

SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT (hereinafter "Agreement") is entered into by and between **CHIEF RICHARD KNOEBEL** and the **KEWASKUM POLICE DEPARTMENT** (collectively hereinafter "the Department") and **TROY ELLIS**.

WHEREAS, Troy Ellis is employed by the Department as a police officer; and Troy Ellis is currently facing disciplinary charges filed with the Kewaskum Police and Fire Commission by the Department; and the parties now seek swift, final resolution of this and any and all other pending and/or potential matters and/or claims.

NOW, THEREFORE, in consideration of the terms and conditions contained herein, the parties hereto agree as follows:

1. The negotiating and signing of this Agreement does not mean that either party acted wrongfully or unlawfully. The parties have mutually agreed to end their dispute and have determined to handle this matter in the manner set forth below.

2. The Department does hereby agree to withdraw the disciplinary charges filed with the Kewaskum Police and Fire Commission against Officer Ellis. The Department agrees to submit the attached letter to the Attorney for the Kewaskum Police & Fire Commission withdrawing the charges he filed on May 1, 2007.

3. In exchange, Officer Ellis agrees to accept the disciplinary action set forth in Paragraph 4, below. Ellis expressly waives his right to appeal the disciplinary suspension imposed and expressly waives his right to a hearing before the Kewaskum Police & Fire Commission on this discipline. Officer Ellis agrees to submit the attached letter to the Attorney for the Kewaskum Police & Fire Commission waiving his right to a hearing on the disciplinary suspension imposed.

4. The parties agree to the following disciplinary action for the events which occurred on March 17 and 18, 2007 and which formed the basis for the disciplinary charges filed with the Kewaskum Police & Fire Commission on May 1, 2007 :

c.. The Department and Officer Ellis agree that he will receive a fifteen (15) day suspension without pay. Officer Ellis will serve five (5) days of this suspension without pay immediately. The remaining ten (10) days of suspension will be held in abeyance for a period of eighteen (18) months. Should Officer Ellis have no further disciplinary action in the next twelve (12) months, then five (5) days of suspension will be waived and dropped. Should Officer Ellis have no further disciplinary action in the six (6) months after the first 12-month period expires, then the remaining five (5) days of suspension will be waived and dropped. Should Officer Ellis have no further disciplinary action for a period of eighteen (18) months, then the disciplinary notice in his personnel file shall be revised to reflect that he served a five (5) day suspension without pay and all references to the 15-day suspension will be removed from his personnel file.