

RESOLUTION NO. 5-898

**WHEREAS**, the Committee on Salary and Personnel, does hereby recommend ratification of the attached 1998-1999 Iowa County Sheriff's Department Wisconsin Professional Police Association Law Enforcement Employees Relations Division contract. The provisions of the current 1996-1997 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

**1. Article XII. Vacations**

Amend section 12.1 to convert from vacation days to vacation hours. *Note* this only takes the existing vacation schedule and converts it to hours which is the way our Finance Department's payroll software package accrues the vacation balance.

Patrol Officers, Sergeants, Dispatchers/jailers:

- 48 hours = 6 days**
- 96 hours = 12 days**
- 144 hours = 18 days**
- 192 hours = 24 days**

Investigator:

- 40 hours = 5 days**
- 80 hours = 10 days**
- 120 hours = 15 days**
- 160 hours = 20 days**

Secretary/Matron:

- 37.5 hours = 5 days**
- 75 hours = 10 days**
- 112.5 = 15 days**
- 150 hours = 20 days**

**2. Article XXIII. Sick Leave**

Amend sections 13.1 to convert from sick leave days to sick leave hours. *Note* this only takes the existing sick leave days schedule and converts it to hours which is the way our Finance Department's payroll software package accrues the sick leave balance.

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

**New section 13.4 Catastrophic Account.**

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

**3. Article XVI. Other Paid Leaves and Allowances**

Amend section 16.1 as follows:

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 dispatch/jailers, and secretary/matron employees. **Effective Jan. 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.**

The County will pay to new hires Two Hundred Fifty Dollars (\$250.00) for the purchase of required uniforms and equipment in lieu of a monthly uniform allowance during the first twelve (12) months of employment. **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, 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 snch, on the various state and federal forms.**

Amend section 16.5 as follows:

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

**4. Article XXI. Compensation**

Amend Section 21.1 Hourly wages shall be paid as follows:

January 1, 1997

	Start	6 month	18 month	24 month
Investigator	12.92	13.31	13.79	14.25
Patrol Officer	12.52	12.91	13.39	13.85
Dispatch/Jailer	11.84	12.23	12.71	13.16
Secretary/Matron	10.06	10.49	10.95	11.40
Sergeants	12.92	13.31	13.79	14.25

January 1, 1998 (3% ATB)

	Start	6 month	18 month	24 month
Investigator	13.31	13.71	14.20	14.68
Patrol Officer	12.90	13.30	13.79	14.27
Dispatch/Jailer	12.20	12.60	13.09	13.55
Secretary/Matron	10.36	10.80	11.28	11.74
Sergeants	13.31	13.71	14.20	14.68

January 1, 1999 (3% ATB)

	Start	6 month	18 month	24 month
Investigator	13.71	14.12	14.63	15.12
Patrol Officer	13.29	13.70	14.20	14.70
Dispatch/Jailer	12.57	12.98	13.48	13.96
Secretary/Matron	10.67	11.12	11.62	12.09
Sergeants	13.71	14.12	14.63	15.12

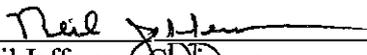
5. Article XXII. Termination

Amend 22.1 as follows: This Agreement shall be in force and effect for a period from **January 1, 1998**, through **December 31, 1999**, 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.

**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.

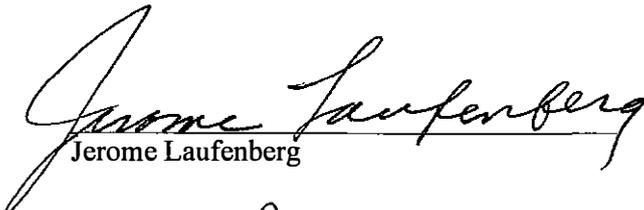
Dated this 12th day of August, 1998.

Respectfully submitted:

  
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Neil Jefferson, Chairperson  
Committee on Salary and Personnel

  
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