

**RESOLUTION NO. 2-1200**

**WHEREAS**, the Committee on Salary and Personnel, does hereby recommend ratification of the attached 2000-2001 Iowa County Sheriff's Department Wisconsin Professional Police Association Law Enforcement Employees Relations Division contract. The provisions of the current 1998-1999 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

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**2. ARTICLE XIV. INSURANCE**

~~14.5 Voluntary Employee Beneficiary Association. The Employer and the Association agree to a Voluntary Employee Beneficiary Association (VEBA) plan as attached in Appendix B and Appendix C.~~

**14.5 Post Employment Health Plan. The Employer and the Association agree to a Post Employment Health Plan (PEHP) plan as attached in Appendix B and Appendix C.**



**3. ARTICLE XVI. OTHER PAID LEAVES AND ALLOWANCES**

16.1 After ~~twelve (12) months of employment, the County agrees to provide a uniform allowance for the purchase and maintenance of uniforms and equipment of One Hundred Fifty Dollars (\$150.00) in April and November for all patrol officers and sergeants, and One Hundred Thirty Eight (\$138.00) in April and November for all dispatcher/jailers, and secretary/matron employees. Effective January 1, 1999,~~ The uniform allowance for all patrol officers and sergeants will be One Hundred Seventy-Five Dollars (\$175.00) in April and November and for all dispatcher/jailers, and secretary/matron employees it will be One Hundred sixty-three dollars (\$163.00) in April and November.

~~Effective October 1, 1997,~~ The County will pay to new hires Four Hundred Dollars (\$400.00) for the purchase of required uniforms and equipment in lieu of a monthly uniform allowance during the first twelve (12) months of employment. If an employee resigns or is terminated during the first twelve (12) months of employment, a prorated amount will be deducted from the employee's final paycheck in proportion to the number of months remaining of the employee's first twelve (12) months of employment.

The uniform allowance stated in this article will be deemed to be compensation and will be reported, as such, on the various state and federal forms.

**4. Article XXI. Compensation**

Amend Section 21.1 Hourly wages shall be paid as follows:

**January 1, 2000 (2.5% ATB)**

	Start	6 month	18 month	24 month
Investigator	14.05	14.47	15.00	15.50
Patrol Officer	13.62	14.04	14.56	15.07
Dispatch/Jailer	12.88	13.30	13.82	14.31
Secretary/Matron	10.94	11.40	11.91	12.39
Sergeants	14.05	14.47	15.00	15.50

**January 1, 2001 (3% ATB)**

	Start	6 month	18 month	24 month
Investigator	14.47	14.90	15.45	15.97
Patrol Officer	14.03	14.46	15.00	15.52
Dispatch/Jailer	13.27	13.70	14.23	14.74
Secretary/Matron	11.27	11.74	12.27	12.76
Sergeants	14.47	14.90	15.45	15.97

**5. Article XXII Termination**

Amend 22.1 as follows: This Agreement shall be in force and effect for a period from ~~January 1, 1998~~ **January 1, 2000**, through ~~December 31, 1999~~ **December 31, 2001**, and shall continue from year to year thereafter unless either party shall give notice in writing to the other party not less than ninety (90) days prior to the termination date of this Agreement of a desire to change or modify the terms thereof.



~~VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATION~~

~~Life Insurance and Health Plan. Iowa County ("Employer") agrees to participate in the Life Insurance and Health Plan for Collectively Bargained Public Employees ("Plan") in accordance with the terms and conditions of the Plan's Participation Agreement, a copy of which is attached to this agreement. The parties hereto designate Public Employee Benefits Consultants, Inc. ("PEBCI") to act as Plan Administrator and LaSalle National Bank to act as Trustee for the Plan, or its successors appointed in accordance with the Plan and Trust documents. The Employer agrees to contribute to the Plan on behalf of the following category of employees:-~~

~~All deputized employees of the Iowa County Sheriff's Department, including, dispatcher/jailers, secretary/matron, but excluding the sheriff and chief deputy.~~

~~For the term of this Agreement, the Employer shall contribute for each Eligible Employee the amount of \_\_\_\_\_ per \_\_\_\_\_. Additionally, upon termination \_\_\_\_\_% of the Eligible Employee's accumulated sick leave balance that would otherwise have been paid to the Eligible Employee had the Employer not participated in the Plan shall be contributed to the Plan. In order to minimize the risk of this Plan being found discriminatory under section 105(h) of the Internal Revenue Code of 1986, as amended ("Code"), the Administrator may request that a contribution amount to a highly compensated eligible employee's account be reduced to the maximum amount contributed on behalf of a non-highly compensated eligible employee. If such a request is made, the reduction amount shall be paid to the employee in the form of wages. The Employer and Association further agree that for the term of this Agreement, salary or hourly rate of pay, for the sole purpose of computing pensionable wages and overtime rates of pay, shall include the Employer's recurring contributions to the Plan (i.e. not lump sum termination contributions) that would otherwise have been recognized as a pensionable benefit had such amounts not been contributed to the Plan.~~



6.

APPENDIX B  
POST EMPLOYMENT HEALTH PLAN

Post Employment Health Plan. Iowa County ("Employer") agrees to participate in the Post Employment Health Plan for Collectively Bargained Public Employees ("Plan") in accordance with the terms and conditions of the Plan's Participation Agreement, a copy of which is attached to this agreement. The parties hereto designate Nationwide Retirement Solutions to act as Plan Administrator for the Plan, or its successors appointed in accordance with the Plan and Trust documents. The Employer agrees to contribute to the Plan on behalf of the following category of employees:

Iowa County Professional Police Association

For the term of this Agreement, the Employer shall contribute for each Eligible Employee who retires the amount of 100% of the Eligible Employee's sick leave that would otherwise have been paid to the Eligible Employee had the Employer not participated in the Plan. The Employer's contribution shall be deposited in the Eligible Employee's Health Insurance Premium Reimbursement sub-account.

4 of 5 pages



**7. SIDE LETTER OF AGREEMENT**

The Employer and the Union recognize that continued experience as a law enforcement officer and in the performance of law enforcement-related duties generally results in improvements in productivity, effectiveness, discretion and ability. Accordingly, the parties have determined that it is in the best interests of the Employer and the Employees to compensate this additional productivity by increasing the pay of experienced employees. Base pay of the Employee shall be increased as follows:

1. After five (5) years of service, the hourly base rate paid to the Employee shall be increased by .5% above the 24-month base rate otherwise paid to the Employee.
2. After ten (10) years of service, the hourly base rate paid to the Employee shall be increased by 1.0% above the 24-month base rate otherwise paid to the Employee.
3. After fifteen (15) years of service, the hourly base rate paid to the Employee shall be increased by 1.5% above the 24-month base rate otherwise paid to the Employee.
4. After twenty (20) years of service, the hourly base rate paid to the Employee shall be increased by 2.0% above the 24-month base rate otherwise paid to the Employee.

