

ELM GROVE POLICE DEPARTMENT POLICE DISPATCHER/TELECOMMUNICATOR

SUMMARY OF BENEFITS AND SALARY INFORMATION

The provisions of this summary are not intended to, and do not create or constitute, any sort of contract between the Village and its employees, either collectively or singly. Nor may this summary be interpreted, construed or otherwise deemed to give rise to, or provide any basis for, any contract or employment between the Village and any individual in its employ or service. This summary is intended merely to serve as a convenient source of information regarding, in part, the Village's personnel policies, practices, procedures and should not be considered to be the exclusive or complete source of such information. *A newly hired employee shall serve a one (!) year probationary period.*

HOURS OF WORK: The normal work week is four (4) days on duty, followed by two (2) days off duty. The cycle then repeats itself.

WAGES: All regular full-time employees shall be paid the following hourly wages, effective January 1, 2019: Start, \$20.12; after six months, \$20.77; after one year, \$22.97; after two years, \$24.51; after three years, \$25.17. Candidates with prior dispatch experience may be considered for a higher start wage.

VACATIONS: After one year, all regular full-time dispatch employees receive 75 hours of vacation with pay. After three years, 90 hours of vacation with pay. There are ten steps, in the vacation schedule, ending with 180 hours paid vacation after twenty-two years of service.

SICK LEAVE: After the first six (6) months of employment, the Village will grant paid sick leave, to all regular full-time employees, at a rate of 7% hours for each calendar month worked.

HOLIDAY PAY: The following holidays are given for compensation: New Year's Day, Good Friday, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and the day after, Christmas Eve, Christmas Day, and New Year's Eve.

UNIFORMS: The Village supplies uniform apparel for all uniformed personnel.

INSURANCE, RETIREMENT AND OTHER BENEFITS: Your fringe benefits are an important part of your total earnings. A full-time employee's benefits include: Wisconsin Retirement Plan (employee contribution)¹; Medical Insurance (co-pay)^{2 3}; Dental Insurance (copay)³; Life Insurance; disability Insurance; Deferred Compensation; Section 125 plan. As a fulltime employee, you become eligible for most of these benefits at the start of the next calendar month after you have completed 30 days of full-time continuous employment. Any of the benefit programs may from time to time be changed, or eliminated (without limitation) at the village's discretion.

¹ Employee retirement contribution: 6.55% of wages

² Medical: varies: employer pays 80% -- employee pays 20% of monthly costs

(If employee participates in the Village Wellness Program: employer pays 85% --employee pays 15%).

³ Dental: Family, \$48.87; Single, \$16.63.