

Juneau County Board of Supervisors

Agenda
County Board Room 200
May 21, 2024

9:30 a.m. Call County Board of Supervisors meeting to Order.

Roll Call

Opening Prayer/Pledge of Allegiance

- Approve the minutes of the April 16, 2024, meeting of the Juneau County Board of Supervisors
- EDP Renewable Update – Stephanie Buway
- LFPA Grant – Gina Laack and Dustin Ladd
- **Resolution 24-15** * Recognition of Lynn A. Willard for Twenty-One years of service to Juneau County
- **Resolution 24-16** * Approval of the 2024-2025 union contract between Juneau County and the Juneau County Deputy Sheriff's Association of the Wisconsin Professional Police Association, and Authorization for the County Board Chairperson and County Clerk to sign the Agreement as the Official Act of Juneau County.
- Report –
 - Zoning – Dave Donnelly
- Next County Board Meeting: June 18, 2024
 - Executive Meeting: June 10, 2024
- Following the meeting: Presentation from the Wisconsin Counties Association regarding roles and responsibilities in county government. There will be no official arising out of the presentation or discussion.

*These times are estimates only. Access to the handicapped will be provided. If special accommodation is needed, please notify the County Clerk's Office by calling 847-9300. This notice must be posted on the bulletin board in the Courthouse prior to the meeting to conform to 19.83 and 19.84 Wis. Stats.

**If you need accommodation to attend this meeting, whether in-person or by remote means, please contact the Juneau County Clerk's office at 608-847-9300.

Juneau County is inviting you to a scheduled Zoom meeting.

Topic: May County Board Meeting

Time: May 21, 2024, 09:30 AM Central Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83868963249?pwd=THpEZlB3NkRQSkUUIBsbGJZZ1pWZz09>

Meeting ID: 838 6896 3249

Passcode: Board

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 931 3860 US
- +1 929 436 2866 US (New York)
- +1 301 715 8592 US (Washington DC)

Meeting ID: 838 6896 3249

Passcode: 374862

Find your local number: <https://us02web.zoom.us/j/kdVHpTi6uz>

MEETING OF THE
JUNEAU COUNTY BOARD OF SUPERVISORS
April 16, 2024
9:30 a.m.
County Board Room

Roll Call began at: 09:34:20 AM

Roll Call: Quorum Present (21 Present, 0 Absent)

Present: J. Ard, Chair Cottingham, H. Dannenberg, R. Feldman, H. Fischer, R. Granger, J. Jasinski, M. Keichinger, J. Kennedy, R. Kilmer, J. McGinley, B. Manson, T. Winters, M. Pech, J. Ryczek, J. Cauley, K. Strompolis, S. Thomas, J. Hemerley, C. Zindorf, C. Suzda

Absent:

1. Oath of Office to Elected Supervisors by Judge Curran

2. Appoint Temporary Chairperson to Continue Proceedings

Motion by M. Keichinger, seconded by R. Granger to appoint T. Treptow as temporary chairperson. All in favor, motion carried.

3. Thomas led the Opening Prayer followed by the Pledge of Allegiance

4. Approve Minutes from March 19, 2024, Meeting

Motion by J. Ard 9:36:07 AM

Second by J. McGinley 9:36:08 AM

Voting began at: 09:36:24 AM

Voting Criteria Used: Majority Vote Needed

Results Talled at: 09:36:39 AM

Result: Passed By Majority Vote (YES: 20, NO: 0, ABSTAIN: 1, DID NOT VOTE: 0, ABSENT: 0)

YES: J. Ard, Chair Cottingham, H. Dannenberg, R. Feldman, H. Fischer, R. Granger, J. Jasinski, M. Keichinger, J. Kennedy, R. Kilmer, J. McGinley, B. Manson, T. Winters, M. Pech, J. Ryczek, K. Strompolis, S. Thomas, J. Hemerley, C. Zindorf, C. Suzda

NO:

ABSTAIN: J. Cauley

ABSENT:

5. Appoint Election Clerks

Motion by M. Keichinger, seconded by R. Granger to appoint T. Treptow and H. Tovsen as election clerks. All in favor, motion carried.

6. Election of Chairperson of the Board

Motion by H. Fischer, seconded by M. Keichinger to nominate Cottingham to the position of Chairperson. No other nominations.

7. Chairman Cottingham took over proceedings

8. Election of First Vice Chairperson

Motion by R. Granger, seconded by S. Thomas to nominate H. Fischer to position of First Vice Chairperson. No other nominations.

9. Election of Second Vice Chairperson

Motion by J. Jasinski, seconded by J. Ard to nominate H. Dannenberg to position of Second Vice Chairperson. No other nominations.

10. Election of Juneau County Public Works Committee – Northern District

Motion by M. Keichinger, seconded by S. Thomas to nominate R. Granger.

Motion by R. Feldman, seconded by T. Winters to Nominate J. Jasinski.

Vote by Ballot: R. Granger with 13 votes, J. Jasinski with 8 votes.

11. Election of Juneau County Public Works Committee – Southeastern District

Motion by M. Pech, seconded by J. Ard to nominate S. Thomas.

Motion by R. Granger, seconded by J. Hemerley to nominate K. Strompolis.

Vote by Ballot: K. Strompolis with 19 votes, S. Thomas with 2 votes.

12. Election of Juneau County Public Works Committee – Southwestern District

Motion by J. Hemerley, seconded by R. Granger to nominate B. Manson.

Motion by J. Ryczek, seconded by R. Kilmer to nominate J. Cauley.

Vote by Ballot: J. Cauley with 13 votes, B. Manson with 8 votes.

13. Election of Juneau County Public Works Committee – Member at Large

Motion by J. Kennedy, seconded by R. Granger to nominate M. Keichinger.

Motion by T. Winters, seconded by J. Ard to nominate J. Jasinski.

Motion by M. Keichinger, seconded by R. Kilmer to nominate S. Thomas.

Vote by Ballot: M. Keichinger with 14 votes, S. Thomas with 2 votes, J. Jasinski with 5 votes.

14. Election of Juneau County Public Works Committee – Member at Large

Motion by R. Granger, seconded by J. Jasinski to nominate J. Hemerley.

Motion by J. Kennedy, seconded by R. Kilmer to nominate B. Manson.

Vote by Ballot: B. Manson with 15 votes, J. Hemerley with 6 votes.

