

Our intention is to have in-person meetings going forward. For the time being, we will hold the City Committee Meetings, Plan Commission, Council and most others at the Community Room at 933 Michigan Avenue. This in-person location will meet the legal requirement for our open meetings.

We will have a virtual option available, but the technology for the hybrid style meeting may not be reliable all of the time.

**CITY OF STEVENS POINT
PERSONNEL COMMITTEE**

December 8, 2025 - 6:10 PM

(or immediately following previously scheduled meeting)

**Community Room
933 Michigan Avenue, Stevens Point, WI**

OR

Zoom Teleconferencing

Meeting ID: 851 4931 4064 | Passcode: 383043

By

Computer: **<https://us02web.zoom.us/j/85149314064?pwd=fO7mXcmCvpc6fwEMWOaLlww7B4gy0k.1>

By Phone: +1-312-626-6799 (US Chicago)

(A quorum of the City Council may attend this meeting)

AGENDA

Discussion and Possible Action on:

1. Roll Call.
2. Amendment to Administrative Policy 2.08 - Compensatory Time and Overtime Pay
3. Ratification to approve 2026-2028 collective bargaining agreement with the Stevens Point Police Officers Organization.
4. Request to approve 2026 base wage agreement between the City of Stevens Point and Teamsters General Union, Local 662 - Utilities.
5. Request to approve 2026 base wage agreement between the City of Stevens Point and Teamsters General Union, Local 662 - Streets / Parks.
6. Adjournment.

Meeting Rider

Any person who has special needs while attending this meeting or needing agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, TDD # 346-1556 or by mail at 1515 Strongs Ave., Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:00p.m.

December 8, 2025

MEMORANDUM

TO: Personnel Committee Members

FROM: Sandy Frasch, HR Manager

RE: Amendment to Administrative Policy 2.08 – Compensatory Time and Overtime Pay

The Department Heads recommend amending Administrative Policy 2.08 – Compensatory Time and Overtime Pay to ensure compliance with the Fair Labor Standards Act (FLSA) and the new IRS One Big Beautiful Bill Act (OBBBA). After reviewing current practices, we propose updates to:

- Align policy language with current law
- Standardize practices across departments
- Reduce manual payroll processing
- Minimize administrative burden and potential interest assessments

Proposed Policy Updates

1. Clearly define “hours worked” under FLSA versus current city practice (see attached FLSA vs. Non-FLSA calculation sheet).
2. Clarify exempt vs. non-exempt employee classifications.
3. Specify proper overtime authorization procedures.
4. Modernize and clarify policy language for compliance.
5. Standardize compensatory time accrual and usage citywide.
6. Simplify WRS reporting practices:
 - Comp time used as paid leave is WRS-reportable when paid.
 - Comp time paid in cash is reportable in the year earned.
 - To avoid late interest, adopt an annual year-end comp time payout.
7. Clarify overtime calculation methods and set standard maximum comp time accruals.
8. Replace outdated terms (“management employees,” etc.) with “exempt employees” for accuracy.

PROPOSED

FLSA Calculations

Comp Time Off	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg	8	8		8	8			32	FLSA
Comp Time Off			8					8	non-FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time								0	non-FLSA
	8	8	8	8	8		0	40	Total Hours No FLSA 0/T

Note: Vacation, sick leave, holiday, and used comp time do not count as time worked for FLSA overtime.

Comp Time Paid/ Overtime	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg (hours Worked)	8	0	8	8	8			32	FLSA
Comp Time Paid/Overtime (1.5)			3				5	8	FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time			8					8	non-FLSA
	8	8	11	8	8		5	40	FLSA

Note: Vacation, sick leave, holiday, and used comp time do not count as time worked for FLSA overtime.

Note: Employee worked 40 hours, 8 sick (not time worked), paid for 48 hours at straight time. 8 non-FLSA 48 Total Hours No FLSA 0/T

Comp Time Paid/ Overtime	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg (hours Worked)	8	8	8	8	8			40	FLSA
Comp Time Paid/Overtime (1.5)			8					8	FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time			0					0	non-FLSA
	8	8	16	8	8		0	48	FLSA

Note: Employee worked 48 hours this includes 8 hours of 1.5 O/T

0 non-FLSA 48 Total Hours 8 FLSA 0/T

CURRENT

City Calculations (not following FLSA hours worked rule)

Comp Time Off	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg	8	8		8	8			32	FLSA
Comp Time Off			8					8	non-FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time								0	non-FLSA
No Change								40	Total Hours No FLSA 0/T