It is specifically agreed that these experience credits shall be incremental and not cumulative. That is, each step in an increase to the 24-month base rate, and not to the base rate plus the previous step adjustment.

It is agreed that the experience credits shall apply to all hours worked on or after the Employee's appropriate anniversary date. The experience increase shall be used for computing overtime, and other payments made pursuant to this Agreement.

The parties acknowledge that this experience pay system was negotiated in the year 2000 as the result of the Union agreeing to forego .5% of the across the board increase which otherwise would have been granted. Accordingly, should either party engage in interest arbitration at any point in the future, the parties agree that .5% of the wage base should be added back to the wage rates of the Employees for the purpose of comparing them to the wages paid to Employees of comparable employers or other employers. The .5% should be added back by adding it to the year 2000 base rate, and increasing the adjusted year 2000 rate by all across the board increases subsequent to the year 2000.

**NOW THEREFORE, BE IT RESOLVED**, that the above changes and additions be made in the current collective bargaining agreement between Iowa County and Sheriff's Department employees.

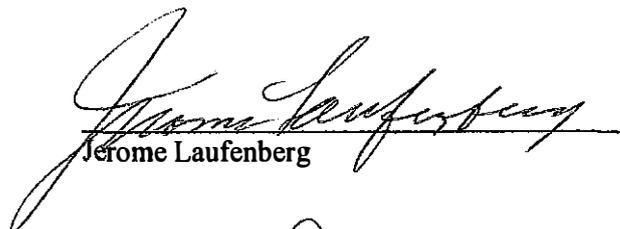
Dated this \_\_\_\_\_ day of December, 2000.

Respectfully submitted:

\_\_\_\_\_  
Richard Gorder, Chairperson  
Committee on Salary and Personnel

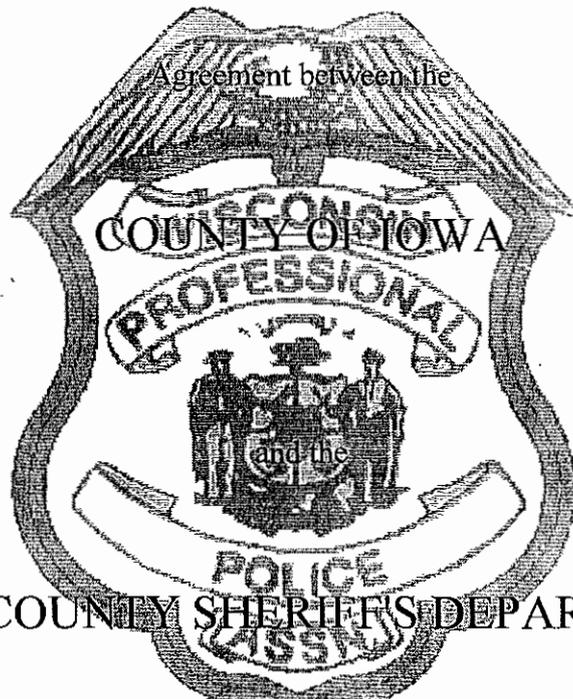
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Robert Daentl

  
Jerome Laufenberg

  
Diane McGuire





IOWA COUNTY SHERIFF'S DEPARTMENT  
WISCONSIN PROFESSIONAL POLICE ASSOCIATION  
LAW ENFORCEMENT EMPLOYEES RELATIONS  
DIVISION

2000 - 2001

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1 PREAMBLE

2  
3 THIS AGREEMENT, made and entered into on the date hereinafter set forth, by and  
4 between the COUNTY OF IOWA and hereinafter referred to as the "EMPLOYER", and  
5 WISCONSIN PROFESSIONAL POLICE ASSOCIATION/LAW ENFORCEMENT  
6 EMPLOYEE RELATIONS DIVISION, hereinafter referred to as the "ASSOCIATION".  
7

8 It is the intent that the following Agreement shall be an implementation of the provisions  
9 of Section 111.70 and 111.77 of the Wisconsin Statutes, consistent with that legislative authority  
10 which devolves upon the County of Iowa and the Statutes.  
11

12 Both of the parties of this Agreement are desirous of improving employee efficiency and  
13 quality of service to the County and the public and are desirous of reaching an understanding  
14 with respect to the Employer/employee relationship which exists between them and to enter into  
15 an agreement covering rates of pay, hours of work and conditions of employment.  
16

17 ARTICLE I - RECOGNITION

18 1.1 The County of Iowa hereby agrees to recognize Wisconsin Professional Police  
19 Association/Law Enforcement Employee Relations Division as the sole and exclusive  
20 collective bargaining representative for hours, wages and other conditions of employment  
21 pursuant to the certification of the Wisconsin Employment Relations Commission for the  
22 following employees:

23 All deputized employees of the Iowa County Sheriff's Department,  
24 including dispatcher/jailers, patrol officers, sergeants, and  
25 secretary/matron, but excluding the sheriff and chief deputy.

1                   ARTICLE II - ASSOCIATION RIGHTS, FAIR SHARE AND DUES DEDUCTION

2       2.1       Membership in the Association is not compulsory. An employee may join the Association  
3                   and maintain membership therein consistent with its constitution and bylaws. No  
4                   employee will be denied membership because of race, color, creed or sex. This Article is  
5                   subject to the duty of the Wisconsin Employment Relations Commission to suspend the  
6                   application of this Article whenever the Commission finds that the Association has  
7                   denied an employee membership because of race, color, creed or sex.

8       2.2       The Association will represent all of the employees in the bargaining unit, members and  
9                   non-members, fairly and equally and therefore all employees hired after January 1, 1979,  
10                  shall pay their proportionate share of the costs of the collective bargaining process and  
11                  contract administration by paying an amount to the Association equivalent to the uniform  
12                  dues required of members of the Association.

13      2.3       The Employer agrees to deduct the amount of dues certified by the Association as the  
14                  amount uniformly required of its members from the earnings of the employees affected by  
15                  this Agreement and pay the amount so deducted to the Association on or before the end  
16                  of the month in which such deduction is made.

17      2.4       The Association shall indemnify and save the Employer harmless against any and all  
18                  claims, demands, suits, or other forms of liability which may arise out of any action taken  
19                  or not taken by the Employer for the purpose of complying with the provisions of this  
20                  Article.

