

TO THE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the final offer from Iowa County to the Sheriff's Department bargaining unit was: Vacation entitlements shall be modified to provide 4 weeks of vacation after 16 full years of service, and wages shall be increased by 4% effective 1/1/92; 3% effective 1/1/93; and 2% effective 7/1/93, and

WHEREAS, the final offer from the Iowa County Sheriff's Department bargaining unit to Iowa County was: To amend the 1991 annual rates to reflect the following catch-up pay increases:

Patrol Officer	\$1,000.00
Dispatcher/Jailer	\$1,200.00
Secretary/Matron	\$ 300.00

After the above dollar amounts are added to the 1991 annual rates, further amend to provide for a five percent (5%) across the board increase effective January 1, 1992. Effective January 1, 1993 further amend to provide for an additional five percent (5%) across the board increase.

Annual rates are based on 2002 hours worked in a non-leap year and 2008 hours worked in a leap year pursuant to the parties resolution of grievance No. 3-27-92-1. The basis for calculation of the overtime hourly rate to be expressed in Article XXI (Compensation) in accordance with the above-referenced grievance settlement. Employees shall have the choice of receiving either time and one-half (1-1/2) their straight time hourly rate or compensatory time off ~~on an hour for hour basis~~ computed on a one and one-half (1-1/2) hour basis for all hours worked in excess of their normal, regular scheduled workdays or workweek. Comp time shall be scheduled by mutual agreement between the employee and his/her supervisor but not to exceed a maximum of three (3) consecutive shifts. Any accumulated comp time in excess of twenty (20) hours will be paid out quarterly (January 1, April 1, July 1 and October 1) at a rate of time and one-half (1-1/2) of the employee's wage rate when earned. It is understood that the twenty (20) hour bank is intended solely to reflect the maximum allowable carryover of compensatory hours from quarter to quarter, and shall not be interpreted as restricting the employee's right at any time to receive time and one-half (1-1/2) pay for any or all banked hours upon request.

NOW THEREFORE, BE IT RESOLVED THAT Arbitrator Gil Vernon has selected the final offer of the Union because "in summary, the Union's final offer is more reasonable and consistent with the statutory criteria."

Respectfully submitted:

Tom Paul
John C. Ellerson
Diane M. McGuire
Jayes C. [unclear]
[unclear]
 IOWA COUNTY PERSONNEL COMMITTEE