

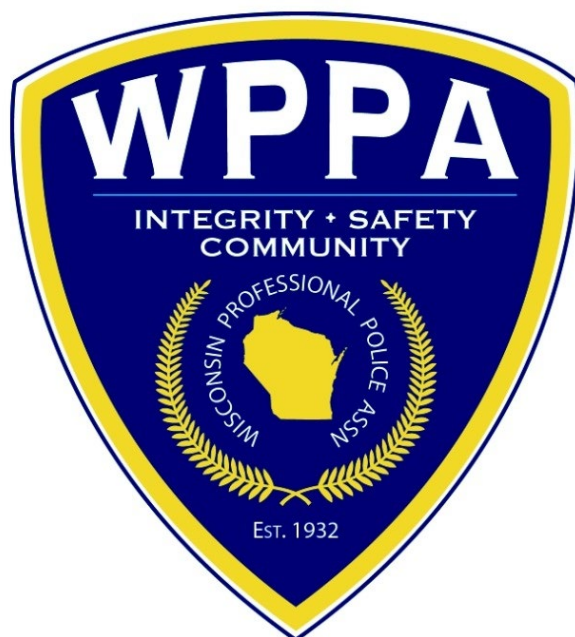
AGREEMENT

BETWEEN

IOWA COUNTY SHERIFF'S DEPARTMENT

AND

WPPA/LEER DIVISION  
IOWA CO DEPUTY SHERIFF'S ASSOC  
Local No. 131



JANUARY 1, 2024- DECEMBER 31, 2026

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## **PREAMBLE**

THIS AGREEMENT, made and entered into on the date hereinafter set forth, by and between the COUNTY OF IOWA and hereinafter referred to as the "EMPLOYER", and the WISCONSIN PROFESSIONAL POLICE ASSOCIATION / LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION, LOCAL ASSOCIATION NO. 131, hereinafter referred to as the "ASSOCIATION," which acts for and on behalf of the Iowa County Deputy Sheriff's Association, Local No. 131, WPPA/LEER, hereinafter referred to as the "LOCAL."

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

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

## **ARTICLE I - RECOGNITION**

- 1.1** The County of Iowa recognizes the Association as the sole and exclusive collective bargaining representative for hours, wages and other conditions of employment pursuant to the certification of the Wisconsin Employment Relations Commission [WERC Decision No. 38271-A, Case ID: 499.0001, Case Type: E\_ME, December 27, 2019] for the following employees:

All deputized employees of the Iowa County Sheriff's Office, including correctional officers, patrol deputies, detective sergeants, patrol sergeants, excluding the sheriff, chief deputy, operations lieutenant, supervisory, managerial, and confidential employees.

## **ARTICLE II- ASSOCIATION RIGHTS, OBLIGATIONS, AND DUES DEDUCTION**

- 2.1** The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form supplied by the WPPA/LEER affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.

It shall be WPPA/LEER's responsibility to obtain dues authorization forms from new employees and provide them to employer no less than 30 days prior to the date in which dues deductions are to commence.

The employer shall notify the WPPA of all new hires of the bargaining unit within 30 days of their start date.

The Employer shall deduct the combined dues amount each month for each employee requesting such deduction (as invoiced by the WPPA), upon receipt of such form and shall remit the total of

such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the Employer's 2nd pay period of each month.

Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association.

No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with either the WPPA or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

It is expressly understood and agreed that WPPA/LEER will refund to the employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the employer harmless against any and all claims, demands, suits, order, judgments or any other forms of liability against Employer which may arise out of Employer's compliance with this Article.

- 2.2** The Business Agent, employed and assigned by the Association, shall have reasonable access during working hours to the office where employees are stationed provided, however, that the Business Agent shall not at any time interfere with employees or interrupt their work. The Business Agent shall contact the Sheriff or his/her designee in advance of any visit whenever possible.

**Notice of Business Agent.** The Association will, upon a change in Business Agent assignment, serve upon the County a written notice which shall provide the Association's authorized representative's contact information who will deal with the County, make commitments for the Association generally and in particular have the sole authority to act for the Association, unless a designee is authorized by the Business Agent or the Association.

It is understood that the authority of a Local representative does not include the right to bind or make commitments for or on behalf of the Association. Such right is exclusively preserved to the Association Business Agent.

- 2.3** The Association shall have the right to post notices regarding meetings pertaining to Association affairs in the office where employees are stationed at a place designated by the Employer.
- 2.4** The Employer recognizes the right of the Local to elect or appoint officers and/or alternates or committee persons, pursuant to the Local's by-laws, to handle such Local and Association business as may be appropriate or designated by the Association Business Agent.

They are still employees of the Employer and subject to all the terms of this Agreement, the same as any other employee.

**Notice of Local Representatives.** The Local shall, at all times, furnish the County with a current list of its authorized representatives in writing.

### **ARTICLE III- MANAGEMENT RIGHTS**

**3.1 The Association** recognizes the prerogatives of the County to operate and manage its affairs in all respects in accordance with its responsibility and powers or authority which the County has not officially abridged, delegated or modified by this Agreement and such powers or authority are retained by the County. These management rights include, but are not limited to the following:

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

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

### **ARTICLE IV- NON-DISCRIMINATION AND DEFINITIONS**

- 4.1** The Employer and the Association agree not to discriminate in any manner whatsoever against any employee because of race, creed, color, age, sex, sexual orientation, marital status, handicap, national origin or Association or political activity.
- 4.2** Wherever a personal pronoun is referred to in this Agreement, the intent is to apply to either sex.
- 4.3 Copy.** Copy, when used throughout this Agreement, means a conventional paper document or one electronically transmitted.
- 4.4 Party.** "Party" means Association and/or Employer, as defined in the "Preamble" to this Agreement.

## ARTICLE V- GRIEVANCE PROCEDURE

- 5.1 Grievance.** A grievance is defined to be a controversy between the Association and the Employer, or between any employee or employees and the Employer as to:
- (a) a matter involving the interpretation of this Agreement; and
  - (b) any matter involving an alleged violation of this Agreement in which an employee or group of employees or the Employer maintains that any of their rights or privileges have been impaired in violation of this Agreement.

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

**Step 1.** The employee, individually or, at his/her election, with his/her representative, shall take the grievance up orally with the Sheriff or his/her designee within five (5) days of their knowledge of the occurrence of the event causing the grievance. The Sheriff shall attempt to make a mutually satisfactory adjustment, and, in any event shall be required to give an answer, in writing, within five (5) days.