21      2.5       The Business Representative of the Association shall have reasonable access during  
22                  working hours to the office where employees are stationed provided, however, that the  
23                  Business Representative shall not at any time interfere with employees or interrupt their  
24                  work. The Business Representative shall contact the Sheriff in advance of any visit  
25                  whenever possible.

26      2.6       The Association shall have the right to post notices regarding meetings pertaining to  
27                  Association affairs in the office where employees are stationed at a place designated by  
28                  the Employer.

1 ARTICLE III - MANAGEMENT RIGHTS

2 3.1 Wisconsin Professional Police Association/Law Enforcement Employee Relations  
3 Division recognizes the prerogatives of the County to operate and manage its affairs in all  
4 respects in accordance with its responsibility and powers or authority which the County  
5 has not officially abridged, delegated or modified by this Agreement and such powers or  
6 authority are retained by the County. These management rights include, but are not  
7 limited to the following:

- 8 (a) To direct all operations of the County.
- 9 (b) To establish reasonable work rules and schedules of work.
- 10 (c) To hire, reclassify, promote, transfer, schedule and assign employees in positions  
11 within the department.
- 12 (d) To suspend, demote, discharge or take other disciplinary action against an  
13 employee for just cause.
- 14 (e) To lay off employees subject to the requirement of Article X.
- 15 (f) To maintain efficiency of County operations.
- 16 (g) To take whatever action necessary to comply with State and Federal laws.
- 17 (h) To determine the kinds and amounts of services to be performed as pertains to  
18 County operations, and the number and kind of classifications to perform such  
19 services.
- 20 (i) To establish reasonable uniform standards of job performance.
- 21 (j) To determine the competence and qualifications of employees.

22 All of which shall be in compliance with and subject to the provisions of this Agreement.  
23

24 ARTICLE IV - NON-DISCRIMINATION

25 4.1 The Employer and the Association agree not to discriminate in any manner whatsoever  
26 against any employee because of race, creed, color, age, sex, sexual orientation, marital  
27 status, handicap, national origin or union or political activity.

28 4.2 Wherever a personal pronoun is referred to in this Agreement, the intent is to apply to  
29 either sex.

1 ARTICLE V - GRIEVANCE PROCEDURE

2 5.1 Grievance. A grievance is defined to be a controversy between the Association and the  
3 Employer, or between any employee or employees and the Employer as to:

- 4 (a) a matter involving the interpretation of this Agreement; and
- 5 (b) any matter involving an alleged violation of this Agreement in which an  
6 employee or group of employees or the Employer maintains that any of their  
7 rights or privileges have been impaired in violation of this Agreement.

8 5.2 Procedure. Grievances shall be processed in the following manner: (Time limits set forth  
9 shall be exclusive of Saturdays, Sundays and holidays.)

10 Step 1. The employee and/or the committee chairman shall take the grievance up  
11 orally with the Sheriff within five (5) days of their knowledge of the occurrence of  
12 the event causing the grievance. The Sheriff shall attempt to make a mutually  
13 satisfactory adjustment, and, in any event shall be required to give an answer  
14 within five (5) days.

15 Step 2. The grievance shall be considered settled in Step 1 unless, within five (5)  
16 days after the supervisor's answer is due, the grievance is reduced to writing and  
17 presented to the Law Enforcement Committee. The Law Enforcement Committee  
18 shall respond to the grievance in writing within seven (7) days.

19 Step 3. If an employee grievance is not settled or if any grievance filed by the  
20 Employer cannot be satisfactorily resolved by conference with the appropriate  
21 representatives of the employees, either party may take the matter to arbitration as  
22 hereinafter provided.

23 5.3 Step 4. If a satisfactory settlement is not reached as outlined in Step 3, either party  
24 to this Agreement may request within ten (10) working days of the Association's  
25 receipt of the Committee's decision that the dispute be submitted to arbitration.  
26 The Wisconsin Employment Relations Commission shall be requested to appoint  
27 an arbitrator from its staff. The arbitrator shall make a decision on the grievance,  
28 which shall be final and binding on both parties. Only questions concerning the  
29 application or interpretation of this Agreement are subject to arbitration. Expenses

1 for the arbitrator shall be borne equally by the Employer and the Association. The  
2 arbitrator shall have no power to modify, add to or delete from the express  
3 provisions of the Agreement.

4 5.4 General Grievances. Grievances involving the general interpretation, application or  
5 compliance with this Agreement may be initiated with the second step of the procedure.

6 5.5 Grievances Concerning Discipline, Suspension, Discharge. In accordance with paragraph  
7 (d) of Management Rights, employees shall not be disciplined, suspended or discharged  
8 without just cause. A suspension shall not exceed thirty (30) days. Written notice of the  
9 suspension, discipline (where it will be noted on the employee's personnel record) or  
10 discharge and the reason or reasons for the action shall be given to the employee with a  
11 copy to the Association steward within twenty-four (24) hours. A grievance that may  
12 result from such action shall be considered waived unless presented in writing within five  
13 (5) days of the receipt of the notice by the employee. The grievance may be started in  
14 Step 2 or Step 3. If the parties agree, or the arbitrator finds that such discipline,  
15 suspension or discharge was improper, such disposition of the matter may be made as  
16 appears proper.

17 5.6 Time. The time limits set forth in the foregoing steps may be extended by mutual  
18 agreement in writing.

## 19 ARTICLE VI - PROBATION

20 6.1 New employees shall serve a one (1) year probationary period.  
21  
22

## 23 ARTICLE VII - SENIORITY

24 7.1 Seniority shall be defined as an employee's continuous length of service in the  
25 department.

- 26 7.2 (a) Department-wide seniority shall apply to layoff from work, and recall after layoff  
27 from work, considering that employee is qualified for the open job position.  
28 (b) County-wide seniority shall apply to accrual of vacation and longevity.  
29 (c) Department-wide seniority shall apply to shift preference with respect to  
30 employee(s) moving from one classification to another.

1 ARTICLE VIII - JOB POSTING

2 8.1 When new classifications are created or vacancies exist within the department, employees  
3 within the department shall be given the first opportunity to fill such vacancies if  
4 qualified, with the qualifications to be determined by a three (3) part test described in  
5 Appendix A.

