

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee  
INITIATED BY



Annette Mikula, HR Director  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY

June 18, 2018  
DATE DRAFTED

**TO RATIFY THE 2018-2019 LABOR AGREEMENT BETWEEN ROCK COUNTY  
AND  
DEPUTY SHERIFF'S SUPERVISORS ASSOCIATION**

1 **WHEREAS**, the County is subject to 111.70 of the Wisconsin Statutes; and  
2  
3 **WHEREAS**, representatives of the Deputy Sheriff's Supervisors Association have met with the County's  
4 Bargaining Team in an attempt to arrive at a mutual agreement on wages, hours and conditions of employment;  
5 and  
6  
7 **WHEREAS**, the proposed wage settlement represents a total package 2.00% increase for 2018, including an  
8 additional 1% employee contribution to their WRS retirement cost effective July 1, 2018; and a modification to  
9 the step progression sequence effective July 1, 2018 by changing 4 years to 2 years; 7 years to 4 years, and  
10 adding a fourth step of 9 years. The across the board wage increase will vary by start date and percentage based  
11 on the financial impact of language changes (ex. WRS increase, education incentive, etc.), and,  
12  
13 **WHEREAS**, effective January 1, 2018, educational incentive adjustments will be \$125 per month for a  
14 Master's degree, \$100 per month for a Bachelor's degree; and  
15  
16 **WHEREAS**, the proposed wage settlement represents a total package 2.00% increase for 2019, and a  
17 modification to the step progression sequence effective January 1, 2019 by adding an additional step of 6 years  
18 for a total of 5 steps (hire, 2 years, 4 years, 6 years, and 9 years). The across the board wage increase will vary  
19 by start date and percentage based on the financial impact of language changes; and  
20  
21 **WHEREAS** effective January 1, 2019, educational incentive adjustments will be \$150 per month for a  
22 Master's degree, \$125 per month for a Bachelor's degree, and \$50 for an Associate's degree post May 1, 1998  
23 employees ; and,  
24  
25 **WHEREAS**, the membership of the Association has ratified the agreement; and, a summary of the contractual  
26 agreement is attached.  
27  
28 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this  
29 28<sup>th</sup> day of June, 2018 does hereby ratify the terms and conditions of the 2018-2019 labor  
30 agreement between Rock County and the Deputy Sheriff's Supervisors Association.

18-6B-039

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

Mary Mawhinney  
Mary Mawhinney, Vice Chair

Richard Bostwick  
Richard Bostwick

Hank Brill  
Hank Brill

Betty Jo Bussie  
Betty Jo Bussie

absent  
Bob Yeomans

Louis Peer  
Louis Peer

absent  
Alan Sweeney

Terry Thomas  
Terry Thomas

TO RATIFY THE 2018-2019 LABOR AGREEMENT BETWEEN  
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FISCAL NOTE:

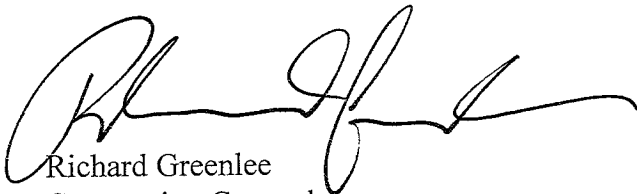
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Inc.</u>
2018	\$1,668,562.56	\$20,857.03	2.5% eff. 7/1/2018	2.00% Total Package
Retirement Contribution		-8,179.74	1% decrease (6 months)	
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Inc.</u>
2019	\$1,744,941.60	\$30,304.40	2% eff. 1/1/2019	2.00% Total Package



Sherry Oja  
Finance Director

LEGAL NOTE:

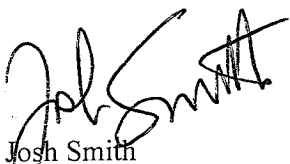
The County Board is authorized to take this action pursuant to secs. 59.01 and 111.70, Wis. Stats.



Richard Greenlee  
Corporation Counsel

**ADMINISTRATIVE NOTE:**

Recommended.



Josh Smith  
County Administrator

### Executive Summary

The Rock County bargaining team met with representatives of the Rock County Deputy Sheriff's Supervisor's Association multiple times over the past several months to negotiate a successor agreement. The sides were able to reach a tentative agreement for a 2 year contract for 2018 and 2019. The total package for both years is 2%, within the bargaining authority provided by the Rock County Board of Supervisors.

There were several contract language changes as a result of this new agreement. The main change involved updated the pay scale transitioning from a three step grid to a five step grid. Other modifications included accepting the County Ordinance language on bereavement leave, modifying comp time payouts to comply with a WRS change, removing roll call pay starting in January 2019, clarifying scheduled work hours outside of the typical shift, increasing the educational incentive, increasing employee WRS contributions, and clarifying holiday payouts.