15. EDP Renewable Update - Stephanie Buway

H. Dannenberg was recognized at 9:59:01 AM (Elapsed time: 00:32:27)

16. Resolution 24-12 - Authorizing a Warranty Deed from Juneau County to Mile Bluff Medical Center, Inc., conveying the Crest View Nursing Home in New Lisbon

Motion by J. Jasinski 10:00:21 AM

Second by M. Keichinger 10:00:23 AM

Voting began at: 10:01:27 AM

Voting Criteria Used: Majority Vote Needed

Results Talled at: 10:01:36 AM

Result: Passed By Majority Vote (YES: 20, NO: 0, ABSTAIN: 1, DID NOT VOTE: 0, ABSENT: 0)

YES: J. Ard, Chair Cottingham, H. Dannenberg, R. Feldman, H. Fischer, R. Granger, J. Jasinski, M. Keichinger, J. Kennedy, R.

Kilmer, J. McGinley, B. Manson, T. Winters, J. Ryczek, J. Cauley, K. Strompolis, S. Thomas, J. Hemerley, C. Zindorf, C.

Suzda

NO:

ABSTAIN: M. Pech

ABSENT:

17. Lori Chipman – ARPA Update

18. Resolution 24-13 - Authorizing the Expenditure of American Rescue Plan Act (ARPA) Funds on behalf of the Sheriff's Department to Purchase an Incident Response Trailer

Motion by K. Strompolis 10:02:14 AM

Second by S. Thomas 10:03:55 AM

Discussion: L. Chipman, A. Zabal

R. Granger was recognized at 10:05:28 AM (Elapsed time: 00:38:54)

B. Manson was recognized at 10:06:47 AM (Elapsed time: 00:40:13)

J. Kennedy was recognized at 10:07:09 AM (Elapsed time: 00:40:35)

J. Hemerley was recognized at 10:08:13 AM (Elapsed time: 00:41:38)

Voting began at: 10:08:40 AM

Voting Criteria Used: Majority Vote Needed

Results Tallied at: 10:08:47 AM

Result: Passed By Majority Vote (YES: 21, NO: 0, ABSTAIN: 0, DID NOT VOTE: 0, ABSENT: 0)

YES: J. Ard, Chair Cottingham, H. Dannenberg, R. Feldman, H. Fischer, R. Granger, J. Jasinski, M. Keichinger, J. Kennedy, R. Kilmer, J. McGinley, B. Manson, T. Winters, M. Pech, J. Ryczek, J. Cauley, K. Strompolis, S. Thomas, J. Hemerley, C. Zindorf, C. Suzda

NO:

ABSTAIN:

19. Resolution 24-14 - Authorizing the Expenditure of American Rescue Plan Act (ARPA) Funds on behalf of the Information Technology (IT) Department for Ongoing Cybersecurity.

Motion by M. Keichinger 10:09:05 AM

Second by J. Kennedy 10:09:07 AM

Discussion: M. Hunkins

J. Ard was recognized at 10:09:54 AM (Elapsed time: 00:43:19)

J. Kennedy was recognized at 10:11:06 AM (Elapsed time: 00:44:32)

J. Jasinski was recognized at 10:11:42 AM (Elapsed time: 00:45:07)

Voting began at: 10:13:57 AM

Voting Criteria Used: Majority Vote Needed

Results Tallied at: 10:14:03 AM

Result: Passed By Majority Vote (YES: 20, NO: 1, ABSTAIN: 0, DID NOT VOTE: 0, ABSENT: 0)

YES: J. Ard, Chair Cottingham, H. Dannenberg, R. Feldman, H. Fischer, R. Granger, J. Jasinski, M. Keichinger, J. Kennedy, R. Kilmer, J. McGinley, B. Manson, T. Winters, M. Pech, J. Ryczek, J. Cauley, K. Strompolis, S. Thomas, C. Zindorf, C. Suzda

NO: J. Hemerley

ABSTAIN:

R. Kilmer was recognized at 10:17:58 AM (Elapsed time: 00:51:23)

B. Manson was recognized at 10:18:39 AM (Elapsed time: 00:52:05)

20. Adjourn Meeting

Session ended at: 10:19:59 AM

I certify the preceding to be accurate and a true account of the proceedings of the Juneau County Board of Supervisors meeting on April 16, 2024. Next County Board meeting will be held on Tuesday, May 21, 2024, at 9:30am with Executive meeting being held on May 13, 2024, at 8:00am.

Juneau County Board of Supervisors

Courthouse, 220 East State Street
Mauston, Wisconsin 53948



RESOLUTION: 24-15

DATE: May 21, 2024

Recognition of Lynn A. Willard for Twenty-One Years of Service to Juneau County

Whereas, County Board Supervisor of District 14 – Lynn A. Willard retired after twenty-one years of service to Juneau County,

Whereas, Lynn A. Willard of New Lisbon served this Board of Supervisors, his neighbors, and citizens of Juneau County as a representative of District 14, being elected to the position and commencing service on April 16, 2002; and

Whereas, Lynn A. Willard served on the Emergency Government & Communication, Emergency Management, Executive, Reorganization, and Sheriff & Jail committees and served as chair for Building & Grounds, Local Emergency Planning, and Veteran's Committees during his service to Juneau County; and

Whereas, Lynn A. Willard served the citizens of Juneau County with distinction, integrity, and a commitment to service. The citizens of Juneau County and this Board are appreciative of the time and effort that Lynn A. Willard devoted to his duties; and

NOW THEREFORE BE IT RESOLVED that the County Board of Supervisors for Juneau County extend recognition and gratitude to Lynn A. Willard for his twenty-one years of service to the citizens of Juneau County; and

BE IT FURTHER RESOLVED that this recognition becomes a permanent record in the minutes of this meeting of the Juneau County Board of Supervisors, and a copy sent to Lynn A. Willard.

INTRODUCED AND RECOMMENDED FOR ADOPTION this 21st day of May 2024.

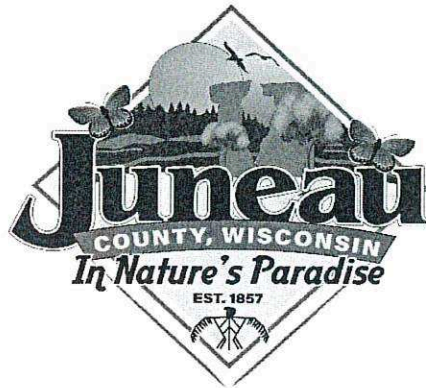
- | | | |
|------------|------------|------------|
| 1.) _____ | 2.) _____ | 3.) _____ |
| 4.) _____ | 5.) _____ | 6.) _____ |
| 7.) _____ | 8.) _____ | 9.) _____ |
| 10.) _____ | 11.) _____ | 12.) _____ |
| 13.) _____ | 14.) _____ | 15.) _____ |
| 16.) _____ | 17.) _____ | 18.) _____ |
| 19.) _____ | 20.) _____ | 21.) _____ |

Adopted by the Juneau County Board of Supervisors this 21st Day of May 2024.

