

DANE COUNTY and DANE COUNTY LAW ENFORCEMENT OFFICERS ASSOCIATION, WPPA

TENTATIVE AGREEMENT

1. **Contract Term:** (24.01, p 29) Effective December 9, 2018 through December 7, 2019.
2. **Salary Schedule:** (7.01, p 6) Increase each cell on the schedule by a factor of 3.5 % effective on December 9, 2018.
3. **Dues Deduction:** (4.01, p2-3) Revise to read:

Article IV Dues Deduction

(re-named from Fair Share Agreement/Dues Deduction)

4.01 Dues Deduction

(a) The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form supplied by the WPPA/LEER. ~~This deduction shall include affirmatively consenting to the deduction of dues from the employee's paycheck, including~~ any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues (the "combined dues").

(b) It shall be WPPA/LEER's responsibility to obtain dues authorization forms from new employees and provide them to employer no less than 30 days prior to the date in which dues deductions are to commence.

~~The employer shall notify the WPPA of all new hires of the bargaining unit within 30 days of their start date.~~

(c) The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the end of the 15th of each month in which the deduction is made.

(d) Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association.

(e) No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with the either the WPPA or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

(f) It is expressly understood and agreed that WPPA/LEER will refund to the employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. ~~WPPA/LEER shall indemnify and hold the employer harmless against any and all claims, demands, suits, order, judgments or any other forms of liability against Employer which may arise out of employer's compliance with this Article.~~ The WPPA/LEER does hereby indemnify and shall save the employer harmless against any and all claims, demands, suits or other forms of liability, including court costs, that shall arise out of or by reason of action taken or not taken by the employer, which employer action or non-action is in compliance with the provisions of this Article, and in reliance on any lists or certificates which have been furnished to the employer pursuant to this Article.

- 4. **Vacation Bank:** (12.07(a), p 17) Increase the bank by 24 hours to 712 hours.
- 5. **Health Insurance:** (13.01, p. 18) Update language for new premium amounts.
- 6. **Bereavement Leave:** (16.01(a), p 25) Revise 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 six months; *no other changes*

[Note - The underlined language in shall revert to one-year in the event the Employer does not change the Employee Benefit Handbook to incorporate the six month limitation.]

- 7. **Background Investigators:** (NEW) Create MOU as follows:

MEMORANDUM OF UNDERSTANDING
 DANE COUNTY
 AND THE
 DANE COUNTY DEPUTY SHERIFF’S ASSOCIATION

Dane County and the Dane County Deputy Sheriff’s Association, WPPA-LEER (DCDSA) agree as follows:

Deputies assigned to the duties of Background Investigator on behalf of the Sheriff’s Office may work flexible work hours but will be consecutive eight-hour shifts in accordance with the collective bargaining agreement. Daily starting and ending times will be coordinated with, and approved by, their direct supervisor. These adjustments are necessary to allow each deputy so assigned the flexibility to meet with people who are not available during daytime hours and to attend various meetings and interviews.

Deputies assigned to do background investigations on behalf of the Sheriff’s Office will work primarily Monday through Friday, with appropriate time off to accommodate the 37.5-hour workweek. Each such deputy will have the discretion and flexibility (with approval of their direct supervisor) to adjust his/her schedule to accommodate the needs of the position. If the background investigation work requires the deputy to work on a weekend day, the deputy will be able to adjust his/her schedule to assure at least two consecutive days off during the week.

This agreement shall expire on December 8, 2019, but may be extended by mutual agreement of both parties.

FOR THE DCDSA:

FOR DANE COUNTY:

October 9, 2018

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