

RESOLUTION NO. 3-0104

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the following contract changes to be included in the 2002-2003 Iowa County Sheriff's Department Wisconsin Professional Police Association contract. The provisions of the current 2000 - 2001 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

- 1. ARTICLE V – GRIEVANCE PROCEDURE.** Amend at Section 5.2, Step 2 to read as follows:

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

- 2. ARTICLE V – GRIEVANCE PROCEDURE.** Amend at Section 5.4 to read as follows:

5.4 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.*

- 3. ARTICLE XII – VACATIONS.** Amend at Section 12.1 to read as follows:

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

Patrol Officers, Sergeants, Dispatchers/Jailers:

48 hours after 1 continuous year of service
96 hours after 2 continuous years of service
144 hours after 8 continuous years of service
192 hours after 16 continuous years of service
240 hours after 25 continuous years of service

Investigator:

40 hours after 1 continuous year of service
80 hours after 2 continuous years of service
120 hours after 8 continuous years of service
160 hours after 16 continuous years of service
200 hours after 25 continuous years of service

Secretary/Matron:

37.5 hours after 1 continuous year of service
75 hours after 2 continuous years of service
112.5 hours after 8 continuous years of service
150 hours after 16 continuous years of service
187.5 hours after 25 continuous years of service

4. **ARTICLE XII – VACATIONS** Create Section 12.4 to read as follows:

12.4 Employee benefit accrual shall commence only upon an employee commencing to work a sufficient number of hours to be eligible for a particular benefit. The level of benefits shall be determined as of the date of reaching eligibility for such benefits and shall not relate back to the initial date of employment.

5. **ARTICLE XV – LEAVE OF ABSENCE** Amend at Section 15.5, as follows:

15.5 An employee who is elected to the office of Sheriff or who accepts appointment to the Chief Deputy position and wishes to return to the unit shall return with full seniority rights at the same seniority level as when he/she left the bargaining unit.

6. **ARTICLE XV – LEAVE OF ABSENCE** Create Section 15.6, to read as follows:

15.6 Compensation and payments toward benefits will not occur, nor will benefits accrue during an unpaid leave of absence under the Collective Bargaining Agreement.

7. **ARTICLE XVI – OTHER PAID LEAVES AND ALLOWANCES** Amend at Section 16.1, to read as follows:

16.1 The uniform allowance for all Patrol Officers and Sergeants will be Two Hundred One Hundred Seventy Five Dollars (\$200.00) (\$175.00) in April and November, and for all Dispatchers/Jailers and Secretary/Matron employees it will be One Hundred Seventy Five One hundred sixty three Dollars (\$175.00) (\$163.00) in April and November.

8. **ARTICLE XXII – TERMINATION**, - Amend at Section 22.1, to read as follows:

22.1 This Agreement shall be in full force and effect for a period from January 1, 2002 2000, through December 31, 2003 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.

9. **ARTICLE XXI – COMPENSATION.**

- a. Increase all wages by 2% effective January 1, 2002.
- b. Increase all wages by 2% effective October 1, 2002.
- c. Increase all wages by 3% effective January 1, 2003.

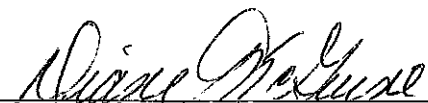
WHEREAS, Iowa County submitted the aforementioned contract changes to the Wisconsin Employment Relations Commission for **compulsory final and binding arbitration** as the result of collective bargaining impasse,

WHEREAS, the arbitrator selected by both the County and the Association judged the County's final contract offer to be more reasonable than the Association's corresponding offer,

THEREFORE, BE IT RESOLVED, that the Iowa County Salary & Personnel Committee do hereby recommend that the Iowa County Board of Supervisors adopts these changes and additions to be made in the current collective bargaining agreement between Iowa County and the Iowa County Sheriff's Department Wisconsin Professional Police Association.

Dated this 20th day of January, 2004.

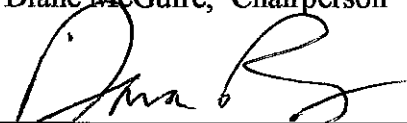
Respectfully submitted:



Diane McGuire, Chairperson

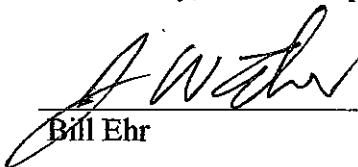


Gary Tibbits



Dana Perry, Vice Chairperson

Bob Speaker



Bill Ehr

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