Terri L. Treptow, County Clerk

Juneau County Board of Supervisors

Courthouse, 220 East State Street
Mauston, Wisconsin 53948



RESOLUTION No. 24 - 16

DATE: May 21, 2024

INTRODUCED BY: Negotiating Committee

SYNOPSIS: Approval of the 2024-2025 union contract between Juneau County and the Juneau County Deputy Sheriff's Association of the Wisconsin Professional Police Association, and Authorization for the County Board Chairperson and County Clerk to Sign the Agreement as the Official Act of Juneau County

FISCAL NOTE: Increase in salary and benefits of 6% (approximately \$231,000) in 2024 and 1.5% (approximately \$164,000) in 2025.

WHEREAS, the Juneau County Negotiating Committee has agreed to a new tentative collective bargaining agreement between Juneau County and the Juneau County Deputy Sheriff's Association of the Wisconsin Professional Police Association, said agreement has been duly ratified by official vote of the membership of the union, and the Committee recommends that said agreement now be ratified by the Juneau County Board of Supervisors; and

WHEREAS, Wisconsin law authorizes collective bargaining and employment contracts between the County and its workforce in the Sheriff's Department; and

WHEREAS, the proposed collective bargaining agreement is fair and reasonable and in the best interests of the County's employees and the people of Juneau County;

NOW, THEREFORE, BE IT RESOLVED, that the Juneau County Board of Supervisors shall and hereby does approve the proposed collective bargaining agreement between Juneau County and the Juneau County Deputy Sheriff's Association of the Wisconsin Professional Police Association (a copy of which is attached to this resolution) and hereby authorizes Juneau County Board Chairperson Timothy J. Cottingham and Juneau County Clerk Terri L. Treptow to duly execute duplicate originals of the Agreement forthwith, as the official act of Juneau County.

INTRODUCED AND RECOMMENDED FOR ADOPTION ON MAY 21, 2024.

NEGOTIATING COMMITTEE:

Timothy Cottingham, Chairperson

James Ryczek

Roy Granger

Tom Winters

James Cauley

Adopted by the County Board of Supervisors of
Juneau County on May 21, 2024

Terri L. Treptow, Juneau County Clerk



Agreement between

JUNEAU COUNTY

and the

JUNEAU COUNTY DEPUTY SHERIFF'S ASSOCIATION

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

LAW ENFORCEMENT EMPLOYEE RELATIONS

DIVISION

2024-2025

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AGREEMENT & PREAMBLE

This Agreement is made and entered into by the COUNTY OF JUNEAU, WISCONSIN, hereinafter referred to as the "County" and the WISCONSIN PROFESSIONAL POLICE ASSOCIATION LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION for and on behalf of JUNEAU COUNTY DEPUTY SHERIFF'S ASSOCIATION, hereinafter referred to as the "Association" pursuant to the provisions of Chapter 111, and subject to the sections of the Wisconsin Statutes as may be pertinent hereto.

The parties desire to provide efficient, effective law enforcement for Juneau County. They recognize that harmonious relations and cooperation are necessary to that end. Fair wages and responsible handling of grievances and disputes will insure such relations and cooperation.

The Wisconsin Municipal Employment Relations Act provides collective bargaining as a means to those ends. Association members have chosen those means and the County respects that choice. Each desire to reach an understanding about their employer-employee relationship and to agree upon rates of pay, hours of work and conditions of employment in that relation.

In consideration of the following mutual covenants and agreement the County and Association do agree as follows:

ARTICLE I - RECOGNITION

Section 1.01 - Exclusive Recognition: The County recognizes The Wisconsin Professional Police Association/ Law Enforcement Employees Relations Division as the sole and exclusive representative for all full-time law enforcement officers with the power of arrest in the Juneau County Sheriff's Department except for the Sheriff, Undersheriff, Lieutenants and Captains.

Section 1.02 - Association Representation: The Association shall represent all employees in the bargaining unit at all conferences and negotiations pertaining to wages, hours of work and conditions of employment during the term of this Agreement.

Section 1.03 Dues Deduction: The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form where the Employee is knowingly and affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.

The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local

Association if applicable, in one lump sum not later than the 15th of each month.

Authorization of dues deduction by a member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.

No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with either the WPPA or local Association Constitution and By-Laws. The Employer agrees to notify the WPPA office in Madison in writing of the name of any new hire into the bargaining unit. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

It is expressly understood and agreed that WPPA/LEER will refund to the Employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the Employer harmless against any and all third-party claims, demands, suits, order, judgments or any other forms of liability against or incurred by the Employer, including all costs of defense and attorney's fees, which may arise out of Employer's compliance with this Article.

Section 1.04 - Provisions Binding: The County and to Association agree to faithfully and diligently abide by and be bound to all of the provisions of this Agreement.

ARTICLE II - ASSOCIATION SECURITY

Section 2.01 - Access to Records: The County shall provide access to personnel records in accordance with Wis. Stats. s. 103.13. In the event said statute is repealed, the parties shall enter into immediate negotiations for a suitable replacement.

Section 2.02 - Probationary Period:

- a) All newly hired employees who have successfully completed the Basic Law Enforcement Academy shall have a 12 month probationary period.
- b) All newly hired employees who do not possess the Basic Law Enforcement Academy shall have a 18 month probationary period.
- c) During the probationary period employees may be disciplined, suspended or discharged at any time at the discretion of the employer and without recourse to the grievance procedure. Any period of suspension during the probationary period shall be added to the length of the probationary period provided for above.
- d) The first six (6) months pay increase may be withheld from a probationary officer if the probationary officer is performing his/her duties in such a way as to jeopardize his/her employment status. Provided, however, that upon completion of his/her probation, the

employee will immediately attain the pay level designated for the appropriate length of employment pursuant to Article VI, Section 6.01.

- e) Upon completion of the probationary period, the employee's seniority shall date from the date of hire. An employee carried beyond their probationary period shall be deemed a regular, non-probationary employee.