6 8.2 Employees who are promoted to a vacancy within their classification or in a new  
7 classification shall start at the lowest pay step of the new position that is an improvement  
8 over their prior pay rate. Employees promoted to a vacancy within their classification or  
9 within a new classification shall be required to serve a six (6) month probationary period  
10 during which time the Employer may return the employee to his/her former position and  
11 rate of pay if the employee is not performing the duties of that position satisfactorily. The  
12 promoted employee shall be given a three (3) month interim evaluation during this  
13 probationary period. The criteria for the evaluation will be established and the applicants  
14 informed of these criteria prior to the promotion. The employee will be shown the results  
15 of the evaluation and possible suggestions for necessary corrections will be made at that  
16 time. A final evaluation will be made two (2) weeks prior to the end of the six (6) month  
17 period.

18 ARTICLE IX - HOURS

19  
20 9.1 The normal work schedule shall be (6-2) (5-3) for patrol officers and second shift  
21 sergeant. The normal work schedule for dispatcher/jailers and third shift sergeant shall be  
22 (6-2) (6-2) (5-3), eight: (8) hours per day. The normal work schedule for investigator shall  
23 be (5-2), Monday through Friday, eight (8) hours per day, forty (40) hours per week. The  
24 secretary/matron employees' normal workday shall be seven and one-half (7 ½) hours per  
25 day; all other employees shall work an eight-(8)-hour shift. In making up the specific  
26 schedules, an attempt will be made to keep employees on regular shifts and to schedule  
27 sixteen (16) hours off between shifts as much as possible. The schedule will be made  
28 monthly and posted seven (7) days in advance. A list of all open overtime shifts available  
29 during the upcoming month or schedule period shall be posted for the consideration of all

1 full-time employees. In making assignments to shifts, the employee's preference will be  
2 considered by seniority.

3 9.2 Employees shall have the choice of receiving either time and one-half (1 1/2) their straight  
4 time hourly rate or compensatory time off computed on a one and one-half (1 1/2) hour  
5 basis for all hours worked in excess of their normal, regular scheduled workdays or  
6 workweek. Compensatory time shall be scheduled by mutual agreement between the  
7 employee and his/her supervisor but not to exceed a maximum of three (3) consecutive  
8 shifts. Any accumulated compensatory time in excess of forty (40) hours will be paid out  
9 quarterly (January 1, April 1, July 1 and October 1) at a rate of time and one-half (1 1/2)  
10 of the employee's wage rate when earned. It is understood that the forty (40) hour bank is  
11 intended solely to reflect the maximum allowable carryover of compensatory hours from  
12 quarter to quarter, and shall not be interpreted as restricting the employee's right at any  
13 time to receive time and one-half (1 1/2) pay for any or all banked hours upon request.  
14 Overtime shall not be paid for overtime of less than one-half (1/2) hour when worked  
15 consecutively prior to or subsequent to an employee's regular shift unless it is the result of  
16 a call. This is not intended to establish a practice of early report. All of the overtime  
17 shifts, including posted overtime and non-posted overtime, shall be assigned/offered by  
18 classification. This shall include those open shifts posted on a monthly basis for sign up,  
19 as well as those filled on a call up basis. The overtime shifts shall be assigned/offered by  
20 classification in the following manner:

21 **Patrol Officers**

- 22 (a) Full-time patrol employees on their day off, by seniority;
- 23 (b) Mutually agreed upon voluntary four-(4)-hour shift splits by patrol  
24 employees on duty. Four-(4)-hour shift splits only by the employee  
25 working previous to and subsequent to the open shift, by seniority;
- 26 (c) Investigator(s), by seniority.
- 27 (d) Dispatcher/jailer employees on their day off, by seniority;
- 28 (e) Part-time employees.
- 29 (f) The Sheriff retains the right to order personnel within the patrol  
30 classification to split the open shift or work the entire shift if no one  
31 accepts the full shift. This assignment would be done by seniority. The

1 least senior employee(s) would be ordered to work the shift or split the  
2 shift, as the case may be.

3 Dispatcher/Jailers

- 4 (a) Full-time dispatcher/jailer employees on their day off, by seniority;  
5 (b) Mutually agreed upon voluntary four-(4)-hour shift splits by  
6 dispatcher/jailer employees on duty. Four-(4)-hour shifts splits only by the  
7 employee working previous to and subsequent to the open shift;  
8 (c) Patrol officer employees on their day off, by seniority;  
9 (d) Investigator(s), by seniority;  
10 (e) Part-time employees;  
11 (f) The Sheriff retains the right to order personnel within the dispatcher/jailer  
12 classification to split the open shift or work the entire shift if no one  
13 accepts the full shift. This assignment would be done by seniority. The  
14 least senior employee(s) would be ordered to work the shift or split the  
15 shift, as the case may be.

16 Investigator

17 Full-time investigator(s) working in the investigator classification, by seniority.

18 Secretary/Matron and Clerical

- 19 (a) Full-time secretary/matron(s) within the secretary/matron classification, by  
20 seniority;  
21 (b) Department part-time clerical, by seniority.

22 Stipulation

- 23 (a) Employees will not be called or work unless they have at least four (4)  
24 hours off between shifts, except in the case of an emergency.  
25 (b) Employees will not be called or work unless they have shown a minimum  
26 of required proficiency to do the work in that classification.  
27 (c) Females shall be called to work female shifts in dispatcher/jailer positions  
28 and males shall be called to work male shifts in dispatcher/jailer positions,  
29 to the extent required by law. The Association recognizes the requirement

1 to have a male dispatcher/jailer and a female dispatcher/jailer on duty at all  
2 times.

- 3 (d) Employees may opt not to be called for call-up overtime by a written letter  
4 to the Sheriff, except the Sheriff may order employees in to work in the  
5 case of an emergency.

6 Such overtime to be paid at the rate of time and one-half (1 ½) of the position filled or  
7 time and one-half (1 ½) of the employee's regular rate, whichever is greater.

8 In the event no employee accepts the overtime, the Sheriff or his designee has the right to  
9 assign such overtime to the least senior full-time employees in the same classification in  
10 conjunction with their regular work shifts in segments of not more than four (4) hours.

11 (Note: least senior person on preceding shift stays four hours more, least senior person on  
12 subsequent shift comes in four hours early. For the purpose of this provision, shifts  
13 starting within one (1) hour of one another shall be treated as the same shift, e.g., the shift  
14 starting at 6:00 a.m. and the shift starting at 7:00 a.m. are treated as the same shift in  
15 determining who is to be offered or assigned the overtime.)

16 Seniority shall not be a consideration within seven (7) days of the scheduled work  
17 shift where an employee has voluntarily signed up in advance for scheduled overtime for  
18 that work shift.

19 Keeping the squad car serviced properly is the personal and professional  
20 responsibility of the individual patrol officer; therefore, time spent engaging in such  
21 activities shall not result in additional pay.

