

**DANE COUNTY  
and  
DANE COUNTY DEPUTY SHERIFFS' ASSOCIATION (WPPA, LEER)**

**TENTATIVE AGREEMENT**

**1) Duration**

- a. One year contract (2017)
- b. December 11, 2016 until December 9, 2017

**2) Wages**

- a. 2017
  - i. January 8, 2017 (pp. 3)                      2% (a.c.b.)
  - ii. June 11, 2017 (pp. 14)                      1% (a.c.b.)

**3) Health Insurance**

- a. Employee Contribution
  - i. Employees selecting HMO option shall have no premium contribution for family or single plans.
  - ii. Employees selecting POS Option shall pay 25 % of the difference between the POS and HMO rates for both single and family plans. The county contribution will be reflected in the labor contract as a dollar amount.

**4) Longevity – Employee Contribution**

Revise Section 7.07(a) (effective January 8, 2017) (pp. 3), to read:

- (a) Each employee's basic rate of pay shall be increased by:
  - 1. 3% to start on the first full biweekly pay period after employee has earned 52 longevity credits (start of year 5).
  - 2. An additional 3% (total 6%) to start on the first full biweekly pay period after employee has earned 117 longevity credits (start of year 10).
  - ~~3. An additional 2% (total 8%) to start on the first full biweekly pay period after employee has earned 169 longevity credits (start of year 14).~~
  - ~~4. An additional 1% (total 9%) to start on the first full biweekly pay period after employee has earned 195 longevity credits (start of year 16).~~

- ~~5. An additional 1% (total 10%) to start on the first full biweekly pay period after employee has earned 221 longevity credits (start of year 18).~~
- ~~6. An additional 1% (total 11%) to start on the first full biweekly pay period after employee has earned 247 longevity credits (start of year 20).~~
- ~~7. An additional 1% (total 12%) to start on the first full biweekly pay period after employee has earned 273 longevity credits (start of year 22).~~
- 8.3. An additional three percent (3), (total 9%), to start on the first full pay period after employee has earned one hundred sixty-nine (169) longevity credits (after approximately thirteen [13] years).
- 9.4. An additional three percent (3%), (total 12%), to start on the first full pay period after employee has earned two hundred twenty-one (221) longevity credits (after approximately seventeen [17] years).

Note: The longevity change detailed herein shall have no retroactive effect. The change will be implemented prospectively only. Employees who qualify for new longevity placement based on the new structure will be placed on January 8, 2017 but will not receive any retroactive payments even if they may have qualified earlier had the new structure been in place.

## 5) Bereavement Leave

Revise Section 16.01(a) to read:

- 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, his/her spouse or his/her domestic partner, which may be used on a non-consecutive basis within ~~three months~~ one 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.).

~~[Note: the language in the third line of this section shall revert to one year in the event the Employer does not change the employee benefit handbook to incorporate the three month limitation.]~~

December 8, 2016

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