

**Dane County and WPPA Supervisory Unit
PROPOSED AGREEMENT**

October 26, 2015

- 1) Revise Section 9.02, Promotional Tests (p. 11) by adding the following to the existing language:

The Employer may, at its option, use an Assessment Center exercise in lieu of, or in addition to, the oral and written examination provided in this Section.

- 2) Revise Section 9.06 (p. 11) to read:

The content of the written and oral examination and any Assessment Center exercise shall pertain to the job classification being examined for.

- 3) Revise Section 10.05, **Holidays Worked** (p. 15) by substituting the following language for the existing language of the Section to read:

Employees who work overtime on a holiday specified in 10.01 will receive the overtime rate of pay in addition to hour-for-hour credit for overtime hours worked into the employee's holiday bank.

- 4) Revise Section 11.01, **Uniform Allowance** (p.15) by revising the second sentence to read:

Those in employment status as of January 1 will receive three hundred eighty seven dollars and fifty cents (\$387.50) to be paid in the first (1st) payroll period and those in employment status as of June 30 will receive three hundred eighty seven dollars and fifty cents (\$387.50) to be paid in the fourteenth (14th) payroll period.

- 5) Section 12.06, **Vacation Bank** (p. 17)

Increase vacation bank cap by the addition of forty (40) hours effective December 14, 2014 and by an additional forty (40) hours effective December 13, 2015.

Add eight (8) hours of vacation time to each bargaining unit member's vacation bank as of December 13, 2015. [This is a one-time addition.]

- 6) Revise Section 13.03 a (p 15) to read:

Each employee shall be a participant of the Wisconsin State

Retirement Plan as provided by Wisconsin Statutes and rules established by the Wisconsin Retirement Fund Board. The Employer shall pay the employer share and the employee shall pay the employee share as required by law.

7) Revise Section 14.01 Overtime Rate (p. 18), to read:

Unless mutually agreed otherwise, under all circumstances employees shall receive one and one-half (1 1/2) times their straight time hourly rate for all hours worked in excess of eight (8) hours within an employee's work day. All hours worked in excess of fourteen consecutive hours will be compensated at two (2) times the straight time hourly rate. Should the accumulation of compensatory time beyond a biweekly payroll period become legal without additional penalty to the Employer, the employee may, at his/her option elect to accrue compensatory leave time at the rate of one and one-half (1-1/2) time in lieu of overtime cash payment up to a one time annual maximum of one hundred twenty (120) ~~ninety-six (96)~~ hours. On the pay period prior to the expiration date of the contract, the employer shall pay in cash to the employee for any accrued compensatory time hours in excess of sixteen (16) hours at the employee's regular rate of pay.

8) Revise Section 16.01 (a), **Bereavement Leave** (p.25) to read:

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: 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 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 handbook to incorporate the three month limitation.]

9) Revise Article XXIII, Terminations (p. 24) first sentence to read:

This Agreement shall become effective as of December 14, 2014 and shall remain in full force and effect until and including December 10, 2016.

10) Wages

Increase wages by 2.31% effective on December 13, 2015.