and neither the whole nor any part thereof shall be permitted to accumulate to be taken in a subsequent year, except where the vacation in question has been denied by management.

Premium Summary

Premiums

Line of Business	Company	1/1/2025 to 1/1/2026	1/1/2025 to 1/1/2026
Property	EMC	\$41,822	\$44,202
General Liability	EMC	\$6,154	\$6,357
Linebacker	EMC	\$11,878	\$10,166
Law Enforcement Liability	EMC	\$10,856	\$9,861
Commercial Auto	EMC	\$28,310	\$26,227
Inland Marine	EMC	\$2,119	\$1,872
Crime	EMC	\$ 389	\$467
Workers Compensation	EMC	\$26,669	\$30,021
Commercial Umbrella	EMC	\$6,764	\$6,059
Total Premium		\$134,961	\$135,192
		cybersecurity \$50,000 aggregate	+ \$ 715.00 Total: \$ 135,907

LEAGUE OF WISCONSIN MUNICIPALITIES MUTUAL INSURANCE COMPANY

Premium Recap for City of Nekoosa 1/1/2025-1/1/2026

LWMMI LIABILITY, BUSINESS AUTO & CRIME

\$ 41,565

Auto Physical Damage \$500 Deductible

WORKERS COMPENSATION

\$ 37,020

Property Insurance

\$ 34,301

\$2,500 Property Deductible

\$1,000 Contractors Equipment Deductible

TOTAL ANNUAL PREMIUM

\$112,886

OPTIONS:

No Fault Sewer Backup \$100,000/\$300,000

\$ 4,212 additional

\$5,000 Property Deductible

\$ 1,550 credit

*no additions
2-year rate lock*

*2024 prop change
5,000,000 = \$4,000
policy increase*

*per occurrence
aggregate
routine
maintenance - excess over
homeowners - primary
homeowners
- ACV -*