**Step 2.** The grievance shall be considered settled in Step 1 unless, within five (5) days after the Sheriff's answer is due, the grievance is reduced to writing and presented to the Grievance Committee. An authorized representative of the Employer shall forward a copy of the written grievance to the Association Business Agent within five (5) days of receipt of said grievance. Following receipt of the written grievance, the Association's Business Agent shall establish a meeting with the Employer authorized to process written grievances to discuss the written grievance. Following the meeting, the Grievance Committee shall respond to the grievance, in writing, directed to the Association's Business Agent, copy to the grievant, within seven (7) days.

**Step 3.** If a satisfactory settlement is not reached as outlined in Step 2, either Party to this Agreement may request within ten (10) working days of the Association's receipt of the Committee's decision that the dispute be submitted to arbitration. The Wisconsin Employment Relations Commission shall be requested to appoint an arbitrator from its staff. The arbitrator shall make a decision on the grievance, which shall be final and binding on both Parties. Only questions concerning the application or interpretation of this Agreement are subject to arbitration. Expenses for the arbitrator shall be borne equally by the Employer and the Association. The arbitrator shall have no power to modify, add to or delete from the express provisions of the Agreement.

- 5.3 General Grievances.** Grievances involving the general interpretation, application or compliance with this Agreement may be initiated with the second step of the procedure. When grievances are commenced at the second step of this procedure, they shall be commenced within five (5) days.

- 5.4 Grievances Concerning Discipline, Suspension, Discharge.** In accordance with paragraph (d) of Management Rights, employees shall not be disciplined, suspended or discharged without just cause. A suspension shall not exceed thirty (30) days. Written notice of the suspension, discipline (where it will be noted on the employee's personnel record) or discharge and the reason or reasons for the action shall be given to the employee with a copy to the Association's Business Agent and Local President within twenty- four (24) hours. A grievance that may result from such action shall be considered waived unless presented in writing within five (5) days of the receipt of the notice by the employee, individually or, at his/her election, with his/her representative. The grievance may be started in Step 2. If the Parties agree, or the arbitrator finds that such discipline, suspension or discharge was Improper, such disposition of the matter may be made as appears proper.
- 5.5 Time.** The time limits set forth in the foregoing steps may be extended by mutual agreement in writing.
- 5.6 Local Representative(s) Wage and Hour Protection.** Representative(s) will be permitted reasonable time, in accordance with the terms of this Agreement, to investigate, present and process grievances as well as to attend meetings with the Employer without loss of time or pay during his/her regular scheduled shift, provided it does not interfere with Department operations. Both Parties agree to limit employee participation in grievance processing to the grievant and representative unless the County agrees to additional employee participation in grievance-related meetings. Such time will be considered regular working hours if it is within the regular scheduled shift of the representative, however, representative(s) are not entitled to compensation nor is the County liable for wage or time spent beyond scheduled shift hours.

#### **ARTICLE VI- PROBATION**

- 6.1** New employees shall serve a one (1) year probationary period, during such probationary period the probationary employee shall be subject to dismissal for any reason without recourse to the grievance procedure.
- 6.2** Effective April 1, 2020, employees, whose probation is extended beyond one (1) year, shall continue to receive compensation at the start rate. Once employee completes the extended probationary period, the twelve (12) month step of pay will be effective on the date following the completed probationary period.

#### **ARTICLE VII - SENIORITY**

- 7.1** Seniority shall be defined as an employee's continuous length of service in the Iowa County Sheriff's Office. Seniority is continuous from the employee's most recent date of hire into the bargaining unit, described under Article 1 of this Agreement, without regard to classification. Seniority and the employment relationship terminate upon discharge, when in accordance with the terms of this Agreement, retirement, resignation and failure to comply with

conditions set forth in § 10.2.

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

**Temporary Shift Assignment.** Involuntary/temporary movement from employee-preferred shift to another may occur provided reasonable advance notice is given to circumstance to maintain the efficiency of the Department and for the safety of the employee. Seniority is the controlling factor.

**Shift Pick Procedure.** Employee(s) designate shift preference bi-yearly. Requests for a change in shift must be submitted to the attention of the Chief Deputy no later than 4:00 p.m. by November 15th and May 15th, respectively. Shift pick preference is effective January 1st for the November 15th bid and July 1st for the May 15th bid cycle.

**Shift Change With Mutual Consent.** A change of shift may occur at any time with the mutual consent between two (2) employees within classifications with acknowledgment and approval of either the Chief Deputy or the Sheriff of Iowa County.

## **ARTICLE VIII - JOB POSTING**

- 8.1** When new classifications are created or vacancies exist within the department employees within the department shall be given the first opportunity to fill such vacancies if qualified. Employer will post bargaining unit vacancies for a period of seven (7) calendar days by sending all department employees an email including job description, stating minimum qualifications, and an additional copy of the posting will be provided to the Local President.
- 8.2** Employees who are promoted to a vacancy within their classification or in a new classification shall start at the lowest pay step of the new position that is an improvement over their prior pay rate with a minimum of at least \$0.50 increase. Employees promoted to a vacancy within their classification or within a new classification shall be required to serve a six (6) month probationary period during which time the Employer may return the employee to his/her former position and rate of pay if the employee is not performing the duties of that position satisfactorily. The promoted employee shall be given a three (3) month interim evaluation during this probationary period. The criteria for the evaluation will be established and the applicants informed of these criteria prior to the promotion. The employee will be shown the results of the evaluation and possible suggestions for necessary corrections will be made at that time. A final evaluation will be made two (2) weeks prior to the end of the six (6) month period.



## **Promotion Procedure.**

- I. For the purpose of promotional advancement of full-time employees of the Iowa County Sheriff's Office. 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 Office, the employee must have completed one (1) year of service and probation and must meet the minimum standard set by the Sheriff prior to the testing of the applicant. 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 the same test taken by any external candidates. If external candidates are not required to test then internal candidates also will not be required to take a test. The test will be obtained from a Law Enforcement testing vendor. Scoring will be done by the provider of the tests, with a score of seventy percent (70%) 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 panel will be comprised of three (3) people which shall be impaneled by the Sheriff. The interviewers shall be of equal rank than the promotion under consideration and shall be from area police and sheriffs departments' personnel (excepting Iowa County Police and Sheriff's Departments). The panel shall advance to the Sheriff a ranking, in descending order, of the applicant's final ratings. Employee would then submit to a Department Panel Interview comprised of Sheriff's Office Management and Employee Relations.
- IV. The Sheriff will select a candidate to whom a conditional offer will be made, taking into consideration, but not limited to, the recommendations of both the Interview Panel and the Department Panel.