Section 2.03 - Employer's Rights: The County possesses the sole right to operate the County and all management right repose in it, subject to the express terms of this Agreement. Its rights include, but are not limited to the following:

- a) To direct all operations of the County;
- b) To establish reasonable work rules and schedules of work;
- c) To hire, promote, transfer, schedule and assign employees in positions within the County;
- d) To suspend, demote, discharge and take other disciplinary action against employees for just cause;
- e) To maintain efficiency of County operations;
- f) To take whatever action is necessary to comply with state or federal law;
- g) To introduce new or improved methods or facilities;
- h) To determine the kinds and amounts of services to be performed as pertains to County operations; and the number and kind of classifications to perform such services;
- i) To determine the methods, means and personnel by which County operations are to be conducted;
- j) To take whatever actions are necessary to carry out the functions of the County in situations of emergency.

Notwithstanding the above listed employer rights, nothing herein contained shall divest the Association of any of its rights under Wis. Stats. Chapter 111. Furthermore, any and all employer rights shall be exercised consistent with this collective bargaining agreement.

ARTICLE III - SICK LEAVE

Section 3.01 - Rules for Administration of Sick Leave:

- a) An employee shall be paid while on sick leave at the regular rate of pay for the same number of hours he/she would normally have worked.
- b) Sick leave shall be a form of insurance against a loss of income during a short-term illness rather than free leave. Sick leave does not vest in an employee the right to a certain number of days off each year with pay as does vacation or holiday time.
- c) For the purpose of this section, sick leave will be granted when an employee:
 - 1. received medical, dental, optical examination or treatment;

2. is incapacitated for the performance of duties by sickness, injury off the job or pregnancy and confinement, A doctor's certificate may be required after three (3) consecutive days of sick leave;
 3. is required to give care and attendance to a member of his or her immediate family during the illness of such family member. "Immediate family" means spouse and/or children or other member of family residing in household
- d) Sick leave cannot be used until earned.
- e) Upon separation from County employment, the employee, or his beneficiary (in the case of death), shall be paid his/her accumulated sick leave in accordance with the following schedule:
- | | |
|--|------|
| 1. Less than five (5) years of service | 55% |
| 2. Fifth (5th) through ninth (9th) years of service | 60% |
| 3. Tenth (10th) through fourteenth (14th) years of service | 65% |
| 4. Fifteenth (15th) through nineteenth (19th) years of service | 70% |
| 5. Twentieth (20th) year or more | 100% |
- f) To qualify for sick leave, an employee must report that he or she is sick at least two (2) hours prior to his/her scheduled starting time whenever possible.
- g) While an employee is on paid sick leave, the accrual of sick leave benefits shall continue during the period of convalescence.
- h) Employees shall be allowed to use sick leave if they become ill while on vacation, however, a doctor's certificate to support this sickness shall be required for each day of sick leave used.
- i) All sick leave credits shall be computed on the whole month basis per the following formula regardless of date of hire:
1. On or before the 16th – 1st day of month hired.
 2. On the 17th and thereafter – 1st day of following month hired.
- j) When insufficient sick balance remains to cover the absence of an employee, the remainder of such absence shall be charged in the following manner: the employee's accumulated vacation unless exhausted, the employee's available compensatory time unless exhausted, sick or compensatory time donated by other employees. If the employee still has insufficient time to cover his/her absence, the remainder of such absence may be charged to leave without pay.
- k) Sick leave request with the exception of an emergency shall be filed on proper terms as prescribed. In the case of an emergency, the person receiving the call shall fill out the proper form.
- l) Request for approval of sick leave must be completed in full by the end of day employee returns to work.

m) If an officer calls in sick for his or her regularly scheduled shift, he/she will not qualify to fill any shift until eight (8) hours after the end of the regularly scheduled shift. Shifts shall be eight (8) hours for Detectives, Elroy Position 1 Deputy, Necedah SRO / Park Deputy and twelve (12) hours for Patrol/ Jail/ and Specialty: Germantown, Native Liaison, Recreational Deputy, Canine Handlers, and Camp Douglas/Hustler Deputy, Elroy Position 2 Deputy.

Section 3.02 - Sick Leave Accumulation: All full-time employees who have worked for the County at least thirty (30) days shall earn twelve (12) hours of sick leave per month rendered in service. The maximum pay out for any full-time employee shall be 960 hours. Accumulation of sick leave in excess of 960 hours shall accrue in the sick leave account. In no event shall any hours over 960 hours be paid out.

Section 3.03 - Personal Days: All deputies working 12 hour shifts shall be provided 60 hours of personal time per year. All deputies working 8 hour shifts, and detectives, shall be provided 40 hours of personal time per year. This time is to be used at the employee's discretion, which shall be deducted from the accrued sick leave of the employee. Eight (8) hours notice will be given for use of personal days.

Section 3.04: The Employer will use its best efforts to find light duty assignments for employees who are injured in off-duty accidents. An employee working on light duty shall receive regular compensation for the light duty without deduction from the employee's accumulated sick leave. The employee's ability to handle particular light duty assignments may be evaluated by reference to the restrictions imposed on the employee by the employee's attending physician or health care provider.

ARTICLE IV - VACATION LEAVE

Section 4.01 - Vacation Leave: All employees shall receive the following paid vacation time:

Paid vacation for Juneau County Deputy Sheriff's and Detectives will be on completion of years of service as indicated below.

Start date*	5 days (40 hours)
6 months	5 days (40 hours)
1 year	12 days (96 hours)
5 years	15 days (120 hours)
10 years	20 days (160 hours)
15 years	25 days (200 hours)
20 years	30 days (240 hours)

Juneau County Deputy Sheriffs who are assigned to work 12 hours shifts will have vacation based on hours not days as indicated below.