Comp Time Paid/ Overtime	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg (hours Worked)	8		8	8	8			32	FLSA
Comp Time Paid/Overtime (1.5)			3				5	8	FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time			8					8	Hours Worked
Change	8	8	11	8	8		5	40	FLSA
								8	Hours Worked
								48	Total Hours 1.5 0/T

Comp Time Paid/ Overtime	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg (hours Worked)	8	8	8	8	8			40	FLSA
Comp Time Paid/Overtime (1.5)			8					8	FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time			0					0	non-FLSA
No Change	8	8	16	8	8		0	48	FLSA
								0	non-FLSA
								48	Total Hours 8 FLSA 0/T

Use and Earn Comp Time

Comp Time Off	Mo	Tu	We	Th	Fr	Sa	Su	Total Hours Worked	
Reg	8	8		8	12			36	FLSA
Comp Time Off			8					8	non-FLSA
Comp Time Off Banked								0	non-FLSA
Vac, Accured Vac, Holiday, Sick, Kelly Time								0	non-FLSA
Change								44	Total Hours 1.5 0/T banked at 6 hours

DRAFT

**** CITY OF STEVENS POINT ****
ADMINISTRATIVE POLICY

Policy Title: **Fair Labor Standards Act (FLSA) Policy- Compensatory Time and Overtime Pay** Policy No. 2.08

Date of Issuance: December 18, 1989

Revision Date: June 21, 1994, October 10, 1994, January 21, 2008, November 18, 2024

I. PURPOSE

The Fair Labor Standards Act (FLSA) was created in 1938 to establish a minimum wage and a limit to the number of hours that may be worked in a standard workweek without paying overtime. It also provides standards for equal pay, overtime pay, recordkeeping and child labor. The purpose of this policy is to define the Fair Labor Standards Act (FLSA) as it applies to the City of Stevens Point employees.

II. POLICY

It is the policy of the City of Stevens Point to comply fully with the provisions of the Fair Labor Standards Act of 1938, as amended, as well as applicable state laws and Municipality Collective Bargaining Agreements. Improper pay deductions are prohibited. Failure to comply with this policy will result in discipline, up to and including termination.

a. Covered Employees

The Fair Labor Standards Act (FLSA) identifies two types of covered employees: exempt and non-exempt. Whether an employee is considered exempt or non-exempt under the FLSA depends on his or her duties, responsibilities and salary.

1. Designation of exempt or non-exempt status is the responsibility of the Human Resources Department. Positions will be reviewed based on the actual work responsibilities and salary assigned to each position.
2. Employees who are covered by the Wage and Hour provisions of the FLSA and are eligible for overtime after 40 hours worked (except Police and Fire Department non-exempt employees) in a workweek and are considered *non-exempt employees*.
3. Employees exempted by the Wage and Hour provisions of the FLSA must meet certain category criteria as stated in the regulations. These employees are not eligible for overtime and are considered *FLSA-exempt employees* if their work assignments fall into one of the following categories: Executive, Professional, Outside Sales, Computer, or Administrative.

Exempt employees are expected to put in those hours necessary to complete their jobs and are not eligible for overtime.

b. Non-Covered Employees

Non-covered employees include elected officials and their personal staffs, policy-making appointees, legal advisors, legislative employees, bona fide volunteers, independent contractors, prisoners, and certain trainees.

c. Work Period

1. The standard FLSA work period is a fixed period of seven (7) consecutive calendar days. Police and Fire Department employees may have a fixed work period of up to 28 calendar days.
2. The work period defines the time of day and day of the week when the employee's work period begins and ends.
3. An established work period may only be changed if the change is intended to be permanent and not for the purpose of avoiding the accrual of FLSA overtime.

d. Time Worked

1. Time worked includes all time non-exempt employees are required to be on duty at their prescribed workplaces and all time during which they are permitted to work. Note: Vacation, sick leave, holiday, and used comp time do not count as time worked for FLSA overtime.
 - a. Non-exempt employees will be compensated for all time they are required or asked to work which supervisors know or have reason to know they are working.
 - b. Non-exempt employees who work without authorization are subject to disciplinary action, up to and including termination.
 - c. Non-exempt employees are required to report all time worked and are required to accurately reflect this on their timecard or in the City of Stevens Point time system. Failure to correctly record or falsification of actual work time is subject to disciplinary action, up to and including termination.
 - d. Supervisors are not to ignore work that non-exempt employees do on their own time. This is a violation of policy and prohibited by the FLSA.
 - e. The supervisor who signs an employee's timecard or approves his/her time record must have personal knowledge of the hours worked by the employee and must not "adjust the books" or ask an employee to record more or fewer hours than were actually worked.