22 No employee will be required or requested to work back-to- back shifts (16 hours)  
23 except in an emergency.

- 24 9.3 The employees covered by the terms of this Agreement shall respond to recall to work  
25 outside of their regular schedule of hours by their department head or others designated  
26 by the department head. A minimum of two (2) hours at time and one-half (1 1/2) shall be  
27 granted to any employee who has been requested to work outside his regular schedule of  
28 hours or who reports to work as scheduled and is sent home, provided, however, that this  
29 provision shall not apply to hours worked consecutively prior to or subsequent to the

1 employee's regular schedule of hours. Employees required to go to court other than during  
2 their regular shift shall be guaranteed two (2) hours at time and one-half (1 ½).

3 9.4 Employees in the same classification may trade shifts by agreement upon twenty-four  
4 (24) hours notice to the Sheriff, provided the Sheriff approves the change.

5 9.5 No supervisor shall perform bargaining unit work when a regular unit member is off duty  
6 except in an emergency, and except to the extent such duties are reserved to the Sheriff by  
7 the Constitution and Statutes of Wisconsin. Supervisory personnel are able to transport  
8 prisoners at their discretion.

9 The parties further agree that the investigator shall not be assigned to perform the  
10 duties of a patrol officer on a regular basis.

#### 11 12 ARTICLE X - LAYOFF

13 10.1 Seniority shall apply to layoff from work, and recall after layoff from work. The County  
14 agrees that no work will be transferred out of the bargaining unit while any unit  
15 employees are on layoff, nor shall any unit employees be laid off as a result of a decision  
16 to transfer work out of the bargaining unit, provided the decision to transfer work out of  
17 the bargaining unit is a mandatory subject of bargaining.

18 10.2 Notice of recall shall be sent by the employer via certified mail, return receipt requested,  
19 to laid off employees' last known address. Employees who do not respond to such recall  
20 notice within fourteen (14) calendar days shall be dropped from the list and all rights shall  
21 be lost.

#### 22 23 ARTICLE XI - HOLIDAYS

24 11.1 For the purpose of this Agreement, legal holidays shall be New Year's Day, Easter,  
25 Memorial Day, July Fourth, Labor Day, Columbus Day, Veteran's Day, Thanksgiving  
26 Day, Christmas Day, two (2) floating holidays, and three (3) floating holidays for  
27 secretary/matron. Employees except secretary/matron employees and the Investigator,  
28 working on a holiday shall receive one and one-half (1 1/2) times their regular pay for all  
29 such hours worked in addition to eight (8) hours holiday pay. Secretary/matron employees

1 and Investigator shall be given the holiday off with pay. When a holiday falls on a  
2 Saturday or Sunday, the Friday before or the Monday following the holiday, at the  
3 Sheriff's discretion, shall be given as a day off to the secretary/matron and Investigator  
4 employees.

5 11.2 Holidays off that are permitted, other than days off by regular scheduling, shall be rotated.  
6

7 ARTICLE XII - VACATIONS

8 12.1 Employees shall be granted vacation time on the following basis:

9 Patrol Officers, Sergeants, Dispatchers/jailers:

10 48 hours after 1 continuous year of service

11 96 hours after 2 continuous years of service

12 144 hours after 8 continuous years of service

13 192 hours after 16 continuous years of service  
14

15 Investigator:

16 40 hours after 1 continuous year of service

17 80 hours after 2 continuous years of service

18 120 hours after 8 continuous years of service

19 160 hours after 16 continuous years of service  
20

21 Secretary/Matron:

22 37.5 hours after 1 continuous year of service

23 75 hours after 2 continuous years of service

24 112.5 hours after 8 continuous years of service

25 150 hours after 16 continuous years of service  
26

27 12.2 Requests are to be made to the Sheriff with a minimum of thirty (30) days notice on a  
28 first come, first serve basis, however, less than thirty (30) days notice may be allowed by  
29 mutual agreement. Any conflicts will be resolved on a seniority basis, giving shift  
30 arrangement consideration. Vacations picked prior to April 15th shall have preference  
31 over seniority after that date.

32 12.3 Vacations may be used from January to January. However, if an employee is separated  
33 from employment with the County, he will reimburse the County for any vacation which  
34 was taken but unearned.

ARTICLE XIII - SICK LEAVE

1  
2 13.1 Ninety six (96) hours of sick leave per year earned at the rate of eight (8) hours per month  
3 shall be granted to all full-time employees to be accumulated up to nine hundred sixty  
4 (960) hours. Ninety (90) hours of sick leave per year earned at the rate of seven and one-  
5 half (7.5) hours per month shall be granted to the full-time secretary/matron position to be  
6 accumulated up to nine hundred (900) hours.

7 Sick leave shall only cover necessary absences from duty because of illness, bodily injury  
8 or absences from employment because of exposure to contagious disease of the employee  
9 or the employee's immediate family (immediate family shall be as defined in Article XV,  
10 Section 15.4).

11 13.2 In order to be eligible for sick leave with pay, the employee must:

12 (a) Report the reasons for absence from work no later than two (2) hours prior  
13 to his/her normal report time, if possible. If the employee is aware in  
14 advance that sick leave in excess of three (3) days will be necessary, the  
15 employee and his/her doctor shall immediately notify the Sheriff in  
16 writing, within a reasonable period of time, of the expected date that such  
17 leave will begin and the probable duration of the leave.

18 (b) Keep the Employer informed as to the employee's condition.

19 (c) Permit the Employer to make such reasonable medical inquiry or visit as  
20 the Employer may determine is necessary.

21 13.3 Employees who die or retire from the service of the Employer shall be entitled to pay for  
22 any unused sick leave days at the time of termination to be applied to continued group  
23 hospital and surgical insurance for the employees and/or their dependents.

24 13.4 Catastrophic Account. Employees who have accumulated 960 hours of sick leave shall  
25 continue to accrue eight (8) hours of sick leave each month and employees who have  
26 accumulated 900 hours of sick leave shall continue to accrue seven and one-half (7.5)  
27 hours of sick leave each month, to a maximum of two hundred and forty (240) additional  
28 hours, which shall be placed in a catastrophic sick leave account. The catastrophic sick  
29 leave account may be drawn on only in the event that an employee has exhausted all of  
30 his/her sick leave is still unable to return to work, and is still employed by the County.

