



COUNTY OF DANE

DEPARTMENT OF ADMINISTRATION
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GREG BROCKMEYER
Director of Administration

Date: November 1, 2023

To: County Board Supervisors

From: Greg Brockmeyer
Director of Administration

In September, 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, which represents Dane County Sheriff's Deputies. 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 15, 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 Sheriff's Deputies.

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 Sheriff's Deputies. A similar change was enacted in the 2024 Employee Benefit Handbook.

Updates to the Health and Dental Rates

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

Uniform Allowance

The current agreement allows for new deputies to receive an allowance of \$675 to equip themselves with the required uniform. The successor agreement increases that allowance to \$1,000.

Training Officer Pay

The successor agreement increases the amount of compensation time earned from 0.2 to 0.25 for each hour assigned to several defined training officer position. Those position include Field Training Officer, Jail Training Officer, Bailiff Training Officer, Airport Training Officer, and Booking Training Officer. The successor agreement also include Motor Service Patrol as an additional area that could earn this comp time benefit.

Deputies in the Bailiff's Office

The current agreement provides that when Deputy Sheriff II are assigned to work a minimum of one hour or more in the Bailiff's Office, they receive an addition \$1.00 per hour. The successor agreement increases this to \$2.50 per hour.

Language Clean Ups

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

- The hold harmless clause for educational incentive pay was removed. The Dane County Sheriff's Office does not currently have any deputies that were hired before December 27, 1992 and this provision is no longer required.
- Currently, Deputies receive two hours of pay at time and one half in the event that a required court appearance is canceled within 24 hours of the scheduled appearance. The successor agreement clarifies that this pay is not considered hours worked under the overtime section of the agreement.
- 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.
- Supplemental Work Assignments. The successor agreement clarifies that these hours are assigned on a voluntary basis. The successor agreement also increases the rate of pay for these voluntary supplemental assignments from \$45 per hour to \$50 per hour.
- Compensation Time. The successor agreement removes the "annual maximum" language, allowing deputies to earn comp time after their bank has been drawn down and essentially refill their bank, if earned.

Holiday Hours

Currently, regular county employees receive 32 hours of floating holidays. The current agreement provides that Deputies 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.

Expanded Bereavement Leave

Under the current agreement Deputies 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 successor agreement reduces the time required for an employee who is temporarily reassigned to a higher pay range. The current agreement provides that additional compensation is provide after eight hours of work in the higher classification. The successor agreement provides the additional compensation after one 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 deputies 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 deputies 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.