Such an action is not only a violation of policy, but is also illegal under the FLSA and may subject the employee and or supervisor to disciplinary action, up to and including termination. Any illegal act may also result in legal action.

2. Exempt employees are paid on a salary basis and are not eligible for overtime.

e. Meetings/Training

1. Time spent by non-exempt employees attending meetings, training, and similar activities must be counted as time worked unless all of the following criteria are met:

- The attendance is outside of the non-exempt employees' regular working hours;
 - The attendance is voluntary;
 - The meeting, training, or similar activity is not directly related to the non-exempt employees' positions; and
 - The non-exempt employee performs no work related to his/her position while in attendance.
2. Lunch breaks at training are not considered time worked for non-exempt employees, provided the employee is free to leave and there is no formal instruction during the lunch period.

f. Travel

1. Normal travel, for a non-exempt employee, from home to work and return to home is not considered work time. This is true whether the non-exempt employee has a fixed workplace or works at different locations.
2. Travel to work assignments at sites within reasonable commuting distance of the non-exempt employee's primary work site is considered in the "home to work" category and is not work time. If, however, a non-exempt employee is required to stop by the primary work site for instructions or to pick up materials, the travel from the primary work site to the work assignment will be counted as time worked.
3. Travel between a non-exempt employee's normal work site and another place of assignment, or travel between one assignment and another during the work day, is considered time worked.
4. Travel associated with a one-day assignment at a different location will be considered time worked to the extent that the travel exceeds the time spent in the non-exempt employee's normal travel between home and work.
5. FLSA-exempt employees are not entitled to any FLSA compensation for travel time, either outside of, or in addition to, their normal hours of work.

g. Overtime

1. If overtime occurs (a non-exempt employee works more than 40 hours in a work period) the non-exempt employee is entitled to receive time and one-half compensation or FLSA compensatory time for the amount of overtime worked.
2. Non-exempt employees must receive prior approval from their supervisor to work overtime.
3. Exempt employees are not entitled to overtime compensation or compensatory time for time worked over 40 hours in a work period.

h. Compensatory Time for Non-Exempt Employees

1. Non-Exempt Employees

Each non-exempt employee approved to receive compensatory time may accumulate FLSA overtime credit of not more than 40 hours. Non-exempt employees must be paid for FLSA overtime worked in excess of this limit.

2. Utilization of Compensatory Time

All compensatory time off in lieu of overtime pay must be approved in advance by Department Head. The City of Stevens Point allows for overtime pay in the form of

compensatory time which may accumulate to a maximum of 40 hours. Only time earned at the one and one-half times will be placed in the compensatory time bank. City managers should encourage and/or permit their staff to take their compensatory time as soon after it is earned as possible. The use of compensatory time must be scheduled so as not to disrupt the work in the department.

Example:

A non-exempt employee may accrue up to the 40-hour maximum of compensatory time. For instance, an employee could accumulate 40 hours of compensatory time, use 20 hours, and then accrue an additional 20 hours later, provided the compensatory time balance never exceeds 40 hours at any point. Any FLSA overtime worked once the balance is at 40 hours must be paid rather than added as compensatory time.

3. Payout of Unused Compensatory Time

Compensatory time earned in a non-exempt position for FLSA-eligible overtime must be paid at the employee's current rate of pay upon termination, retirement, transfer to another department, change in FLSA status from non-exempt to exempt, or at the end of the calendar year.

~~Description: This policy defines overtime and compensatory time and explains how it applies to different categories of employees.~~

1. ~~Policy~~

~~City employees may earn overtime pay or compensatory time for working more than your scheduled shift (ie. eight (8) hours per day in 5-day work week, 10 hours per day in 4-day work week) or more than forty (40) hours per week. City employees may not work overtime on a regularly-scheduled basis unless requested to do so by their department head, and with the prior approval of the Mayor.~~

~~There are two kinds of overtime payments. Regular overtime is paid for hours worked over 8 per day in a 5-day work week or 10 hours per day in a 4-day work week and is computed at one and one-half times your normal hourly rate of pay. FLSA Overtime is paid for all hours over 40 worked per week and is computed at one and one-half times your normal hourly rate of pay including an hourly longevity amount, if applicable.~~

