

**TENTATIVE AGREEMENT  
DANE COUNTY AND WISCONSIN PROFESSIONAL POLICE ASSOCIATION LAW ENFORCEMENT  
EMPLOYEES**

1. Term of contract: 2 year 12/20/2020-12/17/2022
  - a. 12/20/20-12/18/21: 0% Cost of living adjustment. Favorable Terms clause: If other unions or employee groups receive a cost of living adjustment, WPPA will be given the same adjustment.
  - b. 12/19/21-12/17/22: wage reopener with meeting to occur no later than July 15, 2021.
  
2. Salary Schedule 7.01
  - a. Add to salary schedule: Employees in Range 15, steps 1-7, Range 16 & 17, steps 1-5 shall be advanced to the next higher step effective as of the first day of the first bi-weekly pay period after employee has earned thirteen (13) longevity credits per step.
  
3. Educational Incentive Pay Plan 7.06: Add 22% incentive for members who have a master's degree
  - a. After an employee completes twenty-six (26) longevity credits, if they have an Associate Degree (or equivalent), they will receive 12% incentive; if they have a Bachelor's Degree, they will receive 18% incentive; if they have a Master's Degree, they will receive 22% incentive. Equivalency means sixty (60) credits\* en route to Bachelor's degree. A degree must be from a school or university accredited by an authority recognized by the U.S. Department of Education. These percentages shall be on base salary only. Base salary does not include longevity pay, overtime pay or other forms of compensation not specified in the salary schedule contained in 7.01 of the agreement.
  
3. Undesirable hours pay 7.09: Increase from \$.80 to \$1.00  
Undesirable Hours Pay. Personnel working between the hours of 6:00 p.m. and 6:00 a.m. and on Saturdays, Sundays and holidays shall be compensated at the rate of one dollar (\$1.00) per hour.
  
4. Holidays 10.01
  - a. Add June 19<sup>th</sup> as a fixed holiday
  
5. Holidays 10.04: incorporate MOU into contract.
  - a. Holiday Credit Carryover. Holiday credits that are not used within the payroll year in which they are earned may be carried forward to succeeding payroll years.
  
6. Uniform Allowance 11.01 Increase amount to \$750.00
  - a. Uniform Allowance. The annual Sheriff's employee uniform allowance shall be seven hundred fifty dollars (\$750.00) paid to Sheriff's employees in two semi-annual three hundred seventy-five dollars (\$375.00) payments. In the event there is a general change in the uniform, or any part thereof, the County shall pay the cost of all such changes. These payments shall be made on the first (1<sup>st</sup>) and the fourteenth (14<sup>th</sup>) payroll periods.
    - i. For uniform or personal item damage claim policy and procedure, see the addendum of this agreement.
  
7. New Employees 11.02 Increase amount to \$675.00
  - a. New Employees. All new Deputy Sheriff I employees shall receive six hundred and seventy-five dollars (\$675.00) towards the purchase of an initial uniform and equipment. Any new employee

who terminates employment prior to one (1) year of service shall reimburse the County by paying a prorated amount of the initial uniform allotment determined by the number of months remaining to complete one (1) year. For new Deputy Sheriff I employees hired after January 1, 2005, the County will purchase, supply, maintain and own the department approved handgun.

8. Health Insurance 13.01: Increase amounts for 2021

(a) A group hospital, surgical, major medical and dental plan as agreed to by the parties shall be available to employees. In the event the Employer shall propose a change in this plan, this Contract shall be reopened for purposes of negotiations on such a proposed change. For group health insurance for 2021, the Employer shall pay up to eight hundred ninety-two dollars and thirty-three cents (\$892.33) per month for employees desiring the "single HMO plan" and up to two thousand and ninety-six dollars and ninety-seven cents (\$2,096.97) per month for employees desiring the "family HMO plan" For the Point of Service (POS) plan, employees shall pay twenty five percent (25%) of the difference of the single or family HMO and POS premiums. Employees with a spouse on Medicare Plus will receive a payment not to exceed that paid by the Employer for family coverage.