ARTICLE XIV - INSURANCE

1  
2 14.1 Hospital, Surgical, Dental and Life Insurance. The Employer shall be a participating  
3 employer in the Wisconsin Public Employers' Group Health Insurance program. The  
4 employees shall have the option to choose a group health insurance plan from the  
5 standard plan and alternative health insurance plans, according to the rules established by  
6 the Wisconsin Public Employers' Group Health Insurance Board. The Employer agrees to  
7 pay the premium for single or family health insurance in the amount of 105% percent of  
8 the gross premium of the least costly qualified plan within the service area, but not more  
9 than the total premium of the plan selected. The Employer may change the insurance  
10 carrier and/or self-fund its health care program if it elects to do so, provided that the  
11 benefits remain the same or are better than the existing benefits. If the County is  
12 contemplating changing carriers or self-funding, it will notify the Association of that fact  
13 and provide the Association with the proposed new plan and will discuss the terms,  
14 conditions and coverage of the proposed new plan with the Association prior to any  
15 change. No employee shall make any claim against the Employer for additional  
16 compensation in lieu of or in addition to his/her cost of coverage because he/she does not  
17 qualify for coverage.

18           The County agrees to pay 100 percent of the single coverage premium and 85  
19 percent of the family coverage premium for dental insurance.

20           The Employer shall pay the Employer contribution set by the State for State  
21 Group Life Insurance for eligible employees.

22 14.2 A retiree may continue coverage under the group health insurance policy at no cost to the  
23 County if such insurance is available.

24 14.3 Pension. Each employee shall be able to apply to the Department of Employee Trust Funds  
25 for retirement benefits as provided by Wisconsin State Statute and rules established by  
26 the Wisconsin Retirement System Board. The County agrees to pay the fund up to 7  
27 percent of the patrol officers', investigators', dispatcher/jailer', and sergeants' gross wages  
28 and up to 6.5 percent of the clerical and secretary/matron employees' gross wages.

1 14.4 Worker's Compensation. Employees eligible for Worker's Compensation benefits shall be  
2 allowed to exercise one of the following options:

3 (a) Receive the Worker's Compensation benefit with no deduction from  
4 accumulated sick leave;

5 (b) Receive the worker's Compensation benefit and be paid the difference  
6 between their regular pay based upon a normal workweek and the  
7 Worker's Compensation benefit with the County charging the employee's  
8 sick leave account with a number of hours that equal the cash differential  
9 between the Worker's Compensation and regular pay.

10 14.5 Post Employment Health Plan. The Employer and the Association agree to a Post  
11 Employment Health Plan (PEHP) plan as attached in Appendix B and Appendix C.  
12

13 ARTICLE XV - LEAVE OF ABSENCE

14 15.1 Leave of Absence. By an employee's choice, a leave of absence of up to six (6) months  
15 without pay may be granted for good reason when approved by the department head and  
16 the personnel committee. Hospital insurance can be continued during the period provided  
17 the employee reimburses the County for the insurance premium.

18 Procedure. Employees shall make written application for leaves to the Employer and  
19 shall, except in the case of illness or injury, make application at least ten (10) days prior  
20 to the desired starting date of the leave.

21 15.2 Sick Leave of Absence. Inability to work because of proven sickness or injury shall not  
22 result in the loss of seniority rights.

23 15.3 Military Leave. Employees having permanent status, and who are duly enrolled members  
24 of the National Guard, the State Guard, the Officers Reserve Corps, the Enlisted Reserve  
25 Corps, the Naval Reserve Corps, the Naval Reserve, the Marine Corps Reserve, or any  
26 other reserve component of the military or naval forces of the United States or State of  
27 Wisconsin, now or hereafter organized or constituted under Federal Law, shall be entitled  
28 to leaves of absence without loss of pay to enable them to attend military or naval  
29 schools, field camps of instruction and naval exercises which have been duly ordered

1 held, but not to exceed fifteen (15) days excluding Sundays and holidays in the calendar  
2 year in which so ordered and held. During such period, such employee shall be paid the  
3 difference between his military pay and his County pay only if military pay does not equal  
4 County pay. Payments to the Wisconsin Retirement Plan, as hereinafter provided, shall be  
5 made for such period of leave as though the full pay of the employee had been made by  
6 the County. Military leave shall not be considered vacation.

7 15.4 Bereavement and Emergency Leave.

8 Bereavement: When there is a death in the immediate family of an employee, up to three  
9 (3) consecutive days off with pay will be allowed.

- 10 a. Immediate family is defined as parents, step-parents, brother, sister,  
11 spouse, children, step-children, mother-in-law, father-in-law, brother and  
12 sister of spouse, grandparents, spouse's grandparents and grandchildren.  
13 b. One (1) day off with pay will be allowed for the death of aunts, uncles,  
14 nieces, nephews, first cousins, and to serve as pallbearer.

15 Emergency Leave: Defined as injury or illness in an employee's immediate family  
16 requiring immediate medical attention.

17 15.5 Any employee who is elected to the office of Sheriff or who accepts appointment to the  
18 Chief Deputy position and wishes to return to the unit shall return with full seniority  
19 rights.  
20

21 ARTICLE XVI - OTHER PAID LEAVES AND ALLOWANCES

22 16.1 The uniform allowance for all patrol officers and sergeants will be One Hundred Seventy-  
23 Five Dollars (\$175.00) in April and November and for all dispatcher/jailers, and  
24 secretary/matron employees it will be One hundred sixty-three dollars (\$163.00) in April  
25 and November.

26 The County will pay to new hires Four Hundred Dollars (\$400.00) for the  
27 purchase of required uniforms and equipment in lieu of a monthly uniform allowance  
28 during the first twelve (12) months of employment. If an employee resigns or is  
29 terminated during the first twelve (12) months, a prorated amount will be deducted from

1 the employee's final paycheck in proportion to the number of months remaining of the  
2 employee's first twelve (12) months of employment.

3 The uniform allowance stated in this article will be deemed to be compensation  
4 and will be reported, as such, on the various state and federal forms.

5 16.2 The County agrees to provide all patrol officers with handcuffs and fifty (50) rounds of  
6 ammunition per month. Only prescribed equipment will be carried, except other  
7 equipment approved by the Sheriff, but not required by the Sheriff, may be carried at the  
8 officer's expense.

9 16.3 There shall be no change in uniform or equipment requirements (style or color changes)  
10 during the life of this Agreement.