2. ~~Union Employees~~

~~Union contracts and the FLSA (Fair Labor Standards Act) provide for compensation for overtime and/or in some contracts, accrual of compensatory time. Compensatory time must be taken at a time mutually agreeable to the employee and supervisor. Please refer to your Labor agreement or Section 1.08 of these Administrative Policies.~~

3. ~~Management Employees~~

~~Department heads and division heads/managers are considered professional or administrative in nature and their responsibilities may require them to work in excess of the normal work schedule without payment of overtime or compensatory time. Effective January 1, 1995, attendance of management employees, or their designees, at regular council, committee or commission meetings that refer directly to the responsibilities of their position will be considered to be part of their normal duties.~~

~~4. Other Non-Represented Employees~~

~~Other non-represented employees will also not be allowed compensatory time.~~

~~5. Part-Time Employees~~

~~Overtime for employees in established part-time positions shall be compensated for hours worked in excess of eight (8) hours per day and forty (40) hours per week at the rate of time and one-half. FLSA does not apply to part-time workers.~~

~~6. Seasonal Employees~~

~~Overtime for seasonal employees is paid only for those hours worked in excess of forty (40) hours per week at the rate of time and one-half. FLSA does not apply to seasonal employees.~~

~~7. Payment of Overtime~~

~~A. All overtime cash payments are to be included in the next pay period.~~

~~B. FLSA provides that compensatory time may be accumulated up to a maximum of 240 hours for general employees, and 480 hours for employees in public safety or seasonal activity.~~

Bargaining for SPPOO Contract

2026-2028

Add Recruit Patrol Officer MOU signed May 22, 2024.

Definition we spoke about regarding **duty time = When an employee is being compensated by the City of Stevens Point for their attendance at work and in the capacity of a Stevens Point Police Officer.**

Article 3 (J) (L) – Hours

J. School Resource Officers. Hours of police officers assigned as School Resource Officers (hereinafter referred to as SRO's) are outlined in of the Stevens Point Police Department ~~Directive~~ **Policy #803.5**, Subject:

L. 5th paragraph, **replace his/hers with their.**

Article 4 (D)(2)(a) and (F) - Overtime

Paragraphs 4 replace his/her with their.

D. 2 An officer shall receive a Call Time Premium whenever requested to return to duty at some time other than the officer's regularly scheduled starting time. **Call-Time Premium pay is only applicable when the employee has fully left the employer's premises** subject to the following:

(F) - ~~Disposition~~: Any overtime carried over from one contract period to another may be paid at the rate at which it was earned.

Article 7 – Vacation

Paragraph 1 and 3, replace his with their.

Article 6 - Wages

2026 3.5%

2027 3%

2028 3%

2% above Officer's normal step-in grade for Detective Officer and School Resource Officer.

Article 7 (A) - Vacations

Employees who have 25 years or more of tenure with the Department as of January 1, 2026 shall continue to receive 247.50 hours of annual vacation until their separation from employment with the Department or any change to this provision which would alter such vacation allotment.

After 1 year- 96 hours
After 3 years- 112 hours
After 5 years- 136 hours
After 8 years- 144 hours
After 10 years- 168 hours
After 13 years- 176 hours
After 15 years- 184 hours
After 20 years- 216 hours
After 25 years- 232 hours
After 30 years- 256 hours

Article 10 G (2) and G (3)- Sick Leave

Paragraph 7 – Replace he/him with their.

G. (2) Employees may shall be required to (either: deposit into their PEHP account or elect to have it paid out on their last paycheck) **Union has yet to make a unanimous choice on these choices.**

G. (3) Employees shall retain the option to participate in the City’s group ~~hospital and surgical insurance~~ health insurance by paying the ~~hospital and surgical insurance~~ health insurance costs (full premium) as may be charged such an employee and dependents by the Company carrying the City’s group hospital and surgical insurance.

Article 12 – Leave of Absence

Paragraph 1 replace he with their.

Article 14 – Health Insurance

Paragraph 6 replace his and he to their.

Article 17 A – Clothing Allowance –

- A. (to include footwear with a value up to \$240)
- B. (to include two pair of footwear ~~with a value up to \$120.00 per pair~~)

Article 18 (2) (a) (d) (P)– Training

Paragraphs 3 and 6 replace he/she with theirs.