The Employer agrees that employees and their dependents selecting a health care provider offering Dane County both the Point of Service and HMO plans will be allowed one (1) thirty (30) day enrollment period per year during which time an employee enrolled in the plan specified above can choose between that provider's POS or HMO.

For group dental insurance for 2021, the Employer shall pay up to forty eight dollars and ninety-four cents (\$48.94) for employees desiring the "single plan", and up to one hundred thirty-eight dollars and two cents (\$138.02) per month for those desiring the "family plan."

9. Death In Immediate Family 16.01 Change 6 months to 1 year

(a) Permanent full-time employees shall be allowed up to three (3) work days leave with pay in the event of the death of the following relationship of the employee, their spouse or domestic partner, which may be used on a non-consecutive basis within one (1) year: spouse, children, step children, sponsored adult, foster children, siblings, step siblings, parents, step parents, foster parents, grandchildren, step-grandchildren, grandparents, step-grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law and daughter-in-law. Such leave shall be prorated for part-time employees (i.e., half-time employees get three [3] half-days, etc.).

10. Parking 18.01: Decrease amount to \$15.00 per month beginning 12/19/20

a. Parking. Employees shall be provided a parking area in the County Parking Ramp for a monthly fee equal to \$15.00 for the term of this agreement. Such space may be used for reporting to and from work only.

11. Retirement Enhancement Program: Incorporate in the union contract as Addendum C

**Dane County Retirement Enhancement Program  
Final**

The Retirement Enhancement Program (REP) is designed to assist county retirees with medical costs in retirement. Medical costs include premiums for insurance, copays, deductibles and out-of-pocket medical expenses. The program applies to county employees who retire on or after January 1, 2020.

**Benefit:**

The benefits under the REP are to assist retirees with medical costs. For employees with ten years of verified service, but less than twenty years of service, the county will provide the retiree with five annual payments of \$5,000 each. For employees with twenty years of verified service or more, the county will provide the retiree with ten annual payments of \$5,000 each.

The first payment will be deposited to the retiree's account after the county has been notified by the Employee Trust Funds that the employee has initiated their retirement annuity with WRS, the employee has met with Precision Retirement and the employee has terminated service with the county. The second and subsequent payments under the program will be deposited during the month of January of each subsequent calendar year until the five or ten payments have been made.

If an active employee dies before retirement, no payments will be made. If a retiree dies, a lump sum of the value of remaining payments due will be transferred to the retiree's account for use by their surviving spouse or dependents, if any. If there is no surviving spouse or dependents, then no further payments will be made after the retiree's death.

**Service Requirement:**

To be eligible, employees must have a minimum of ten years of verified service with the county. Elected officials must have a minimum of ten years of verified combined service as an employee or one or more of the elected officials listed below. The term of service does include military service earned while a county employee, absences under Family Medical Leave, periods of disability, handbook or county ordinance leave, worker's compensation, or layoff status so long as the employee has not terminated employment.

**Eligible Employees:**

Eligible employees include regular full and part-time employees as well as the following elected officials: County Board Chair, County Clerk, Clerk of Courts, Sheriff, County Executive, County Treasurer, Register of Deeds. To be eligible, the employee or elected official must retire from county service and must collect an annuity under the Wisconsin Retirement System within 60 days of retirement.

**Accounts:**

Employees with leave balances go through the Prime Choice program to determine how their leave balances will be applied in retirement. Those retirees who are directed to the Medical Trust program have an account established with the third party administrator into which the county deposits funds related to their leave balances. Funds in this account are used by the retiree for medical expenses. The payments under the REP will be made into the retiree's Medical Trust Account in addition to any scheduled deposits from converted leave balances.

If the retiree is directed to the Special Pay Plan or has no leave balances to convert, then they will also have a Medical Trust Account established with the third party administrator specifically to receive the payments under the REP.

Retirees receive tax-free reimbursement from the third party administrator for qualified

medical expenses. Reimbursements can be for one-time expenses, or the retiree can establish recurring reimbursements for recurring expenses such as monthly premiums.

Funds from the REP benefit are available to the retiree as soon as they are deposited. Funds not needed in a calendar year remain in the retiree's individual account for future use.