Start date*	48 hours
6 months	48 hours
1 year	96 hours
5 years	120 hours
10 years	168 hours
15 years	204 hours

20 years	240 hours
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Section 4.02 - Rules for Administration of Vacations:

1. Each full-time employee must take vacation in the year following completion of his/her year of work or lose vacation rights for the year, except. That employees have the option, with department head approval, to carry a maximum of forty (40) hours for 8 hour shifts and forty-eight (48) hours for 12 hour shift of vacation into the following year. Management will post the requests as soon as they are submitted. The requests will be handled as a first requested first filled basis.
2. Employees who retire or are terminated shall be paid for accumulated vacation time earned up to the date of termination.
3. Seniority shall prevail in granting vacations when more than the usual number of employees desires their vacation at the same time.
4. Compensation for vacation not taken cannot be granted without prior approval of the Sheriffs Committee and only then if the taking of vacation time would be detrimental to the efficient operation of the department involved. Employees may be requested to take vacation when it would be in the best interest of the County.
5. Requests for vacation shall be submitted as follows: A minimum of a five (5) day block to be selected on a mutually agreeable date on or before February 15 of each year on the basis of seniority. The remainder to be selected on a first come, first serve basis. Each vacation request shall be submitted to the department head or his designee no later than fifteen (15) days prior to the date the vacation is to start. This notification may be waived by the department head but in any event the employer will either approve or deny the request within five (5) working days in writing. (Once a selection of vacation(s) is made during the vacation selection period defined above [on or before February 15], an employee, even if possessing less seniority, may not be bumped by subsequent selections made during the year by another employee. Vacation selections made during the year [after the February 15 selection period] are to be on a first come, first served basis).
6. All vacation credits shall be computed on the whole month basis according to the following formula, regardless of date of hire:
 - a. On or before the 16th 1st day of month hired.
 - b. On 17th and thereafter 1st day of following month hired.
7. An employee who moves from one position to another in the County by transfer, promotion or reassignment shall be credited with his accumulated vacation leave in his new position.

8. An employee shall not lose vacation accumulated as a part-time employee if he/she should become a full-time employee.
9. No credit for vacation leave shall be granted for time worked by an employee in excess of his normal work week.
10. Any part-time employee of Juneau County who works a minimum of twenty (20) hours per working week is entitled to one-half of the vacation benefits that a full-time employee with an equal length of service is entitled to receive.
11. All employees who have worked continuously for twelve (12) consecutive months or more shall be paid for all vacation earned upon leaving the employ of Juneau County.

ARTICLE V - LEAVES

Section 5.01 - Funeral Leave: All full-time employees are eligible to receive funeral leave. All employees shall receive a three (3) day funeral leave with full pay for the death of a spouse, child, father, mother, sister, brother, grandparents, mother-in-law, father-in-law, sister-in-law, brother-in-law, stepchild or other relative who is a member of the employee's household. Funeral leave, if taken by an employee, must be taken within a seven (7) day period consisting of the three (3) regular working days immediately preceding and the three (3) regular working days immediately succeeding the funeral, or such funeral leave shall be forfeited.

All employees shall receive one (1) day funeral leave with full pay for the death of an aunt, uncle, niece, and nephew.

All employees shall receive time off to attend the funeral of a Sheriff's Department employee, providing that officers on duty shall be subject to call.

All employees shall receive one-half (1/2) day funeral leave with full pay when attending a funeral as a pallbearer, and also shall receive one-half (1/2) day funeral leave with full pay when attending a military funeral as a participant, except if covered above. Such attendance shall be limited to five (5) times per calendar year.

Section 5.02 - Military Leave: All full-time employees are eligible to receive military leave if they are a member of the military service.

Employees who are members of a military service shall be granted a leave of absence to meet their military obligations under the U.S.E.R.R.A. County shall allow employees to be released from duty shift 8 hours before the reasonable travel time necessary to report to Military Duty. Employee will not be paid for this time off. County shall not refuse to allow employee to use comp, personal, vacation or other to be paid for hours released from duty shift.

Employees receiving leave for annual training shall be paid the difference between their military pay and the pay they would have normally earned had they worked for the County. A copy of the

military pay voucher has to be submitted to the Finance Department.

Employees drafted or ordered into military service shall be entitled to return to their former jobs at the current rate of pay with no loss in seniority and benefits, provided said employee returns to work within ninety (90) days of discharge from military service. Seniority shall accrue while in the military service on active duty.

Vacation leave may coincide with military leave, at the employee's option.

Section 5.03 - Personal Leaves: All full-time employees are eligible for personal leave of absence. All application, for personal leave of absence shall be presented in writing to the Department Head or designee at least ten (10) working days prior to the date the leave is to begin. The granting of such leaves and the length of time for such leave shall be contingent upon the reasons for the request.

The Department Head or designee may grant leave of fourteen (14) calendar days or less without authorization.

Leave of absence of more than fourteen (14) calendar days shall be discussed with the Department Head and he/she shall present such requests to the Personnel Committee with a recommendation. Personnel Committee approval must be obtained prior to the taking of the leave of absence.

All leaves of absence shall be without pay. Fringe benefits shall accrue for fourteen (14) calendar days of a personal leave of absence. For a period of more than fourteen (14) calendar days fringe benefits shall not accrue.

The County's contribution toward the insurance premium shall be paid if the employee works for at least ten (10) working days that month. If the time worked is less than ten (10) working days, the County will not pay any of the premium. An employee may elect to continue with the insurance program if the employee pays the full insurance premiums.

A leave of absence may not be granted for the taking of other employment; however the term "other employment" shall not include election to federal state, county or municipal office.

Leave of absence for a period of not more than one (1) year may be granted due to personal illness, or for disability due to injury off the job, provided a physician's certificate is furnished every ninety (90) days to substantiate the need for continuing leave of absence. The ninety (90) day time frame for submission of Physician's Certificate will commence to run from first day of initial leave granted under this section for medical or disability reasons.

Section 5.04 - Maternity Leave: Pregnant employees are required to submit a written report of pregnancy as soon as possible to the Department Head, so that any necessary steps may be taken to protect the employee's health or improve her working conditions and in order that any necessary staffing adjustment may be planned to compensate for absence. A pregnant employee who is not

planning to return to work at the end of her period of confinement should submit a written resignation to go into effect at the expiration of her accumulated sick leave.

The period of maternity leave will be up to twelve (12) weeks. Leaves extending beyond twelve (12) weeks will be resolved on an individual basis and accompanied by the appropriate medical certification and submitted to the Sheriffs Committee for its approval. Disability due to pregnancy or childbirth shall be paid under sick leave policy on the same basis as it is applied to other temporary disabilities, consistent with Federal and State Statutes.

Section 5.05 - Educational Leave: Any employee who wishes to go on for further schooling which schooling is not a job-related requirement, may do so with permission of the Sheriffs Committee.

Such employee shall, at the time he/she applies for educational leave, inform the Sheriffs Committee as to when he/she will be returning to his position. An employee who takes an educational leave shall not lose his/her rights of longevity in relation to vacation, sick leave credits or longevity pay. These benefits will not accrue while employee is on leave.