- a. Maximum of (12) days per calendar year for officers and a maximum of (20) days per calendar year for officers involved in SWAT, K9 and Negotiator Assignments;
- d. Officers attending training on a day off will be compensated with K-time at a rate of time and one-half for the hours spent in training. Travel time will be accrued at straight K-time.
- p. Except in cases of exigent circumstances, an officer working the night shift shall be released from duty at least eight (8) hours prior to the applicable start time for a **mandatory** scheduled duty event (for example, training or Court time). The applicable start time is: (i) for events within Portage County, the time at which the officer is required to arrive; and (ii) for events outside Portage County, the time at which the officer is required to arrive plus travel time from the Department to the event location.

Article 19 (A) – Field Training Officers

An officer who is trained and assigned as a Field Training Officer (FTO) Supervisor or as a Field Training Officer (FTO) shall receive additional compensation as provided in this Section. An FTO shall be awarded **1 hour of FTO Compensation for each 4 hours** the FTO is assigned and actively engaged in training a Probationary Officer during the FTO process to include non-evaluations days required through the end of Probation for Probation Officers.

Add Field Training Officers MOU signed July 10, 2024 with new compensation terms.

Article 20 (5) – Compensation for Continuing Education

Paragraph 7 – replace his with their.

~~5. (The parties will work on a separate communication that will grandfather 48 what the parties believe is one employee currently in a program. The 22-1 Union will survey its membership to see if any others are in a current 2 program for grandfather consideration).~~

Article 22 (F) - Seniority

Paragraph 2 change his/hers to theirs.

Lateral Transfer Candidate (LTC) is defined as an individual seeking employment with the Department who is certified **or certifiable and** meets the standards for employment for the City of Stevens Point Police Department.

Add Lateral Transfer Candidate MOU signed July 10, 2024 with new language above.

Article 23 – Grievance Procedure

First and last paragraph change his to theirs.

Paragraphs 6, 7 and 8 change he to their/they.

Article 25 – Defense of the Offices by an Attorney

Paragraph 7 – change his to their

Article 29 B (2) and (3) – Testing and Promotions

- C. (2) In the case of a probationary lieutenant or sergeant who was of regular status in the Department prior to the appointment as a **probationary lieutenant or probationary sergeant**, the employee's status will be reduced to the rank held immediately prior to the appointment to **probationary lieutenant or probationary sergeant** without loss of seniority by written request from the employee and with the approval of the Chief of Police.

(3) In the case of a probationary lieutenant or sergeant who was of regular status in the Department prior to the appointment, the employees' status shall be reduced to the rank held immediately prior to the appointment to **probationary lieutenant or probationary sergeant** without loss of seniority, when done by order of the Chief of Police or the City.

Article 32 – Non-discrimination

The City and the Union agree that no employee shall be discriminated against on account of age, race, color, sex, religion, national origin, handicap, veteran, or union status, as provided by applicable federal and state statutes. ~~When words herein are used in the masculine (e.g., he, his, him), they shall include the feminine (e.g., she, her).~~

Article 34 – Residence

All officers of the department may reside at any point within the guidelines of Appendix B. ~~(35-mile radius from the police department within 3 months of successfully completing their probationary period.)~~ Chief of Police holds discretion on extending the distance beyond 35 miles and time requirement associated with residency.

Add "Appendix B" wording to the radius map.

Article 36 (B) – Sergeant and Lead Officer Positions

Last paragraph – change his/her to their.

B. Lead Officer. There shall be four (4) Officers assigned as Lead Officers with a Lead Officer assigned to each patrol shift. Lead Officers report directly to their applicable patrol shift Lieutenant and/or patrol shift Sergeant as needed.

Article 37 – Post Employment Health Plan

The City agrees to establish a Post Employment Health Plan (PEHP) in accordance with applicable sections of the Internal Revenue Service Code with the City paying the administration fees. Officers will contribute ~~forty and no/100th dollars (\$40.00)~~ Zero dollars per month via pre-tax payroll deductions to the PEHP account established for each officer by the City. Officers reserve the right to raise or lower the amount of the officer's contribution upon thirty (30) days written notice from the Union. The City shall raise or lower the amount of the officer's contribution in accordance with the notice.

AGREEMENT
BETWEEN

CITY OF STEVENS POINT, WISCONSIN

AND

TEAMSTERS GENERAL UNION, LOCAL 662,
AFFILIATED WITH THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
(UTILITIES)

January 1, 2026 - December 31, 2026

AGREEMENT

This Agreement made and entered into by and between the City of Stevens Point, Wisconsin, hereinafter referred to as “Employer” and Teamsters General Union, Local 662, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the “Union”.