The selected candidate will be subject to a final background check. Employee must pass the background check before the employment offer is made.

## **ARTICLE IX - HOURS**

- 9.1 The normal work schedule shall be (5-2, 5-3) eight and one-half (8 1/2) hours per day for Patrol Deputies, and Patrol Sergeants. The normal work schedule for Detective Sergeants shall be (5-2), Monday through Friday, eight (8) hours per day, forty (40) hours per week. In making up the specific schedules, an attempt will be made to keep employees on regular shifts and to schedule sixteen (16) hours off between shifts as much as possible. The schedule will be made monthly and posted seven (7) days in advance. A list of all open overtime shifts available during the upcoming month or schedule period shall be posted for the consideration of all full-time employees. In making assignments to shifts, the employee's preference will be

considered by seniority.

The schedule for those assigned to, or working within the Correctional Officer Classification will consist of twelve (12) hour shifts with up to 84 hours in a pay period. Shifts will operate from 5:00 a.m. – 5:00 p.m., 5:00 p.m. – 5:00 a.m. and 11:00 a.m. – 11:00 p. m. with two (2) rotations available per shift. Sheriff's Office Administration has the right to permanently move the shift start time +/- one (1) hour for the duration of this contract. One additional shift start time may be added to the schedule two hours after the initial shift. Compensation shall consist of twelve (12) hours of regular pay for each twelve (12) hour shift worked. Shift Differential will only be available on shifts that have a start time after 11:00 a. m.. Employer has the discretion to reassign shift hours on scheduled days of work, with a minimum of three days' notice, or less than that if an emergency arises.

Time worked of an incidental nature, meaning to complete an assigned task or work assignment beyond the end of employees' scheduled shift, must be authorized and/or approved in advance of time worked by either the Sheriff, Chief Deputy, or their designee.

- 9.2 a) Overtime.** Employees shall have the choice of receiving either time and one-half (1 1/2) their straight time hourly rate or compensatory time off 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. Overtime shall not be paid for overtime of less than one-half (1/2) hour when worked consecutively prior to or subsequent to an employee's regular shift unless it is the result of a call. This is not intended to establish a practice of early report.

The Sheriff shall have the discretion to fill overtime shifts by using part-time personnel if the overtime is to fill the shift of employee that has been on leave for two weeks or more. For purposes of this provision, "two weeks" shall equal 10 calendar days, computed from the first day of the leave.

In addition, the Sheriff shall have the discretion to fill overtime shifts using part-time personnel if the overtime shift becomes available after overtime is posted in the final schedule for the month.

The parties recognize that they may disagree over the scope of the Sheriff's authority to use part-time personnel under this Agreement. Accordingly, this provision does not, and shall not be used or construed to waive the Sheriff's right to claim that he has the right to use part-time personnel in other circumstances, in addition to the two circumstances identified above; similarly, this provision does not, and shall not be used or construed to waive the Association's right to claim that the Sheriff cannot use part-time personnel in other circumstances beyond those identified in this provision.

- b)** Compensatory time shall be scheduled by mutual agreement between employee and Sheriff's Office Administration but not to exceed a maximum of three (3) consecutive shifts in a grouping. Grouping is a series of days where no shift is worked. The maximum accumulated compensatory time at any given time shall be sixty (60) hours. All compensatory time over sixty (60) hours shall be paid to employees quarterly. Any

accumulated compensatory time as of the last payroll of December of any calendar year will be paid out to employees on the last payroll of December of that year and compensatory time accrual bank will start over at that time.

Compensatory time shall not be earned for the daily care compensation of K-9's, working grant-funded shifts and attending training events.

- c) **Call up.** All of the overtime shifts, including posted overtime and non-posted overtime, shall be assigned/offered by classification. This shall include those open shifts posted on a monthly basis for sign up, as well as those filled on a call up basis. The overtime shifts shall be assigned/offered by classification per the Overtime Policy.<sup>1</sup> The Sheriff will recognize and authorize the Association to fill open shifts as agreed upon by the Policy and Procedure. This Policy and Procedure will not be changed or modified in any manner without mutual agreement between the Association and the Sheriff.
- d) **Stipulation.** Such overtime to be paid at the rate of time and one-half ( 1 ½ ) of the position filled or time and one-half ( 1 ½ ) of the employee's regular rate, whichever is greater.

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

- e) **Training Time.** Unless otherwise herein provided, the following will be procedure for compensating employees for periods of training time.

During Normal Hours – Employees required to attend training sessions during the normally scheduled hours shall be compensated at the employee's regular rate of pay for such hours scheduled.

Voluntary and Required Training – Employees attending pre-approved training on a requested voluntary basis and/or training to maintain certification (24 hours) on an employee's off hours shall be entitled to pay calculated at employee's regular rate of pay.

Mandatory Training – Employees attending mandatory training by Sheriff's office management (e.g. Fire Safety, Suicide, Medication, EVOC, TIME, CPR/First Aid and Firearm) or has been ordered to attend a training on an employee's off hours shall be entitled to pay compensated at one and one-half (1½) times employee's regular rate of pay.

\*Please note that if a required training is also part of the mandatory training list, employees will receive pay compensated at one and one-half (1½) times employee's regular rate of pay if training is scheduled on employee's off hours.

**9.3** The employees covered by the terms of this Agreement shall respond to recall to work outside of their regular schedule of hours by their department head or others designated by the department head. A minimum of two (2) hours at time and one-half (1 ½ ) shall be granted to any employee who has been requested to work outside his regular schedule of hours or who reports to work as scheduled and is sent home, provided, however, that this provision shall not apply to hours worked consecutively prior to or subsequent to the employee's regular schedule of hours. Employees required to go to court other than during their regular shift shall be guaranteed two (2) hours at time and one-half ( 1 ½ ) .

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

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

The Parties further agree that the Detective Sergeant shall not be assigned to perform the duties of a Patrol Deputy on a regular basis.

