

RESOLUTION NO. 7-0804

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the following contract changes to be included in the 2004-2005 Iowa County Sheriff's Department Wisconsin Professional Police Association contract. The provisions of the current 2002 - 2003 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

1. ARTICLE IX – HOURS Add the following new language,

9.1 County agrees to work in cooperation with WPPA in formalizing a side letter that will create a new work schedule for Patrol Officers, Correctional Officer/Dispatchers, and Sergeants, consistent with the schedule submitted by the WPPA in contract proposal dated May 25, 2004. Proposed schedule will be implemented on a trial basis for six months. Side letter will expire at the end of the six months unless extended or otherwise modified by both the County and WPPA in writing. This agreement shall in no way constitute a precedent for future consideration.

2. ARTICLE XIII – SICK LEAVE Revise language to read,

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 allowed to convert their accumulated sick leave to purchase continuing group health insurance and dental insurance under the County employees' insurance plan, or shall receive a cash payment for their accumulated sick leave based on their final base wage rate.

3. ARTICLE XIV – INSURANCE Revise language to read,

14.1 ~~Hospital, Surgical, 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. ~~The Employer agrees to pay the premium for single or family health insurance in the amount of 105% percent of the gross premium of the least costly qualified plan within the service area, but not more than the total premium of the plan selected.~~ The Association agrees that effective January 1, 2005, employees will pay \$14 per month for single plan coverage and \$34 per month for family plan coverage of the least expensive plan qualified under the Employee Trust Fund framework, and the Employer agrees to pay the balance of that premium. Employees who wish to subscribe to qualified plans other than the least expensive plan must pay the difference between the premium of the plan they choose and the premium of the least expensive plan, in addition to their normal monthly contribution as noted above.

4. ARTICLE XIV – INSURANCE Add the following new language,

14.6 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.

5. ARTICLE XV – LEAVE OF ABSENCE Revise language to read,

15.4 Bereavement and Emergency Leave.

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

6. ARTICLE XVI – OTHER PAID LEAVES AND ALLOWANCES Revise language to read,

*16.1 The annual maximum uniform allowance for all Patrol Officers and Sergeants will be ~~Two Hundred Dollars (\$200.00)~~ **Four Hundred Dollars (\$400.00)** in April and November and for all Correctional Officer/Dispatchers, dispatcher/jailers, and secretary/matron employees it will be ~~One Hundred Seventy Five Dollars (\$175.00)~~ in April and November **Three Hundred Fifty Dollars (\$350.00)**. 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. The parties shall then add a Side Letter of Agreement to the Collective Bargaining Agreement when said list is mutually agreed upon.*

The County will ~~pay to~~ reimburse new hires up to Four Hundred Dollars (\$400.00) for the purchase of required uniforms and equipment in lieu of ~~a monthly~~ the annual 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 such, on the various state and federal forms.

7. ARTICLE XVII – MISCELLANEOUS Revise language to read,

17.6 Paydays. ~~Employees shall be paid bi-weekly.~~ Effective October 8, 2004 employees shall be paid every other Friday, and from that date forward employees may choose to receive their paycheck as a direct deposit to their bank.

8. ARTICLE XXI – COMPENSATION and SIDE LETTER OF AGREEMENT

- a. Increase all wages by 1% effective January 1, 2004.
- b. Increase all wages by 2% effective April 1, 2004.
- c. Increase wages of Sergeants and Detectives only, by .25/hr. effective October 1, 2004.

- d. Increase by .5% each of the existing four experience pay steps, effective January 1, 2005. (New rates become: 1.0% after 5 years, 1.5% after 10 years, 2.0% after 15 years and 2.5% after 20 years)
- e. Increase all wages 2% effective January 1, 2005.
- f. Increase all wages 1% effective January 1, 2005.
- g. Increase all wages .5% effective October 1, 2005.
- h. Increase wages of Sergeants and Detectives only, by .25/hr effective October 1, 2005.

9. ARTICLE XXII – TERMINATION - Revise language to read,

22.1 This Agreement shall be in full force and effect for a period from January 1, 2004 2002, through December 31, 2005 2003, 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.

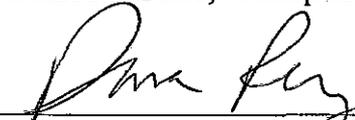
THEREFORE, BE IT RESOLVED, that the Iowa County Salary & Personnel Committee do hereby recommend that the Iowa County Board of Supervisors adopts these changes and additions to be made in the current collective bargaining agreement between Iowa County and the Iowa County Sheriff's Department Wisconsin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

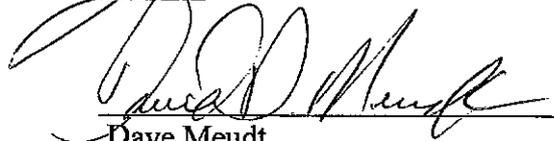
Dated this 17th day of August 2004.

Respectfully submitted:


 Diane McGuire, Chairperson


 Bill Ehr


 Dana Perry, Vice Chairperson


 Dave Meudt


 Curt Peterson