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for the purposes of engaging in conferences and negotiations establishing wages for all regular full-time employees and regular part-time employees in classifications set forth in Appendix “A” of this Agreement, which is incorporated herein by reference, excluding the Secretary to the Director, supervisors, managerial and executive, confidential, seasonal or casual employees and all other employees of the Departments.

ARTICLE 2 - WAGES

Employees shall be paid the wages set forth in Appendix “A” of this Agreement effective January 1, 2026, to and including December 31, 2026.

ARTICLE 3 - DURATION

This Agreement shall become effective when signed and shall remain in full force and effect through December 31, 2026.

Signed and dated this ____ day of _____ 20 __, effective the first day of January 2026.

City of Stevens Point:

Teamsters General Union, Local 662,
Affiliated with the International
Brotherhood of Teamsters:

Mike Wiza, Mayor

Tom Kanack
Business Agent

Susan Pagel, City Clerk

Mike Federwitz
Union Steward

APPENDIX A

Grade	Title	Starting Wage*	Current Employee(s)
J	Chief Operator - Wastewater	\$37.00	\$42.38
J	Chief Operator - Water	\$37.00	\$42.38
I	GIS System Administrator	\$34.92	\$34.92
H	Construction Foreman	\$32.93	\$37.71 - \$42.03
G	Inspection Technician	\$31.09	\$31.94 - \$38.63
E	Equipment Operator	\$27.95	\$30.32
E	Utility Operator Lead	\$27.95	Vacant
E	Utility Operator	\$27.95	\$28.72 - \$35.68
D	Administrative Support Specialist	\$26.51	\$27.99 – \$31.20

*Step 1 of the pay matrix is the start rate for 2026

AGREEMENT
BETWEEN

CITY OF STEVENS POINT, WISCONSIN

AND

TEAMSTERS GENERAL UNION, LOCAL 662,
AFFILIATED WITH THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
(STREETS/PARKS)

January 1, 2026 - December 31, 2026

AGREEMENT

This Agreement made and entered into by and between the City of Stevens Point, Wisconsin, hereinafter referred to as “Employer” and Teamsters General Union, Local 662, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the “Union”.

ARTICLE 1 - RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for the purposes of engaging in conferences and negotiations establishing wages for all regular full-time employees and regular part-time employees in classifications set forth in Appendix “A” of this Agreement, which is incorporated herein by reference, excluding the Secretary to the Director, supervisors, managerial and executive, confidential, seasonal or casual employees and all other employees of the Departments.

ARTICLE 2 - WAGES

Employees shall be paid the wages set forth in Appendix “A” of this Agreement effective January 1, 2026 to and including December 31, 2026.

ARTICLE 4 - DURATION

This Agreement shall become effective when signed and shall remain in full force and effect through December 31, 2026.

Signed and dated this ____ day of _____ 20 __, effective the first day of January 2026.

City of Stevens Point:

Teamsters General Union, Local 662,
Affiliated with the International
Brotherhood of Teamsters:

Mike Wiza, Mayor

Tom Kanack
Business Agent

Susan Pagel, City Clerk

Steven McKay, Steward

Kenneth Rozak, Steward

APPENDIX A

Grade	Title	Starting Wage*	Current Employee(s)
G	Arborist	\$31.09	\$32.82
G	General Leadperson (Streets)	\$31.09	\$33.73 - \$36.59
G	Streets Leadperson (Technical Maintenance)	\$31.09	\$36.59
F	Fleet Maintenance Mechanic	\$29.48	\$35.64
F	Fleet Maintenance Stock Clerk	\$29.48	\$35.64
F	Lead Parks Maintenance Worker	\$29.48	\$31.98
F	Parks Maintenance & Grounds (Handy Person)	\$29.48	\$34.69
E	Welder/Fabricator/Mechanic	\$27.95	\$29.51
E	Horticulturist	\$27.95	\$29.51
D	Ice Center & Pool Maintenance Technician	\$26.51	\$32.94
D	Solid Waste/Recycling Driver	\$26.51	\$28.76 - \$31.20
D	Street Maintenance Worker	\$26.51	\$27.24 - \$28.76
D	Streets Operator	\$26.51	\$30.36 - \$33.84
C	Administrative Assistant - Parks	\$25.12	\$27.25
C	Administrative Assistant - Streets	\$25.12	\$27.99
C	Parks Technician	\$25.12	\$27.25 - \$27.99

*Step 1 of the pay matrix is the start rate for 2026