

RESOLUTION NO. 5-396

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the 1996-97 Iowa County Professional Police Association, Law Enforcement Employee Relations Division union contract. The provisions of the current collective bargaining agreement shall continue in full force with the following changes:

1. Delete references to Jail Administrator as that position no longer exists. Add positions of jail sergeant and patrol sergeant.
2. Wages: Increase all hourly rates 40¢ effective January 1, 1996

	Start	6 Month	18 Month	24 Month
Investigator	\$12.52	\$12.91	\$13.39	\$13.85
Patrol Officer	\$12.12	\$12.51	\$12.99	\$13.45
Dispatcher/Jailer	\$11.44	\$11.83	\$12.31	\$12.76
Secretary/Matron	\$ 9.66	\$10.09	\$10.55	\$11.00
Jail Sergeant	\$12.52	\$12.91	\$13.39	\$13.85
Patrol Sergeant	\$12.52	\$12.91	\$13.39	\$13.85

Increase all hourly rates 40¢ effective January 1, 1997

	Start	6 Month	18 Month	24 Month
Investigator	\$12.92	\$13.31	\$13.79	\$14.25
Patrol Officer	\$12.52	\$12.91	\$13.39	\$13.85
Dispatcher/Jailer	\$11.84	\$12.23	\$12.71	\$13.16
Secretary/Matron	\$10.06	\$10.49	\$10.95	\$11.40
Jail Sergeant	\$12.92	\$13.31	\$13.79	\$14.25
Patrol Sergeant	\$12.92	\$13.31	\$13.79	\$14.25

Annual hours in a non-leap year will be 2080 for Investigator, 2002 for patrol officers, 2002 for patrol sergeant, 2063 for Dispatcher/Jailers, 2063 for jail sergeant, and 1950 for Secretary/Matron.

3. Increase investigator hourly rate equal to that of the sergeant hourly rate. (An additional 40¢ per hr.)
4. Increase the uniform allowance by \$10.00 per year. The total for patrol officers would be \$300.00 per year, and jailer/dispatchers would be \$276.00 per year.
5. Consistency in job titles throughout the union contract using patrol officers, investigator, sergeants, dispatcher/jailers, and secretary/matron.
6. Vacation to be expressed in days as follows:

Patrol Officers, Sergeants, Dispatcher/Jailers:

- 6 days after 1 continuous year of service
- 12 days after 2 continuous years of service
- 18 days after 8 continuous years of service
- 24 days after 16 continuous years of service

Investigator and Secretary/Matron:

- 5 days after 1 continuous year of service
- 10 days after 2 continuous years of service
- 15 days after 8 continuous years of service
- 20 days after 16 continuous years of service

7. Pension

Each employee shall be able to apply to the Department of Employee Trust Funds for retirement benefits as provided by Wisconsin State Statute and rules established by the Wisconsin Retirement System Board. The County agrees to pay the fund up to 7 percent of the patrol officers, investigators, dispatcher/jailers, and sergeant's gross wages and up to 6.5 percent (presently 6.2%) of the secretary/matron employees' gross wages.

8. Clarification of Bereavement and Emergency Leave.

Bereavement. When there is a death in the immediate family of an employee, up to three (3) consecutive days off with pay will be allowed.

a. Immediate family is defined as parents, step-parents, brother, sister, spouse, children, step-children, mother-in-law, father-in-law, brother and sister of spouse, grandparents, spouse's grandparents and grandchildren.


b. One (1) day off with pay will be allowed for the death of aunts, uncles, nieces, nephews, first cousins, and to serve as pallbearer.

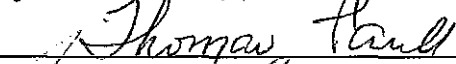
Emergency Leave. Defined as injury or illness in an employee's immediate family requiring immediate medical attention.

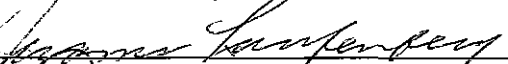
9. Delete Health Insurance Opt-out option.

NOW, THEREFORE, BE IT RESOLVED that the above changes be made in the current collective bargaining agreement between Iowa County and the Sheriff's Department employees.

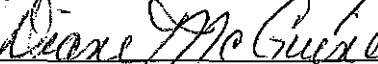
Respectfully submitted:











IOWA COUNTY PERSONNEL COMMITTEE