**9.6** Patrol Sergeants and Corporals who are required to attend weekly supervisor meetings shall be scheduled and receive straight pay for only the hours worked.

#### **ARTICLE X - LAYOFF**

**10.1** Seniority shall apply to layoff from work, and recall after layoff from work, considering that employee is qualified for the open job. The County agrees that no work will be transferred out of the bargaining unit while any unit employees are on layoff, nor shall any unit employees be laid off as a result of a decision to transfer work out of the bargaining unit, provided the decision to transfer work out of the bargaining unit is a mandatory subject of bargaining.

**10.2** Notice of recall, via certified mail, shall be sent by the Employer to the employee, provided that employee is qualified to perform the job, return receipt requested, to laid off employees' last known address. Employees who do not respond to such recall notice within fourteen (14) calendar days shall be dropped from the seniority list and all rights to employment shall be lost.

#### **ARTICLE XI - HOLIDAYS**

**11.1** For the purpose of this Agreement, legal holidays shall be New Year's Day, Easter, Memorial Day, July Fourth, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day. Employees except the Detective Sergeant, working on a holiday shall receive one and one-

half ( 1 ½ ) times their regular pay for all such hours worked in addition to eight (8) hours holiday pay. Detective Sergeant shall be given the holiday off with pay. When a holiday falls on a Saturday or Sunday, the Friday before or the Monday following the holiday, at the Sheriff's discretion, shall be given as a day off to the Detective Sergeant employees.

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

## **ARTICLE XII- VACATIONS**

### **12.1** General Policy

It is the policy of Iowa County to provide employees with necessary paid time away from work. This Policy is implemented by means of a Managed Time Off (MTO) Plan, which covers paid leave previously available under the vacation, floating holiday, sick leave, bereavement leave, and other leave policies.

MTO may fall into two categories: Scheduled Time Off and Unscheduled Time Off. MTO is always subject to audit and monitoring, as well as absenteeism policies.

Department Heads shall determine what category they will follow for their department – Scheduled Time Off or Unscheduled Time Off.

#### 1. Scheduled Time Off

- a. An employee may request to take scheduled time off using his/her accrued MTO. Such requests must be submitted to the employee's Department Head or designee as far in advance as possible, but no later than three (3) working days prior to the date for which the time off is requested. Requests to take scheduled time off using accrued MTO must be approved in advance by the employee's Department Head or designee.
- b. Except in emergencies, employees are required to request to use accrued MTO for scheduled dental and medical appointments in the same manner as referenced above. In addition, an employee must also notify his/her supervisor as far in advance as possible of a scheduled dental or medical appointment.

#### 2. Unscheduled Time Off

- a. Unscheduled time off is defined as an absence that has not been approved in advance by the employee's Department Head or designee. An absence shall be considered unscheduled when an employee's request to use MTO is made less than three (3) working days prior to the date for which time off is requested or where no request for time off is made.

- b. When unscheduled time off is necessary, an employee shall notify his/her Department Head or designee prior to the beginning of his/her scheduled reporting time and within the notification time period designated by the Department Head. The employee shall also inform his/her Department Head or designee of his/her anticipated date of return to work.
- c. A Department Head or designee may grant approval of a request to use MTO made by an employee with less than three (3) days' notice if the employee's absence does not negatively affect departmental workload, project completion, and maintenance of sufficient departmental staffing levels, or if the absence is deemed to be covered by the state and/or federal Family and Medical Leave Act ("FMLA"). Notice of unplanned FMLA leave shall be given as required in the County FMLA policy.

A. Procedures

1. Accrual Policy

- a. MTO accrual commences on an employee's initial date of employment on a prorated basis. The maximum amount of annual MTO that an employee can accumulate is calculated from the employee's anniversary date of initial employment. The maximum annual MTO accrual is set forth in the Accrual Schedule below.
- b. MTO hours are earned based upon regular hours paid, while on an approved FMLA qualified absence and while receiving a disability income (not on overtime hours worked or compensatory time earned).
- c. On an employee's anniversary date, if the employee's accrued MTO hours exceed the maximum set forth in the Accrual Schedule below, the excess hours shall be transferred to the employee's Medical Leave Bank in the subsequent pay period. If the employee's Medical Leave Bank accrual balance is at the maximum level at the time the excess MTO hours are to be transferred, the excess MTO hours will be deemed forfeited. MTO hours transferred to an employee's Medical Leave Bank pursuant to this section shall not be returned to the employee's MTO account. The employee Medical Leave Bank has been established to provide additional medical leave to employees that have reached the maximum MTO accrual permitted instead of simply restricting MTO accrual, and is solely to be used during an employee's employment for the purposes specified. Therefore, at the time of an employee's termination or retirement, the employee shall not be entitled to remuneration for unused time from the Medical Leave Bank. See the section of this Policy regarding Medical Leave Bank for further information.

Accrual Schedule

<b>Maximum Annual Accrual for Employees Working 40 Hours per Week</b>	
<b>Accrual Periods</b>	
0-1.99 year	136 hours

2 – 5 years	176 hours
6 – 10 years	208 hours
11-15 years	248 hours
16-20 years	288 hours
21 or more years	312 hours

(MTO granted in a particular year may be used as MTO in that year, even if the aggregate amount of MTO exceeds the maximum accrual level)

New employees starting employment on or after January 1, 2024 will be provided with forty (40) hours of their Managed Time Off accrual on employee’s hire date. Employee’s bi-weekly accrual will start once the forty (40) hours of Managed Time Off have been earned.

2. Use of MTO

- a. MTO is accrued based upon hours worked and may be used subsequent to the pay period in which it is earned. Employees accrue MTO from the first day of employment and may use accrued MTO when it is available, with advance approval.
- b. Except in certain, limited circumstances where use of MTO is approved by the Employee Relations Director or a right of use is provided by law (e.g., FMLA), an employee request to take unpaid leave will not be granted if the employee has accrued MTO available.
- c. The County Administrator shall be notified when an employee’s use of MTO exceeds two consecutive weeks.
- d. A minimum of a half hour must be used each time requesting and using MTO. Increments of tenths may be used after the initial half hour. Employees who do not have enough hours to cover their FTE equivalent will be required to use MTO in less than the initial half hour.
- e. Use of MTO in combination with hours worked shall not exceed the number of hours an employee is scheduled to work for that day.

