

**TENTATIVE AGREEMENT  
DANE COUNTY AND WISCONSIN SUPERVISORY LAW ENFORCEMENT UNIT 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 in language that explains how employees move through the pay steps.  
Proposed language: Employees in Range 17 and Range 19, steps 1-6, 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.
  
  - b. Delete language: There shall be a limited reopener on wage adjustments for 2014 with a “me too” provision tied to any across-the-board wage adjustments negotiated with the Dane County Sheriffs Association.
  
3. Incentive Plan 7.02

The present incentive plan shall remain in effect and changes in such plan, if any, during the term of this Agreement, shall be made only in accordance with the applicable rules and provisions of said plan, or by mutual agreement of the parties. For employees hired on or after 8/1/86 only, the present plan shall be changed so that the percentage increases payable at each incentive step shall be phased in accordance with the table and incentive pay plan described below.

Effective June 10, 2018, the following incentive plan will be implemented:  
After an employee completes twenty-six (26) longevity credits,

Associate Degree (or equivalent*)	12% incentive
Bachelors Degree	18% incentive
Masters Degree or higher	<del>22</del> 24% incentive

Equivalency means sixty (60) credits\* en route to Bachelor’s degree.

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 Section 7.01 of the agreement.

All degrees must be related to the field/job as determined by the administration and be from an accredited institution.

4. Undesirable Hour pay, 7.06. Increase from \$.80 to \$1.00  
Personnel working between the hours of 6:00 p.m. and 6:00 a.m. and on Saturdays, Sundays and holidays shall receive undesirable hours pay of ~~eighty (80) cents~~ **one dollar (\$1.00)** per hour.
  
5. Holidays 10.01

a. Add June 19<sup>th</sup> as a fixed holiday

6. Uniforms, Article XI

The Employer agrees to provide a uniform allowance of) ~~seven~~ **eight** hundred ~~twenty~~ **seventy-five** dollars (~~\$775.00~~ **825.00**) per calendar year per employee to be paid directly to employees in two (2) semi-annual installments provided that such payment has not been made previously to those promoted into this unit. Those in employment status as of January 1 will receive ~~four~~ **three** hundred ~~eighty-seven~~ **twelve** dollars and fifty cents (~~\$387~~ **412.50**) to be paid in the first (1<sup>st</sup>) payroll period and those in employment status as of June 30th will receive the second ~~four~~ **three** hundred ~~eighty-seven~~ **twelve** dollars and fifty cents (~~\$387~~ **412.50**) to be paid in the fourteenth (14<sup>th</sup>) payroll period. In the event there is a general change in the uniform, or any part thereof, the County shall pay the reasonable cost of all such changes.

7. Vacation Bank 12.06. A Vacation Bank shall be established for each employee as follows:

- (a) Employees are entitled to contribute up to seven hundred and ~~twelve~~ **fifty-two** (752) hours of vacation time to a Vacation Bank
- (b) Employees may contribute vacation to their Bank at any time during the year in which it is earned but no later than the end of the first bi-weekly pay period falling in October of the year following the year in which said vacation time was earned.
- (c) Employees may use vacation time from their Bank according to the normal procedures used for the use of vacation contained in this Agreement.
- (d) Upon termination of employment or retirement all time remaining in the Vacation Bank shall be paid at the employee's normal rate of pay (including longevity pay).
- ~~(e) Add two (2) days to each employees vacation bank effective at 11:59 p.m. on the day the contract expires (December 13, 2014). These days may not be used or cashed out during the term of this agreement but may be cashed out on a prorated basis if an employee retires during the term of the contract.~~

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. Parking Article XVII: 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.

10. 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.

**11. Renew all MOU's**