

RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee  
INITIATED BY

Dave O'Connell, HR Director  
DRAFTED BY



County Board Staff Committee  
SUBMITTED BY

February 5, 2014  
DATE DRAFTED

TO RATIFY THE 2013 - 2014 LABOR AGREEMENT BETWEEN ROCK COUNTY  
AND  
DEPUTY SHERIFF'S ASSOCIATION

- 1 **WHEREAS**, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 **WHEREAS**, representatives of the Deputy Sheriff's Association have met with the County's Bargaining Team
- 4 in an attempt to arrive at a mutual agreement on wages, hours and conditions of employment; and,
- 5
- 6 **WHEREAS**, the parties participated in a mediation session on January 22, 2014 with a mediator from the
- 7 Wisconsin Employment Relations Commission (WERC) and as a result arrived at a mutual agreement on
- 8 wages, hours and conditions of employment; and,
- 9
- 10 **WHEREAS**, the proposed wage settlement represents an across the board wage increase of 1.5% effective
- 11 January 1, 2013, and an across the board wage increases of 1% plus an additional \$0.42 per hour for Detectives
- 12 and Deputy Sheriffs in salary range F effective January 1, 2014; and,
- 13
- 14 **WHEREAS**, the membership of the Association has ratified the agreement; and,
- 15
- 16 **WHEREAS**, a summary of the contractual agreement is attached.
- 17
- 18 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly assembled this
- 19 13 day of February, 2014 does hereby ratify the terms and conditions of the 2013 - 2014 labor
- 20 agreement between Rock County and the Deputy Sheriff's Association.

14-2A-514

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

Sandra Kraft  
Sandra Kraft, Vice Chair

Eva Arnold  
Eva Arnold

Betty Bussie  
Henry Brill  
Betty Bussie

Marilynn Jensen  
Marilynn Jensen

Absent  
Mary Mawhinney

Louis Peer  
Louis Peer

Absent  
Kurtis Yankee

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Page 2

FISCAL NOTE:

	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Inc.</u>
2013	\$5,581,514	\$66,582	1.5% eff. 1/1/2013	1.2%
2014	\$5,692,484	\$67,581	1.0% plus \$0.42 per hr for range F eff 1/1/2014	1.2%

Increase in Uniform Reimbursement effective 1/1/2014:

<u>2013 Rate</u>	<u>2014 Rate</u>	<u>Increase</u>	<u># of Officers</u>	<u>New Cost</u>
\$700	\$1,025	\$325	65	\$21,125



Sherry Oja  
Finance Director

**LEGAL NOTICE:**

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



Jeffrey S. Kuglitsch  
Corporation Counsel

**ADMINISTRATIVE NOTE:**

Recommended.



Craig Knutson  
County Administrator

## Executive Summary – Deputy Sheriff's 2013-2014 Agreement

### Wages:

Since the parties were not able to reach a voluntary agreement on wages and other terms for a 2013 agreement, a State mediator from the WERC was asked to work with the parties. After meeting with each side and listening to their issues, the mediator suggested the structure for a settlement. As a result of his suggestion the parties were able to agree on this settlement which was approved by the Deputy Sheriff's Association.

The proposed wage settlement for 2013 represents an across the board wage increase of 1.5% effective January 1, 2013. This is done by increasing each step in each range in the Detective classification (C, D, E, and F) and the Deputy Sheriff classification (A, B, C, D, E, and F) by 1.5%.

The proposed wage settlement for 2014 is equivalent to the cost of a 1.5% across the board increase effective January 1, 2014. However the increase is not the same for each range and step. The 2014 salary grid was constructed by increasing each step in each range in the Detective classification (C, D, E, and F) and the Deputy Sheriff classification (A, B, C, D, E, and F) by 1%. The difference between increasing each range and step by 1.5% and 1.0% was then calculated. The difference between 1.5% and 1% was then applied equally to the top range (F) in the Detective classification and the top range in the Deputy Sheriff classification (F). This amount was calculated to be 42 cents. So 42 cents was added to each step in the F ranges. This means that the increase for the Detectives in Range F and the Deputy Sheriffs in Range F effective January 1, 2014 are between 2.2% and 2.4%, whereas the raises for everyone else are 1%.

- Employees are normally hired at Step A of the Deputy Sheriff's grid.
- Employees are advanced to Step B upon completion of twelve months of service (1 year).
- Employees are advanced to Step C upon completion of twenty-four months of service (2 years).
- Employees are advanced to Step D upon completion of forty-eight months of service (4 years).
- Employees are advanced to Step E upon completion of one hundred-eight months of service (9 years).
- Employees are advanced to Step F upon completion of one-hundred sixty-eight months of service (14 years).