3. End of Employment Options

Upon separation from employment with Iowa County, and consistent with the terms of the Iowa County Resignation Policy, the hours of accrued MTO in an employee’s account will be paid out at the employee’s current wage rate (subject to withholding).

**Medical Leave Bank**

The County will provide a Medical Leave Bank for each eligible employee as part of its MTO Plan. The purpose of this Bank is to provide paid time off for long term medical needs associated with an employee's personal illness, or the personal illness of an eligible employee’s family member’s that are covered by this policy.

#### A. Procedures

1. An employee is eligible to use hours in his/her Medical Leave Bank for the same events which would qualify him/her to use State or Federal Family and Medical Leave (described in the Iowa County FMLA Policy), e.g., for a qualified illness, injury, and/or medical emergency of the employee or his/her covered family member, or military exigencies of the employee or his/her covered family member, subject to approval by the Employee Relations Department.
2. The Medical Leave Bank account may be accessed for an employee's non-intermittent FMLA leave after the appropriate certifications have been received and approved by the Employee Relations Department.
3. An employee may use his/her Medical Leave Bank for intermittent leave if he/she is entitled to do so by law (e.g., FMLA) or in the discretion of the Employee Relations Director or designee under certain limited circumstances, such as prolonged therapies necessitating multiple appointments, travel due to medical treatment or symptomatic absences due to treatment.
4. Medical Leave Bank may be used for the three (3)-day waiting period to cover time lost due to a Worker's Compensation time loss event.
5. The County reserves the right to require satisfactory medical documentation, which may include a physician's statement or other evidence. Unauthorized use of time accrued in an employee's Medical Leave Bank may result in loss of pay for the duration of the employee's absence, and may also be grounds for disciplinary action or termination of employment.
6. The County may require the employee to provide a certificate of recovery from a State of Wisconsin licensed physician approved by the County.

#### B. Maximum Accumulation

An employee may accumulate a maximum 480 hours in his/her Medical Leave Bank. Once an employee's balance reaches 480 hours, no additional time will be credited to the employee's Bank until the balance falls below the 480-hour maximum.

#### C. Time Off Without Pay

1. If an employee's Medical Leave Bank is exhausted, s/he must use available MTO prior to requesting time off without pay. Time off without pay is not permitted, unless authorized by State or Federal FMLA, required by other laws (e.g., ADA), or when the employee has the prior written authorization of the Department Head and Employee Relations Director.
2. MTO does not accrue when an employee is absent from work without pay. MTO does accrue when using time in his/her Medical Leave Bank.



3. Except as provided by State and Federal FMLA, employees are obligated to pay all insurance premiums when on an approved unpaid leave.

#### 4. Separation From Employment

The employee Medical Leave Bank has been established to provide additional medical leave to employees that have reached the maximum MTO accrual permitted instead of simply restricting MTO accrual and is solely to be used during an employee's employment for the purposes specified. Therefore, at the time of an employee's termination or retirement, the employee shall not be entitled to remuneration for unused time from the Medical Leave Bank, and no residual or post-employment wage or benefit shall be paid to the employee for unused Medical Leave.

### **Administrative Guidelines**

#### A. Participation

All regular, qualifying, current and newly-hired employees working an average of twenty (20) hours or more per week shall participate in the MTO Plan on a prorated basis, i.e. employees will be paid at their normal rate of pay for MTO leave taken, based on the number of hours normally worked in a workweek.

#### B. Vacation Balance Conversion

Vacation balances that exist at the time this Policy takes effect shall be converted to MTO hours in the following manner: Vacation balances shall be converted into MTO hours at 100% of their current hourly value. New MTO hours shall be added to the balance pursuant to the limits and rates established in this Policy based upon an employee's years of service.

#### C. Sick Leave Balances At Time of Adoption

1. At the time of the MTO Policy's adoption, an employee's existing sick leave shall be locked in a personal Sick Leave Bank, to be used for qualifying events due to illness and medical appointments or qualified State or Federal FMLA leave. This pre-existing Sick Leave Bank is not the same as the Medical Leave Bank. Pre-existing Sick Leave Bank refers to the sick leave benefit earned and accrued by qualified employees prior to, but not after, the implementation of the MTO Plan. Sick leave shall not be earned after the MTO Plan is implemented.

2. Employees who are eligible for retirement under Wisconsin Retirement System regulations and who elect to retire are authorized to receive a payout of their Sick Leave Bank at retirement, to the extent that and consistent with County contracts and/or policies in effect at the time Sick Leave was earned and banked. Said banked sick leave will be paid out at the employee's hourly wage at the time of retirement.

#### D. MTO Record-Keeping

Department management will be responsible for maintaining records that document the approvals and denials of employees' requests for MTO. A standard form, "Request for Time Off," shall be used to account for any scheduled or unscheduled time off.

E. Floating Holiday Balances At Time of Adoption

Any floating holiday balances remaining when this Policy is adopted shall not be converted to MTO.

F. Employee Responsibility

Employees have sole responsibility for verifying the accuracy of the accrual-balance reporting. Employees are encouraged to verify balances bi-weekly and immediately report any discrepancies in writing to the Payroll Department.

G. Implementation

The Medical Leave Bank will be implemented at the same time as the initial implementation of the Managed (Paid) Time Off Plan.

- 12.2** Requests are to be made to the Sheriff with a minimum of thirty (30) days' notice on a first come, first serve basis, however, less than thirty (30) days' notice may be allowed by mutual agreement. Any conflicts will be resolved on a seniority basis, giving shift arrangement consideration. Vacations picked prior to April 15th shall have preference over seniority after that date.
- 12.3 Employees hired with relevant experience, as determined by the Sheriff, may start above the entry Managed Time Off level (equal to the amount of experience they are coming in at) under the Sheriff's sole and absolute discretion. The employee shall then move through the Managed Time Off levels based on the actual years of employment with Iowa County.

### **ARTICLE XIII - SICK LEAVE**

- 13.1** Sick leave shall only cover necessary absences from duty because of illness, bodily injury or absences from employment because of exposure to contagious disease of the employee or the employee's immediate family.
- 13.2** In order to be eligible for sick leave with pay, the employee must:
- (a) Report the reasons for absence from work no later than two (2) hours prior to his/her normal report time, if possible. If the employee is aware in advance that sick leave in excess of three (3) days will be necessary, the employee and his/her doctor shall immediately notify the Sheriff in writing, within a reasonable period of time, of the expected date that such leave will begin and the probable duration of the leave.
  - (b) Keep the Employer informed as to the employee's condition.

