



## COUNTY OF DANE

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Director of Administration

Date: December 1, 2023

To: County Board Supervisors

From: Greg Brockmeyer  
Director of Administration

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In November, along with Amy Utzig from Employee Relations Division and Nick Bubb from the Department of Administration, I conducted collective bargaining sessions with the Wisconsin Professional Police Association Supervisory Law Enforcement Unit, which represents 46 full time equivalent employees. As a result of those bargaining sessions, the parties have agreed to a one-year successor agreement that will run from December 17, 2023 to December 14, 2024. The current agreement expires on December 16, 2023.

This memo explains the changes that are provided in the updated successor agreement.

### **Cost of Living Adjustment**

The County Executive's Budget provides a 4.5% Cost of Living Adjustment (COLA) for all county employees. The successor agreement includes this wage rate for Sergeants and Lieutenants.

### **Undesirable Hours Pay (U-Pay)**

Employees who are required to work undesirable hours (defined as from 6:00 pm to 6:00 am) currently receive a \$1.00 per hour premium pay. The successor agreement increases this to \$2.00 per hour for Sergeants and Lieutenants. A similar change was enacted in the 2024 Employee Benefit Handbook and for Sheriff Deputies.

### **Holiday and Weekend Officer in Charge Pay**

The current agreement provides for additional compensation for members who are assigned to the "Officer in Charge" role during weekends. Under the current agreement, members assigned to this role receive \$0.70 per hour for this work. The successor agreement expands this benefit to include holidays and increases the compensation to \$2.00 per hour.

### **Updates to the Health and Dental Rates**

The successor agreement updates the amounts covered by the County health and dental insurance to reflect the accurate rates for 2024.

### **Language Clean Ups**

The successor agreement cleans up existing language in a number of areas. They are:

- A recently implemented Memorandum of Understanding (MOU) provided to the existing agreement that Wellness Hours do not expire. The successor agreement incorporates that language and removes references to expiring wellness hours.

- Compensation Time. The successor agreement removes the “annual maximum” language, allowing Sergeants and Lieutenants to earn comp time after their bank has been drawn down and refill their bank, if earned.
- Earned Override and Purchased Override. Currently, each employee under this agreement who uses three or less sick leave days in the prior year has a right to use 16 hours of vacation, holiday, wellness, or compensatory time. This right is called an Earned Override. Purchased Overrides also provide an employee the opportunity to use 12 hours of vacation, holiday, wellness, or compensation time to take off an 8 hour shift, up to two times a year. For these Earned Overrides and Purchased Overrides, the successor agreement makes it clear that these overrides may not be used on fixed holidays or holiday duty weekends.
- The successor agreement also cleaned up language regarding the timing and the amount of benefits paid upon retirement. These language cleanups offer further clarity and ensure the language in the agreement reflect the current practices.

### **Holiday Hours**

Currently, regular county employees receive 32 hours of floating holidays. The current agreement provides that Sergeants and Lieutenants receive 29 hours. The successor agreement raises the amount of floating holiday hours to 32 hours, consistent with other county employees.

### **Sick Leave**

The current maximum for accrued sick leave is 1800. This amount was recently increased to 1900 for the balance of county employees. The successor agreement increases this maximum to 1900, consistent with other county employees.

### **Vacation**

The recently enacted employee benefit handbook provided employees to earn additional vacation starting on the employee’s 26<sup>th</sup> year of service to Dane County. The successor agreement includes this benefit, consistent with what other Dane County Employees receive.

Further, the current agreement allows Sergeants and Lieutenants to cash out 2 weeks of unused vacation time. The successor agreement increases this amount to 2.5 weeks of unused vacation time.

### **Expanded Bereavement Leave**

Under the current agreement employees subject to this bargaining agreement can receive up to three days of leave to grieve the loss of a spouse, children, step-children, sponsored adult, foster children, siblings, step-siblings, parents, step-parents, foster parents, grandchildren, step-grandchildren, grandparents, step-grandparents, brother-in-law, sister-in-law, son-in-law and daughter-in-law.

Under the successor agreement, deputies who experience a death to their child, step-child, spouse, or domestic partner may receive up to 80 hours of leave. Additionally, for the remaining defined relationships the 2024 handbook provides an additional day (up to 32 hours). The successor agreement matches what was provided to other county employees.

### **Temporary Reassignment**

The current agreement provides additional compensation when Sergeants are temporarily assigned to a Lieutenant role. The current agreement provides \$1.00 per hour. The successor agreement provides for an additional \$2.60 per hour.

**Stillbirth Leave**

Previously, stillbirths were addressed through a MOU under the Bereavement policy. The 2024 Employee Benefit Handbook created Stillbirth Leave. The successor agreement addresses stillbirths by incorporating the newly created Stillbirth Leave, as offered to other county employees, into the agreement. This benefit provides that where Sergeants and Lieutenants experience a stillbirth, they would receive 240 hours of leave.

**Retirement Enhancement Plan**

The existing agreement provides for a Retirement Enhancement Plan as follows: 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 successor agreement updates the payment amount to \$5,500.

If you have any additional questions, please feel free to contact me.