An employee on educational leave shall have the option of paying insurance premiums so as to remain a part of the County Group Health Insurance Plan.

Section 5.06 - Jury Duty Leave: An officer required to serve as a juror shall be paid his/her regular wages during the entire period of jury duty. Any compensation paid to such officer as a fee for appearing as a juror will be turned over to the Sheriff, for return to the County Treasurer. If the officer is required to serve as a juror during his regularly scheduled off day or vacation, such officer shall be entitled to retain the fees in addition to his/her regular wages.

Any fees paid to an officer for being subpoenaed or for testifying in a matter related to the performance of his/her duties as an officer shall be turned over to the Sheriff for return to the County Treasurer.

ARTICLE VI - WAGES AND SALARIES

Section 6.01 - Wage Schedule: See Appendix's A & B, which reflect a wage increase of 6% as of January 1st of 2024 and on January 1st of 2025 a wage increase of 1.5%.

Section 6.02 - Computing Hourly Rate: Employees shall be paid once every two (2) weeks.

Each payday, employees shall be furnished a copy of the work sheet that is used to compute his/her pay for that period. Such work sheet shall contain a complete itemization of the employee's pay (regular hours, sick pay, vacation, overtime, etc.) and deductions (withholding taxes, union dues, insurance, etc.).

All hours above 1946 and less than 2184, because of the schedule change, shall then be at

the computed hourly rate of Appendix A&B and paid at that hourly rate as straight time, not overtime rates. All hours outside of the scheduled workday shall continue to be paid as overtime as set forth in the Agreement Article VIII-Premium Pay.

Section 6.03 - Longevity: All employees shall accrue longevity credits at the rate of three dollars (\$3.00) per month of service to be paid annually on or about December 1. Credit shall be given from the date of hire but shall not be paid until the first December immediately following the employee's third year anniversary and every December thereafter.

Section 6.04 - Shift Differential: All hours worked between 6:00p.m. and 6:00a.m. shall receive an additional twenty cents (\$0.20) per hour shift differential, irrespective of whether it is added to regular or overtime hours.

Section 6.05 - Regular Part-Time: An employee who fills a part-time position of less than forty (40) hours per week shall be designated as regular part-time and shall be eligible to receive pro-rated County benefits excluding health and life insurance as well as retirement, if less than 1100 hours per year and less than 30 hours per week. Prorated benefits shall be based on the average weekly hours worked. Changes in the weekly hours worked shall be approved by the Department Head, and an add/change form shall be completed at the time of the change.

Section 6.06 - Academy Wage: Newly Hired deputies who are required to attend the basic recruit academy within the first six months of the date of hire in order to become certified law enforcement officers will receive 75% of their current wage established in Appendix A of the wage schedule for Patrolmen or Jail officer while in attendance at the academy. Upon the first day following graduation, the Deputy will move to the appropriate step of the wage scale.

If a newly hired non-certified Deputy is assigned to field training or other duties prior to or during the academy the deputy will receive compensation at the rate specified in Appendix A. The intent of this section is for basic recruit academy training only and for the dates while the new deputy is assigned to the academy.

The Department will pay for all academy costs and provide transportation to the academy location. The recruit Deputy shall be paid 40 hours per week while attending the academy. Study time to successfully complete the academy is not subject to overtime. Work performed outside of hours spent at the academy in order to fill shifts of absent employees shall be compensated at the normal overtime rate.

During the academy, the Sheriff or his/her designee shall receive reports from the academy Director regarding attendance and performance. The Recruit Deputy shall adhere to the counties attendance policy as well as the academy attendance policy. If the Deputy recruit fails the

academy they may be terminated.

Additionally, for WRS purposes/ benefits the Deputy recruit shall be considered "protective" status. The Deputy shall be sworn in by the Sheriff prior to the start of the recruit academy per Wisconsin Training and Standards Rules and Regulations.

ARTICLE VII - SENIORITY

Section 7.01 – Definition: Seniority: Seniority shall be determined within rank and by date of promotion within such rank. Time Spent in the Armed Forces on leave of absence and lost on account of injury arising out of the employee's employment shall be included in determining seniority.

Section 7.02 - List of Employees: The County shall submit to the Association a list of employees in the Sheriff's Department arranged in order of their seniority. Said list shall also include the date that the employee attained his/her present classification. Said list shall be submitted within thirty (30) days of this Agreement, and the Association shall have another thirty (30) days to check it for its accuracy and, if accurate, the list shall be kept current and posted in a conspicuous place at the place of employment (Association bulletin boards).

Section 7.03: Choice of work shifts, and vacations shall be made on the basis of departmental seniority.

No employees shall be eligible to sign up for patrol or specialty positions until the Basic Law Enforcement Academy and Jail Academy have successfully been completed.

The exercise of seniority rights under this Section shall be done once each year, effective January 1st. Employees shall exercise these rights on a mutually agreeable date in December and any voluntary shift changes pursuant to this Section beginning on January 1st shall not result in overtime costs to the County.

Section 7.04 - Layoffs:

- a) When it becomes necessary, because of need for economy, lack of work or funds, or for other just cause, to reduce the number of subordinates, the emergency, special temporary, part-time, or provisional subordinates, if any, shall be dismissed first, and thereafter, subordinates shall be dismissed in the order of the shortest length of service in the Department.
- b) The name of a subordinate dismissed any cause set forth in this Section shall be left on an eligible reemployment list for a period of two (2) years after date of dismissal. If any vacancy occurs, or the number of subordinates is increased in the Department, such vacancy or new position shall be filled by persons in such list in the inverse order of the dismissal of such persons.

Section 7.05 - Overtime and Vacant Shift Assignments:

- a) The Sheriff or his/her designee may fill vacant shifts of deputy sheriffs by reassigning the deputy to a different shift assignment within the department within their normally scheduled hours at the Sheriffs discretion.
- b) Overtime and vacant shift assignments will be filled according to job classification of employees at the time such need arises, e.g., overtime for a patrolman will be first assigned to those then working as patrolmen. When special skills or training, e.g., marksman or Breathalyzer operator are required, overtime and vacant shift assignments will be assigned to those possessing such skills or training.
 - a. When the Employer has more than forty-eight (48) hours' advance notice of a vacant shift, the Employer will attempt to fill the vacant shift using the callout procedure. An automated call out system shall be used notifying all qualified employees of the vacant shift(s). If the vacancy is not filled, the Employer may fill the vacant shift with part- time personnel outside the bargaining unit.
 - b. When the Employer has notice of the vacancy 48 or more hours before the commencement of the shift, the Employer shall post the vacant shift in the Department. The shift shall be assigned to the most senior employee who signs up for the shift within the time which ends 24 hours before the start of the vacant shift.
- c) In the event that a vacancy occurs of which the Employer has notice less than 48 but more than two hours before the commencement of the vacant shift, the Employer shall attempt to fill the vacant shift by using the automated call out system. The vacant shift shall be awarded by seniority for a period of 2 hours after which it shall be filled by the first responding employee.