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

**13.3** Employees who are experiencing any sickness that is considered contagious (fever, cough, body aches, sore throat, stomach flu, and diarrhea) are required to stay home from work. Employees may return to work 24 hours after being symptom free without pain or fever reducing medication.

**13.4** Except as set forth in section 13.4, herein, all employees who retire from the County and are eligible for Wisconsin Retirement Fund annuity and/or Social Security, or who die while in the employ of the County (in case of death, their estates shall be entitled) shall be paid out in lump sum of their accumulated sick leave based on their final base wage rate.

#### **ARTICLE XIV -INSURANCE**

**14.1 Health, Dental and Life Insurance.** The Employer shall be a participating employer in the Wisconsin Public Employers' Group Health Insurance program. The employees shall have the option to choose a group health insurance plan from the standard plan and alternative health insurance plans, according to the rules established by the Wisconsin Public Employers' Group Health Insurance Board. Effective January 1, 2016, the County will pay eighty-five percent (85%) of the average premium expressed as a dollar amount (calculated as the sum total of the individual monthly premiums for each qualified plan, divided by the number of qualified plans), but the County shall not pay more for any individual employee than the full premium for the plan selected in the event that 85% of the average premium is a greater dollar amount than the premium for the plan selected.

The County agrees to pay 100 percent of the single coverage premium and 85 percent of the family coverage premium towards the dental insurance. The Employer shall pay the Employer contribution set by the State for State Group Life Insurance for eligible employees.

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

**14.3 Pension.** Each employee shall be able to apply to the Department of Employee Trust Funds for retirement benefits as provided by Wisconsin State Statute and rules established by the Wisconsin Retirement System Board. The County agrees to pay the fund up to 7 percent of the Patrol Deputies', Detectives Sergeants, Correctional Officers', and Patrol Sergeants' gross. Effective December 1, 2012, the Association agrees that employees will pay the full employee share of the WRS contribution for their particular classification.

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

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

(b) Receive the worker's Compensation benefit and be paid the difference between their

regular pay based upon a normal workweek and the Worker's Compensation benefit with the County charging the employee's sick leave account with a number of hours that equal the cash differential between the Worker's Compensation and regular pay.

- 14.5 Section 125 Plan.** Concurrent with the implementation of employee health insurance premium contributions effective January 1, 2005, the Employer agrees to administer a Premiums-Only Section 125 plan for all employees.
- 14.6** The County will offer the Employee Trust Fund Deferred Compensation Plan, if desired by the bargaining unit. If the unit declines such a plan, the Parties agree that the County's obligation to offer such a Plan is discharged.
- 14.7 Flexible Spending Plan.** Effective with the full ratification and County Board approval of the 2011-2012 Collective Bargaining Agreement employees may participate in the County's voluntary Flexible Spending Account Plan. A cafeteria plan may be offered in the future.
- 14.8 Vision Benefit Plan.** Effective with the full ratification and County Board approval of the 2011-2012 Collective Bargaining Agreement, employees may participate in the County's voluntary Vision Benefit Plan, provided that the County is able to meet minimum enrollment percentages to maintain the plan.

#### **ARTICLE XV - LEAVE OF ABSENCE**

- 15.1 Leave of Absence.** A reasonable leave of absence for reasons, unrelated to leaves envisioned under either State or Federal Family Medical Leave Act will be granted to an employee upon written request by the employee subject to the approval of the Employer, as hereinafter set forth. By an employee's choice, a leave of absence of up to six (6) months without pay may be granted for good reason when approved by the department head and the E m p l o y e e R e l a t i o n s D i r e c t o r . Health insurance can be continued during the period provided the employee reimburses the County for the full cost of the monthly insurance premium. Procedure. Employees shall make written application for leaves to the Employer and shall, except in the case of illness or injury, make application at least thirty (30) days prior to the desired starting date of the leave unless in emergency situations.
- 15.2 Sick Leave of Absence.** Inability to work because of proven sickness or injury shall not result in the loss of seniority rights.
- 15.3 Military Leave.** Employees having permanent status, and who are duly enrolled members of the National Guard, the State Guard, the Officers Reserve Corps, the Enlisted Reserve Corps, the Naval Reserve Corps, the Naval Reserve, the Marine Corps Reserve, or any other reserve component of the military or naval forces of the United States or State of Wisconsin, now or hereafter organized or constituted under Federal Law, shall be entitled to leaves of absence without loss of pay to enable them to attend military or naval schools, field camps of

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

- 15.4** Any employee who accepts appointment to the Chief Deputy position and wishes to return to the unit shall return at the same seniority level as when he/she left the bargaining unit.
- 15.5** Compensation and payments toward benefits will not occur, nor will benefits accrue during an unpaid leave of absence under the Collective Bargaining Agreement.

#### **ARTICLE XVI- UNIFORM AND EQUIPMENT ALLOWANCES**

- 16.1** The annual maximum uniform allowance for all Patrol Deputies, and Sergeants will be five hundred dollars (\$500.00) and for all Detective Sergeants and Correctional Officers it will be four hundred dollars (\$400.00). The Parties agree that the purchase of uniforms will go to a voucher system. The Parties further agree the County will provide the Association with a list of items considered to be parts of the required uniform and any items of controversy shall be discussed before the list of items takes effect. This list shall include plainclothes employees. Plainclothes will be taxed by Iowa County and only available to those in Detective Sergeant positions.

The County will reimburse new hires up to Four Hundred Dollars (\$400.00) for the purchase of required uniforms and equipment in lieu of the annual uniform allowance during the first twelve (12) months of employment.

[INSERT THE (previous) APPENDIX B UNIFORM LIST (as amended)]

- 16.2** The County agrees to provide all Patrol Deputies with handcuffs and fifty (50) rounds of ammunition per month. Only prescribed equipment will be carried, except other equipment approved by the Sheriff, but not required by the Sheriff, may be carried at the officer's expense.
- 16.3** There shall be no change in uniform or equipment requirements (style or color changes) during the life of this Agreement unless mutually agreed to by the parties to this Agreement.
- 16.4** The County will provide each Patrol Deputy, Patrol Sergeant, and Detective Sergeant with a body armor vest fitted for that employee. The vests shall be worn at all times according to the Department Uniform Policy.