11 16.4 The County will pay each patrol officer an annual allowance of Seventy Five Dollars  
12 (\$75.00) (or a prorated amount if the officer was employed subsequent to the previous  
13 July 1) to be included in the employee's last July paycheck to cover the cost of the  
14 officer's personal items damaged or destroyed while on duty, regardless of whether such  
15 damage actually occurs. Employees will be required to reimburse county, up to seventy  
16 five dollars (\$75.00), if restitution is paid to the employee for damage to his or her  
17 uniform

18 16.5 The County will provide each patrol officer with a bullet-proof vest fitted for that officer.  
19 The vests shall be worn at all traffic stops and in all high stress situations including, but  
20 not limited to, calls involving guns, domestic calls, and stops at night. High degree  
21 temperature days will be taken into consideration. Each squad car shall be furnished with  
22 a shotgun and a box of ammunition. The type of gun and policies for the use and storage  
23 of the gun shall be determined by the Employer.

ARTICLE XVII - MISCELLANEOUS

1  
2 17.1 Patrol officers shall be assigned squad cars, which cars shall not be used for personal  
3 business, however, they may be used for travel to and from home and work. Patrol  
4 officers may not use squad cars for travel to and from home and work when performing  
5 work outside their classification. Squad cars may be reassigned for the purposes of an  
6 emergency, maintenance or another squad car being out of service, provided, however,  
7 that the patrol officer who has had his/her squad car reassigned shall be provided  
8 transportation to and from home and work, or he/she may use his/her personal car to get  
9 to and from work and be reimbursed for their mileage at the rate set by this Agreement.

10 17.2 Employees authorized by the Department head to use their personal automobile in  
11 connection with their employment shall be reimbursed at the rate allowed by the Internal  
12 Revenue Service.

13 17.3 Employees shall be given access to their personnel files pursuant to Wisconsin State  
14 Statute 103.13.

15 17.4 The Employer shall establish reasonable rules and regulations (Policy and Procedures)  
16 and all employees shall be provided with a copy.

17 17.5 No employee shall be required to practice or use unsafe procedures or equipment.

18 17.6 Paydays. Employees shall be paid bi-weekly.

19 17.7 Existing benefits which are mandatory subjects of bargaining shall be maintained.

20 17.8 Employees shall be provided funds to cover fees and meals, lodging and mileage, if  
21 necessary, for time spent by employees in State or department mandated training,  
22 provided the expenditures are approved in advance. Employees shall provide  
23 documentation for all such expenditures to the County following required training.  
24 Approval of mandated training shall not be withheld so as to cause employees to lose  
25 their certification.

26 17.9 Employees will be compensated for attendance at mandatory meetings or training  
27 sessions outside their regular working hours, so long as employee attendance is scheduled  
28 and approved in advance by Sheriff's Department management.

1 ARTICLE XVIII - NO STRIKE

2 18.1 Strike Prohibited. Neither the Association nor any of its officers, agents or County  
3 employees will instigate, promote, encourage, sponsor, engage in or condone any strike,  
4 picketing, slowdown, concerted work stoppage, sympathy strike or any other intentional  
5 interruption of work during the term of this Agreement.

6  
7 ARTICLE XIX - SAVINGS

8 19.1 If any Article of this Agreement or any additions thereto should be held invalid by  
9 operation of law or by any tribunal of competent jurisdiction, or if compliance with or  
10 enforcement of any Article or Section should be enjoined or restrained by such tribunal,  
11 the remainder of this Agreement and amendments thereto shall not be affected thereby,  
12 and the parties thereto shall enter into immediate collective bargaining negotiations for  
13 the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

14  
15 ARTICLE XX - ENTIRE AGREEMENT

16 20.1 This Agreement constitutes the entire agreement between the parties and no verbal  
17 statements shall supersede any of its provisions. Any amendment supplemental hereto  
18 shall not be binding upon either party unless executed in writing by the parties hereto and  
19 signed by the Chairman of the Law Enforcement Committee and the Association's  
20 representative.

21 ARTICLE XXI - COMPENSATION

22 21.1 Hourly wages shall be paid as follows:

	<u>January 1, 2000 (2.5% ATB)</u>			
	<u>Start</u>	<u>6</u>	<u>18</u>	<u>24</u>
		<u>Mths</u>	<u>Mths</u>	<u>Mths</u>
25 Investigator	\$14.05	\$14.47	\$15.00	\$15.50
27 Patrol Officer	\$13.62	\$14.04	\$14.56	\$15.07
28 Dispatcher/Jailer	\$12.88	\$13.30	\$13.82	\$14.31
29 Secretary/Matron	\$10.94	\$11.40	\$11.91	\$12.39
30 Sergeants	\$14.05	\$14.47	\$15.00	\$15.50

	<u>January 1, 2001 (3% ATB)</u>			
	<u>Start</u>	<u>6</u> <u>Mths</u>	<u>18</u> <u>Mths</u>	<u>24</u> <u>Mths</u>
Investigator	\$14.47	\$14.90	\$15.45	\$15.97
Patrol Officer	\$14.03	\$14.46	\$15.00	\$15.52
Dispatcher/Jailer	\$13.27	\$13.70	\$14.23	\$14.74
Secretary/Matron	\$11.27	\$11.74	\$12.27	\$12.76
Sergeants	\$14.47	\$14.90	\$15.45	\$15.97

21.2 Bargaining unit employees requested or assigned to perform work in a higher classification shall be compensated at the rate of such higher classification for all time so worked, provided the employee works a minimum of two (2) hours in the higher classification during the workday. The employee shall be compensated at the next higher step in the higher classification which is greater in dollars than the employee's salary in the regular classification.

21.3 The Employer will draft a new job description for the Sergeant classification if it decides to retain that classification, and agrees to bargain a wage rate for the classification if that occurs.

21.4 Employees working the second shift shall receive an additional Fifteen Cents (\$.15) per hour. Employees working the third shift shall receive an additional Twenty Cents (\$.20) per hour. Assigned swing shift employees shall be paid the third shift differential for all time while assigned to the swing shift.

21.5 Annual hours shall be as follows:

- Investigators shall work 2080 hours in a non-leap year.
- Patrol Officers shall work 2002 hours in a non-leap year.
- Second shift Sergeant shall work 2002 hours in a non-leap year.
- Dispatcher/Jailers shall work 2063 hours in a non-leap year.
- Third shift Sergeant shall work 2063 hours in a non-leap year.
- Secretary/Matron shall work 1950 hours in a non-leap year.

**received**  
12/08/00

1 ARTICLE XXII - TERMINATION

2 22.1 This Agreement shall be in full force and effect for a period from January 1, 2000,  
3 through December 31, 2001, and shall continue from year to year thereafter unless either  
4 party shall give notice in writing to the other party not less than ninety (90) days prior to  
5 the termination date of this Agreement of a desire to change or modify the terms thereof.