Note: It shall be sufficient for the purposes of complying with this Agreement for the Employer to utilize the automated call out system for the vacant shift. If the employee does not answer a message will be left by the automated call out system. If information is need from the automated call out system log, the Employer shall provide the log to an employee if requested. The Employer log showing that a call was made, and the result; is prima facie evidence of compliance with this agreement.

- d) If a vacancy occurs on a scheduled shift of which the Employer has less than two hours' notice, then the Employer may fill the vacancy with any available employee, regardless of seniority, including employees who are not represented by the WPPA/LEER.
- e) Should the Employer be unable to fill a vacant shift, the Employer's command officer may fill the vacancy by extending the least senior, qualified officer's shift 4 hours and ordering the least senior qualified officer from the following shift 4 hours to fill the vacancy. The positions working 6am-6pm, 6pm-6am, 10a-10p, or 2pm-2am may be ordered 4 hours before or 4

hours after, but not both, for a maximum of 16 hours, to cover vacant shift openings. When a deputy is ordered on their day off, when practicable, may be given the opportunity to take all 12 hours, 8 hours or a minimum of 4 hours of an open shift if the shift can be filled by others who are available to be ordered. This is with the intent to give flexibility to those being ordered in on their days off. All such mandated work time shall be compensated as overtime. Section 9.01(B) shall also be followed.

- f) This Article shall be kept in an area visible to the deputies for reference by the persons on duty. The Employer will inform all management employees and others who will be utilizing this procedure of the method of filing vacancies provided for in this Agreement.
- g) In cases of vacant shifts which the County chooses to fill which arise due to retirements, resignations, terminations, deaths, and long term absences, such vacant shifts shall be filled in the following manner:
 - a. Employer may fill the vacancy with a qualified employee not currently occupying a 0600 – 1800 or 1800 – 0600 shift line. Employer shall post the open position for two (2) weeks, and in good faith, fill the shift line immediately following the completion of the two (2) week posting with the most senior qualified employee represented by the WPPA/LEER whom bid on the posting.
 - i. In the circumstance a qualified employee returns from a long term absence, the employee shall return to their chosen shift line and maintain their seniority. If department wide shift picks occur prior to the employee returning to shift work, a new shift pick shall be completed which recognizes the employee's seniority.
 - b. In the event a qualified employee represented by the WPPA/LEER does not bid on the open posting, the Employer may continue to fill the line as noted above, utilize the Order Rotation (Section 7.05 e)), and utilize the automated call out system (Section 7.05 b) a.). The Employer will continue to post the open position every thirty (30) days until the position is filled by a qualified employee represented by the WPPA/LEER or the long term absence returns.
- h) Regarding posted overtime under this Section, the parties agree to the following points:
 - a. There are to be no bumps (by more senior person) within 48 hours of a shift.
 - b. Employees who cancel their posted overtime shift are to call the cancellation in at least 24 hours in advance of the shift's scheduled starting time. (This assumes, of course, circumstances other than an emergency.)

- c. An employee who wishes to work a 12-hour shift has priority over other employees who wish to split, the same posted opportunity.
- d. For the purposes of utilizing the specialty shift, shifts for overtime they can be used up to 4 hours before or after shift to cover for vacant/open shifts.
- e. The Employer may use the automated call out for short notice (Notices that require immediate action to fill the shift) fill in, the most eligible senior employee who returns the call within an hour of the call out will get the overtime. If the automated call out is used for overtime which has enough time to use the overtime procedure within this agreement, then the process shall proceed using that procedure after the call out.

ARTICLE VIII - PREMIUM PAY

Section 8.01 - Overtime Compensation: All employees shall receive overtime compensation pay at the rate of time and one-half (1 1/2) for all hours worked in excess of the normal workday or work week. Such overtime shall not be paid for any authorized time in excess of the normal workday or work week by any employee which results from a voluntary exchange of shifts by such employee. Work time shall be measured in units of one-half (1/2) hour and shall be credited for work time in equal to or excess of one-half (1/2) hour and its multiples.

Section 8.02 - Compensatory Time: Compensatory time at the rate of time and one-half (1 1/2) may be accumulated from pay period to pay period to a maximum of forty eight (48) hours. Said compensation may be taken in overtime pay or compensatory time at the employee's discretion. Use of accrued compensatory time shall be scheduled by mutual agreement of the employee and employer with no more than three (3) days used consecutively unless prior approval is obtained from the Department Head. All employees who apply to take compensatory time earned shall be notified in writing of request acceptance or denial within five (5) days of date of application. In case of emergency, any or all of these provisions may be waived by the Department Head. Eight (8) hours notice, when practicable, is required for use of compensatory time. Compensatory time may be earned or taken until the end of the first payroll period in December. Any remaining accumulated compensatory time after that time will be paid out in the last payroll period in December.

Section 8.03 - Call In Pay: Any member who is ordered to report for duty at a time other than his regular tour of duty, by the Sheriff or his representative, shall be compensated a minimum of two (2) hours at time and one-half (1-1/2) for the performance of that assignment. If the time involved is immediately prior to the start of the employee's regular tour of duty or immediately following the expiration of his regular tour of duty, the employee shall be compensated at time and one-half (1-1/2) for the actual time worked.

Section 8.04 - Court Time: Any Association member required to make court appearances other than during his/her regular working hours, whether in respect to an arrest or in a civil case where the Association member is subpoenaed because of his/her duties as a police officer, shall receive a minimum of two (2) hours overtime. The above shall also include, but not be limited to, Grand Jury Proceedings, John Doe Proceedings and interviews with any prosecutor's office in relation to their duties as a Deputy Sheriff. In addition, if any Association member does not receive at least 24 hours notice of a court cancellation he/she shall receive two hours of pay at the overtime rate.

Section 8.05 - Training: Overtime earned as a result of attending required in-service training or school sessions or departmental meetings outside the regularly scheduled twelve (12) hours, defined under Section 9.01, shall be compensated at the overtime rate.