## ARTICLE XVII- MISCELLANEOUS

- 17.1** Employees with assigned squad cars shall not use said cars for personal business; however, they may be used for travel to and from home and work. Employees may not use squad cars for travel to and from home and work when performing work outside their classification. Squad cars may be reassigned for the purposes of an emergency, maintenance or another squad car being out of service, provided, however, that the patrol officer who has had his/her squad car reassigned shall be provided transportation to and from home and work, or he/she may use his/her personal car to get to and from work and be reimbursed for their mileage at the rate set by this Agreement.
- 17.2** Employees authorized by the Department head to use their personal automobile in connection with their employment shall be reimbursed at the rate allowed by the Internal Revenue Service.
- 17.3** Employees shall be given access to their personnel files pursuant to Wisconsin State Statute 103.13.
- 17.4** The Employer shall establish reasonable rules and regulations (Policy and Procedures) and all employees shall be provided with a copy.
- 17.5** No employee shall be required to practice or use unsafe procedures or equipment.
- 17.6** **Paydays.** Employees shall be paid bi-weekly. Employees shall be paid every other Friday; employees' paycheck will be by direct deposit to a bank of their choosing.
- 17.7** Existing benefits which are mandatory subjects of bargaining shall be maintained.
- 17.8** Employees shall be provided funds to cover fees and meals, lodging and mileage through an expense reimbursement process with an itemized receipt, if necessary, for time spent by employees in State or department mandated training, provided the expenditures are approved in advance. Employees shall provide documentation for all such expenditures to the County following required training. Approval of mandated training shall not be withheld so as to cause employees to lose their certification.

## ARTICLE XVIII - NO STRIKE

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

## ARTICLE XIX - SAVINGS

- 19.1** If any Article of this Agreement or any additions thereto should be held invalid by operation

of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be enjoined or restrained by such tribunal, the remainder of this Agreement and amendments thereto shall not be affected thereby, and the Parties thereto shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

**ARTICLE XX - ENTIRE AGREEMENT**

**20.1** This Agreement constitutes the entire agreement between the Parties and no verbal statements shall supersede any of its provisions. Any amendment supplemental hereto shall not be binding upon either Party unless executed in writing by the Parties hereto and signed by the County Board Chair and the Association's representative.

**ARTICLE XXI- COMPENSATION<sup>2</sup>**

**21.1** Hourly wages shall be paid as follows:

<b><u>1/1/2024</u></b>					
		<b>12</b>	<b>24</b>	<b>36</b>	<b>48</b>
<b>01/01/2024 - 03/08/2024</b>	<b>Start</b>	<b>Months</b>	<b>Months</b>	<b>Months</b>	<b>Months</b>
Detective Sergeant	\$27.80	\$28.60	\$29.59	\$30.46	\$31.34
Patrol Deputy	\$25.76	\$26.46	\$27.47	\$28.31	\$29.19
Correctional Officer	\$22.83	\$23.54	\$24.44	\$25.38	\$26.19
Corrections Corporal	\$23.83	\$24.54	\$25.44	\$26.38	\$27.19
Patrol Sergeants	\$27.80	\$28.60	\$29.59	\$30.46	\$31.34
<b><u>03/09/2024 - 3.5%</u></b>					
		<b>12</b>	<b>24</b>	<b>36</b>	<b>48</b>
<b>03/09/2024 - 06/28/2024</b>	<b>Start</b>	<b>Months</b>	<b>Months</b>	<b>Months</b>	<b>Months</b>
Detective Sergeant	\$28.77	\$29.60	\$30.63	\$31.53	\$32.44
Patrol Deputy	\$26.66	\$27.39	\$28.43	\$29.30	\$30.21
Correctional Officer	\$23.63	\$24.36	\$25.30	\$26.27	\$27.11
Corrections Corporal	\$24.66	\$25.40	\$26.33	\$27.30	\$28.14
Patrol Sergeants	\$28.77	\$29.60	\$30.63	\$31.53	\$32.44
<b><u>06/29/2024 - \$0.25 ATB for Jail, Patrol, Detective Sgt. and Sgt. And \$0.50 for Corr Corp</u></b>					
		<b>12</b>	<b>24</b>	<b>36</b>	<b>48</b>
<b>06/29/2024 - 12/31/2024</b>	<b>Start</b>	<b>Months</b>	<b>Months</b>	<b>Months</b>	<b>Months</b>
Detective Sergeant	\$29.02	\$29.85	\$30.88	\$31.78	\$32.69
Patrol Deputy	\$26.91	\$27.64	\$28.68	\$29.55	\$30.46
Correctional Officer	\$23.88	\$24.61	\$25.55	\$26.52	\$27.36
Corrections Corporal	\$25.16	\$25.90	\$26.83	\$27.80	\$28.64
Patrol Sergeants	\$29.02	\$29.85	\$30.88	\$31.78	\$32.69