### Vacation

- 6.03 Employees hired after February 1, 2002 shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days. Each year starting with the completion of 5- 2 years of service, an employee shall receive 1 additional day of paid vacation up to a maximum of 25 days according to the following schedule:

After <del>5</del> <u>2</u> years -	11 days	After <del>13</del> <u>10</u> years -	19 days
After <del>6</del> <u>3</u> years -	12 days	After <del>14</del> <u>11</u> years -	20 days
After <del>7</del> <u>4</u> years -	13 days	After <del>15</del> <u>12</u> years -	21 days
After <del>8</del> <u>5</u> years -	14 days	After <del>16</del> <u>13</u> years -	22 days
After <del>9</del> <u>6</u> years -	15 days	After 17 years -	23 days
After <del>10</del> <u>7</u> years -	16 days	After 18 years -	24 days
After <del>11</del> <u>8</u> years -	17 days	After 19 years -	25 days
After <del>12</del> <u>9</u> years -	18 days		

7.04

Funeral Leave. ~~In the event of a death in an employee's immediate family, absence of no more than three days may be allowed without loss of pay in conjunction with attendance at the funeral. In the event of the death of a brother-in-law or sister-in-law, absence of no more than one day may be allowed without loss of pay to attend the funeral.~~

Bereavement Leave. In the event of a death in an employee's immediate family, he/she may be excused from work without loss of pay according to the following schedule to attend the funeral, make necessary arrangements, or grieve for the loved one. Immediate family shall not include former "in-laws" due to divorce. The Department may require an obituary to substantiate the leave.

- a. Up to three days for spouse, domestic partner as defined by the state of Wisconsin, child, parent, mother-in-law, father-in-law, brother, or sister.
- b. Up to two days for an employee's stepparent, stepchild, grandparents, or grandchildren.
- c. Up to one day for an employee's sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt, uncle, niece or nephew.

9.02

Uniform Allowance. Effective January 1, 2014 each full-time employee shall be granted an annual uniform allowance of ~~no more than \$700.00~~ \$1,025.00, from which he/she may draw as necessary. This shall be paid to the employee on or before January 15 of each year by separate check. Newly hired employees who leave the County employment within one calendar year of date of employment, shall be required to return all uniform equipment purchased by the County. Employees may purchase bullet-proof vests from their basic allowance.

9.04

Health Insurance For Retirees.

- A. Effective January 1, 2014, for employees retiring after attaining age 53, the County shall pay 100% of the health insurance premiums for the applicable coverage for the retired and eligible dependents ~~in accordance with the schedule set forth below~~ until such time as the employee becomes eligible for

coverage under any federal health insurance plan, which is understood to be Medicare / Medicaid eligible.

Schedule Retirement Age Premium Payment by County

53-56	100%
57-58	80%
59-over	60%

DEPUTY SHERIFF

	No. of People at Step	
Hire rate	A	4
After 12 months	B	4
After 24 months	C	16
After 48 months	D	16
After 108 months	E	3
After 168 months	F	17

DETECTIVE

1/1/2014	C	0
1/1/2014	D	1
1/1/2014	E	0
1/1/2014	F	4

**APPENDIX A  
WAGE APPENDIX  
DEPUTY SHERIFF  
1/1/2013**

**CLASSIFICATION**                      **Step**                      **1ST**                      **2ND(1%)**                      **3RD & MID (2%)**

DEPUTY SHERIFF

Hire Rate	1/1/2013	A	21.64		21.85		22.08
After 12 months	1/1/2013	B	22.84		23.07		23.28
After 24 months	1/1/2013	C	24.89		25.14		25.39
After 48 months	1/1/2013	D	27.65		27.92		28.21
After 108	1/1/2013	E	28.44		28.72		29.01
After 168	1/1/2013	F	29.40		29.70		29.98

DETECTIVE

	1/1/2013	C	26.95		27.22		27.49
	1/1/2013	D	29.73		30.02		30.33
	1/1/2013	E	31.40		31.73		32.03
	1/1/2013	F	32.39		32.71		33.04

APPENDIX A  
WAGE APPENDIX  
DEPUTY SHERIFF  
1/1/2014

CLASSIFICATION	Step	1ST	2ND(1%)	3RD &	
				MID (2%)	
<u>DEPUTY SHERIFF</u>					
Hire rate	A	21.86	22.07		22.30
After 12 months	B	23.07	23.30		23.51
After 24 months	C	25.14	25.39		25.64
After 48 months	D	27.93	28.20		28.49
After 108 months	E	28.72	29.01		29.30
After 168 months	F	30.11	30.42		30.70
<u>DETECTIVE</u>					
	C	27.22	27.49		27.76
	D	30.03	30.32		30.63
	E	31.71	32.05		32.35
	F	33.13	33.46		33.79