FOR THE EMPLOYER  
IOWA COUNTY BOARD

FOR THE WISCONSIN PROFESSIONAL  
POLICE ASSOCIATION/LAW  
ENFORCEMENT EMPLOYEE  
RELATIONS DIVISION

\_\_\_\_\_  
Neil Jefferson  
County Board Chairman

*Len Jaglarski*  
\_\_\_\_\_  
Len Jaglarski  
Business Representative

\_\_\_\_\_  
Richard Gorder  
Personnel Committee Chairman

*Lana Bowers*  
\_\_\_\_\_  
Lana Bowers, WPPA Steward

\_\_\_\_\_  
LaVerne Clifton  
Law Enforcement Committee Chairman

*Roseann Rossing*  
\_\_\_\_\_  
Roseann Rossing  
Alternate WPPA steward

\_\_\_\_\_  
Greg Klusendorf  
County Clerk

APPENDIX A  
PROMOTION PROCEDURE

- I. For the purpose of promotional advancement of full-time employees of the Iowa County Sheriff's Department: The employee shall, upon completion of an application, which will be furnished by the department, submit it to the Sheriff. To be eligible for promotion in the Iowa County Sheriff's Department, the employee must have completed one (1) year of service and probation. This will apply to all classifications.
- II. The employee will submit to a testing procedure in effect at the time offered by the department. The testing shall be appropriate to the position being offered and will be obtained from the Department of Personnel, Madison. Scoring will be done by the provider of the tests, with a score of 70 percent or better being required to continue to the next step.
- III. The employee shall submit to an oral interview at the time offered by the department. The interview board will be comprised of three (3) people which shall be impaneled by the Sheriff. The interviewers shall be of higher rank than the promotion under consideration and shall be from area police and sheriff's departments' personnel (excepting Iowa County police and sheriff's departments) or full-time instructors of the College of Police Science, University of Wisconsin - Platteville. The panel shall advance to the Sheriff a ranking in descending order of the applicants' final ratings.
- IV. The Sheriff and the Law Enforcement Committee will review, recommend, and offer the advancement to the employee(s) on a descending order, provided, however, the employee(s) must meet the minimum standard set by the Sheriff and the Committee prior to the testing of the applicants.

APPENDIX B  
POST EMPLOYMENT HEALTH PLAN

Post Employment Health Plan. Iowa County ("Employer") agrees to participate in the Post Employment Health Plan for Collectively Bargained Public Employees ("Plan") in accordance with the terms and conditions of the Plan's Participation Agreement, a copy of which is attached to this agreement. The parties hereto designate Nationwide Retirement Solutions to act as Plan Administrator for the Plan, or its successors appointed in accordance with the Plan and Trust documents. The Employer agrees to contribute to the Plan on behalf of the following category of employees:

Iowa County Professional Police Association

For the term of this Agreement, the Employer shall contribute for each Eligible Employee who retires the amount of 100% of the Eligible Employee's sick leave that would otherwise have been paid to the Eligible Employee had the Employer not participated in the Plan. The Employer's contribution shall be deposited in the Eligible Employee's Health Insurance Premium Reimbursement sub-account.

APPENDIX C

ASSOCIATION AUTHORIZATION

For the term of the Agreement dated \_\_\_\_\_ between the Iowa County Deputy Sheriffs Association (the "Union") and Iowa County (the "Employer") I hereby authorize my union representatives to negotiate that part of my overall wage and benefit compensation shall include a monthly Employer contribution in the amount of \_\_\_\_\_ and, if applicable, any terminal leave benefits such as, but not limited to accumulated sick leave benefits in the amount of N/A with the express understanding that my Employer shall contribute said amount to the Life Insurance and Health Plan for Collectively Bargained Public Employees (the "Plan") in accordance with the terms and conditions of the Plan's Participation Agreement.

I understand that in order to minimize the risk of the Plan being found discriminatory under section 105(h) of the Internal Revenue code of 1986, as amended (the "Code"), if I am identified as a highly compensated eligible employee, the Plan contribution by my Employer to my account may be reduced to the maximum amount that my Employer contributes on behalf of a non-highly compensated eligible employee. If such a reduction is made, the reduction amount shall be paid to me in the form of wages.

I further understand that all amounts contributed to the Plan shall be invested in the Kemper Total Return Fund pursuant to Article VI of the Trust for the Life Insurance and Health Plan for Collectively Bargained Public Employees. I also understand that Kemper Financial Services is the Investment Manager of the Fund and may give me the one time opportunity to invest my account balance and any further contributions to my account to the Investment Manager's more conservative Kemper Money Market Fund.

I have received a prospectus for the Kemper Total Return Fund and a Summary Plan Description for the Life Insurance and Health Plan for Collectively Bargained Public Employees.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print name (Last) (First) (MI)

\_\_\_\_\_  
Employee SSN

\_\_\_\_\_  
Accepted by Association

\_\_\_\_\_  
Date

## SIDE LETTER OF AGREEMENT

The Employer and the Union recognize that continued experience as a law enforcement officer and in the performance of law enforcement-related duties generally results in improvements in productivity, effectiveness, discretion and ability. Accordingly, the parties have determined that it is in the best interests of the Employer and the Employees to compensate this additional productivity by increasing the pay of experienced employees. Base pay of the Employee shall be increased as follows:

1. After five (5) years of service, the hourly base rate paid to the Employee shall be increased by .5% above the 24-month base rate otherwise paid to the Employee.
2. After ten (10) years of service, the hourly base rate paid to the Employee shall be increased by 1.0% above the 24-month base rate otherwise paid to the Employee.
3. After fifteen (15) years of service, the hourly base rate paid to the Employee shall be increase by 1.5% above the 24-month base rate otherwise paid to the Employee.
4. After twenty (20) years of service, the hourly base rate paid to the Employee shall be increased by 2.0% above the 24 month base rate otherwise paid to the Employee.

It is specifically agreed that these experience credits shall be incremental and not cumulative. That is, each step in an increase to the 24-month base rate, and not to the base rate plus the previous step adjustment.

It is agreed that the experience credits shall apply to all hours worked on or after the Employee's appropriate anniversary date. The experience increase shall be used for computing overtime, and other payments made pursuant to this Agreement.

The parties acknowledge that this experience pay system was negotiated in the year 2000 as the result of the Union agreeing to forego .5% of the across the board increase which otherwise would have been granted. Accordingly, should either party engage in interest arbitration at any point in the future, the parties agree that .5% of the wage base should be added back to the wage rates of the Employees for the purpose of comparing them to the wages paid to Employees of comparable employers or other employers. The .5% should be added back by adding it to the year 2000 base rate, and increasing the adjusted year 2000 rate by all across the board increases subsequent to the year 2000.