

NEGOTIATION NOTE

The parties to this Agreement recognize the adverse effects of pay compression between ranks in a paramilitary organization. To that end, the parties hereby agree to the following:

If at any time during this Agreement (2018, 2019, 2020), any sworn employees of the employer under the direct supervision of employees covered by this Agreement would receive a base salary increase in excess of 2% in a given year which would result in a decrease in the wage separation (percentage) in effect immediately preceding this Agreement; either by implementation, voluntary agreement, or any other means, the parties agree to re-open Article 9 of this Agreement and engage in good faith bargaining regarding base salary. If said negotiations fail, either party may petition for resolution provided under Sec 111.70(4)(jm) and resolve the matter by arbitration as provided therein.

Th.P. Klusman 02-16-18

Thomas P. Klusman, MP SO Date

Nicole M. Fleck 2/16/18

Nicole M. Fleck, City Date