<b>03/01/2025 - 2% ATB</b>					
<b>03/01/2025 - 09/26/2025</b>	<b>Start</b>	<b>12 Months</b>	<b>24 Months</b>	<b>36 Months</b>	<b>48 Months</b>
Detective Sergeant	\$29.60	\$30.45	\$31.49	\$32.41	\$33.34
Patrol Deputy	\$27.45	\$28.19	\$29.25	\$30.14	\$31.07
Correctional Officer	\$24.36	\$25.11	\$26.06	\$27.05	\$27.91
Corrections Corporal	\$25.66	\$26.42	\$27.37	\$28.36	\$29.21
Patrol Sergeants	\$29.60	\$30.45	\$31.49	\$32.41	\$33.34
<b>09/27/2025 - 2% ATB</b>					
<b>09/27/2025 - 10/24/2025</b>	<b>Start</b>	<b>12 Months</b>	<b>24 Months</b>	<b>36 Months</b>	<b>48 Months</b>
Detective Sergeant	\$30.19	\$31.06	\$32.12	\$33.06	\$34.01
Patrol Deputy	\$28.00	\$28.75	\$29.84	\$30.74	\$31.69
Correctional Officer	\$24.84	\$25.61	\$26.58	\$27.59	\$28.47
Corrections Corporal	\$26.17	\$26.95	\$27.91	\$28.93	\$29.80
Patrol Sergeants	\$30.20	\$31.06	\$32.12	\$33.06	\$34.01
<b>10/25/2025 - \$0.50 ATB for Jail, Patrol, Det Sgt and Patrol Sgt. \$1.00 for Corr Corp</b>					
<b>10/25/2025 - 12/31/2025</b>	<b>Start</b>	<b>12 Months</b>	<b>24 Months</b>	<b>36 Months</b>	<b>48 Months</b>
Detective Sergeant	\$30.69	\$31.56	\$32.62	\$33.56	\$34.51
Patrol Deputy	\$28.50	\$29.25	\$30.34	\$31.24	\$32.19
Correctional Officer	\$25.34	\$26.11	\$27.08	\$28.09	\$28.97
Corrections Corporal	\$27.17	\$27.95	\$28.91	\$29.93	\$30.80
Patrol Sergeants	\$30.70	\$31.56	\$32.62	\$33.56	\$34.51
<b>03/14/2026 - 2.5% ATB</b>					
<b>03/14/2026 - 09/25/2026</b>	<b>Start</b>	<b>12 Months</b>	<b>24 Months</b>	<b>36 Months</b>	<b>48 Months</b>
Detective Sergeant	\$31.46	\$32.35	\$33.44	\$34.40	\$35.37
Patrol Deputy	\$29.21	\$29.98	\$31.09	\$32.02	\$33.00
Correctional Officer	\$25.97	\$26.76	\$27.75	\$28.79	\$29.69
Corrections Corporal	\$27.85	\$28.65	\$29.64	\$30.67	\$31.57
Patrol Sergeants	\$31.46	\$32.35	\$33.44	\$34.40	\$35.37
<b>09/26/2026 - 2.5% ATB</b>					
<b>09/26/2026 - 10/23/2026</b>	<b>Start</b>	<b>12 Months</b>	<b>24 Months</b>	<b>36 Months</b>	<b>48 Months</b>
Detective Sergeant	\$32.25	\$33.16	\$34.27	\$35.26	\$36.25
Patrol Deputy	\$29.94	\$30.73	\$31.88	\$32.82	\$33.82
Correctional Officer	\$26.62	\$27.43	\$28.45	\$29.51	\$30.43
Corrections Corporal	\$28.56	\$29.37	\$30.38	\$31.44	\$32.36
Patrol Sergeants	\$32.25	\$33.16	\$34.27	\$35.26	\$36.25



<b>10/24/2026- \$0.25 ATB for Jail, Patrol, Det. Sgt., and Patrol Sgt., \$0.50 for Corr Corp</b>					
<b>10/24/2026 - 12/31/2026</b>	<b>Start</b>	<b>12 Months</b>	<b>24 Months</b>	<b>36 Months</b>	<b>48 Months</b>
Detective Sergeant	\$32.50	\$33.41	\$34.52	\$33.51	\$36.50
Patrol Deputy	\$30.19	\$30.98	\$32.13	\$33.07	\$34.07
Correctional Officer	\$26.87	\$27.68	\$28.70	\$29.76	\$30.68
Corrections Corporal	\$29.06	\$29.87	\$30.88	\$31.94	\$32.86
Patrol Sergeants	\$32.50	\$33.41	\$34.52	\$35.51	\$36.50

**21.2 Credit for Experience (Lateral Employment)**

Employees hired with relevant experience, as determined by the Sheriff, may start above the start rate under the Sheriff’s sole and absolute discretion. The employee shall then move through the schedule based on actual years of employment with Iowa County. Current employees as discussed and identified between the parties during negotiations for this 2020-2021 Agreement shall also be afforded the consideration of an appropriate adjustment under this provision.

**21.3** 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.

**21.5** Employees starting their shift beginning at 11:00am or after shall receive an additional forty-five cents (\$0.45) per hour for all hours worked on that shift. Employees starting their shift beginning at 5:00pm or after shall receive an additional fifty-five cents (\$0.55) per hour for all hours worked on that shift.

**21.6 Training Pay.** When appointed for pre-approved training, activities and hours, a qualified training officer will be paid an additional One Dollar (\$1.00) per hour for training hours that have been pre-approved by department management.

**21.7 Longevity**

The Employer and the Association recognize that continued experience as a law enforcement Officer and in the performance of law enforcement -related duties generally results in improvements in productivity, discretion and ability. Accordingly, the Parties have determined that it is in the best interest 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:

After five (5) years of service, the hourly base rate paid to the Employee shall be increased by 1.50% above the 48-month base rate otherwise paid to the Employee.

After ten (10) years of service, the hourly base rate paid to the Employee shall be increased by 2.00% above the 48-month base rate otherwise paid to the Employee.

After fifteen (15) years of service, the hourly base rate paid to the Employee shall be increased by 2.50% above the 48-month base rate otherwise paid to the Employee.

After twenty (20) years of service, the hourly base rate paid to the Employee shall be increased by 3.00% above the 48-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 is an increase to the 48-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 Association 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 across the board increases subsequent to the year 2000.

## **ARTICLE XXII – RESIGNATIONS AND BENEFIT PAYOUTS**

- 22.1 Resignation Notice.** Employees wishing to resign in good standing shall give written notice to the Sheriff and Employee Relations no less than ten (10) productive working days before such resignation is effective. Failure to provide required notice may negatively impact benefits, or future employment.
- 22.2 Benefit Payout.** Employees who terminate employment and provide timely notice per 22.1 will receive pay for all accrued and unused vacation on the date of termination. Individuals who do not provide adequate notice will not receive a vacation payout. Employees who are terminated within their probationary period are not eligible to receive pay for accrued vacation.

## **ARTICLE XXIII - TERMINATION**

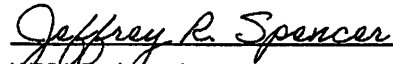
- 23.1** This Agreement shall be in full force and effect for a period from January 1, 2024, through December 31, 2026, and shall continue from year to year thereafter unless either Party shall give notice in writing to the other Party, not less than ninety (90) days prior to the termination date of this Agreement, of a desire to change or modify the terms thereof.


FOR THE EMPLOYER

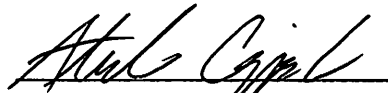
  
County Board Chair

  
Employee Relations Director

FOR THE ASSOCIATION

  
WPPA Business Agent

  
Local 131 President

  
Local 131 Vice President

  
Local 131 Secretary/Treasurer