Section 8.06 - On Call Pay for Detectives: Detectives will receive \$21.50 per day for all days they are assigned to be on call.

ARTICLE IX - HOURS OF WORK

Section 9.01 - Regular Hours: The twenty-four (24) consecutive hour time period beginning with the employee's ordered report in time shall constitute that employee's duty day. Said duty day shall embrace said employee's work shift. Said work shifts shall be distinguished as follows for Jailers and Patrolmen:

Patrol/Jail Rotation A	6:00 am to 6:00 pm
Patrol/Jail Rotation B	6:00 pm to 6:00 am
Germantown Position	10:00 am to 10:00 pm
Elroy Position 1	6:00 am to 2:00 pm
Elroy Position 2	2:00 pm to 2:00 am
Recreational Deputy	2:00 pm to 2:00 am or Recreational needed hours
Native Liaison	2:00 pm to 2:00 am
Camp Douglas Hustler Deputy	10:00 am to 10:00 pm
Necedah SRO / Parks	SRO: 7:45 am to 3:45 pm Monday through Friday Parks: Thursday 2:00 pm to 10:00 pm, Friday and Saturday 3:00 pm to 3:00 am, Sunday 2:00 pm to 10:00 pm
Canine Handler 1	Able to pick other shift based on seniority
Canine Handler 2	2:00 pm to 2:00 am (able to pick other shift based on seniority)

Germantown Deputy: The regular hours of the Germantown Deputy shall be 10:00 am to 10:00 pm.

The Town of Germantown may request that the Sheriff assign the deputy to work different hours for a specified shift or shifts to provide security at festivals, celebrations or other events requiring significant police services; for emergency situations; or for temporary urgent situations. If changes in the hours of work are requested for reasons other than an emergency, the Deputy will be advised of such changes two weeks prior to the change in hours if possible. The deputy will remain on the changed shift until the emergency or urgent situation is resolved. With approval of the Sheriff, the deputy may agree to a request for a change of hours with less than two week notice. Once a year before shift picks the Town of Germantown may notify the Sheriff of a different work shift which will be in effect for the next calendar year.

The Germantown Deputy position is funded under a contract between the Town of Germantown and the County of Juneau. It shall be filled by posting, with the Sheriff choosing the most qualified applicant selected by the Town of Germantown. The Germantown Deputy shall patrol the Town of Germantown and handle matters which are deemed priorities by the Town of Germantown. The deputy will work the established patrol schedule. If the deputy filling this position works outside their assigned schedule, the deputy will receive pay at the overtime rate for all hours worked on scheduled days off. The Germantown Deputy may not be ordered to fill a Patrol or Jail vacancy while he/she is on duty for the Township unless prior arrangements have been agreed upon with the Township. However, the Germantown Deputy shall otherwise be ordered to fill vacant shifts in accordance with the policy outlined in the contract. When not working for the Township, the deputy assigned to this position shall perform the duties of deputy sheriff throughout the county. If the Town of Germantown or the County of Juneau decides to terminate the contract for police services, the deputy filling said position can post into available positions as outlined by the contract.

Personal day usage will be in accordance with Section 3.03 - Personal Days.

Elroy Deputy Positions: The regular hours of the Elroy Deputy position 1 will be 6:00 am to 2:00 pm to equal 2080 hrs/year. Elroy Deputy Position 2 will be 2:00 pm to 2:00 am to equal 2184 hrs/year. The City of Elroy may request that the Sheriff assign the deputies to work different hours for a specified shift or shifts to provide security at festivals, celebrations or other events requiring significant police services; for emergency situations; or for temporary urgent situations. If changes in the hours of work are requested for reasons other than an emergency, the deputy will be advised of such changes two weeks prior to the change in hours if possible. The deputy will remain on the changed shift until the emergency or urgent situation is resolved. With approval of the Sheriff, the deputy may agree to a request for a change of hours with less than two weeks notice. Once a year before shift picks, the City of Elroy may notify the Sheriff of a different work shift which will be in effect for the next calendar year.

The Elroy Deputy's positions are funded under a contract between the City of Elroy and the

County of Juneau. It shall be filled by posting, with the Sheriff choosing the most qualified applicants selected by the City of Elroy. The Elroy Deputies shall patrol the City of Elroy and handle matters which are deemed priorities by the City of Elroy. The Elroy Deputies shall be allowed to respond to emergency calls outside of the City as needed. The deputy will work the established patrol schedule. If the deputy filling this position works outside their assigned schedule, the deputy will receive pay at the overtime rate for all hours worked on scheduled days off. The Elroy Deputies may not be ordered to fill a vacancy while he/she is on duty for the City unless prior arrangements have been agreed upon by the City; however, the Elroy Deputies shall otherwise be ordered to fill vacant shifts in accordance with the policy outlined in the contract. When not working for the City, the deputy assigned to this position shall perform the duties of deputy sheriff throughout the county. If the City of Elroy or the County of Juneau decides to terminate the contract for police services, the deputy filling said position can post into available positions as outlined by the contract.

Personal day usage will be in accordance with Section 3.03 - Personal Days.

Camp Douglas/Hustler Deputy: The regular hours of the Camp Douglas/Hustler Deputy shall be 10:00 am to 10:00 pm. The Village Camp Douglas or Hustler may request that the Sheriff assign the deputy to work different hours for a specified shift or shifts to provide security at festivals, celebrations or other events requiring significant police services; for emergency situations; or for temporary urgent situations. If changes in the hours of work are requested for reasons other than an emergency, the Deputy will be advised of such changes two weeks prior to the change in hours. The deputy will remain on the changed shift until the emergency or urgent situation is resolved. With approval of the Sheriff, the deputy may agree to a request for a change of hours with less than two weeks notice. Once a year before shift picks Camp Douglas/Hustler may notify the Sheriff of a different work shift which will be in effect for the next calendar year.

The Camp Douglas / Hustler Deputy position is funded under a contract between the Villages of Camp Douglas and Hustler and the County of Juneau. It shall be filled by posting, with the Sheriff choosing the most qualified applicants selected by the Villages of Camp Douglas and Hustler. The Camp Douglas/Hustler Deputy shall patrol the Village of Camp Douglas and Hustler and handle matters which are deemed priorities by the Village of Camp Douglas and Hustler. The deputy will work the established patrol schedule. If the deputy filling this position works outside their assigned schedule, the deputy will receive pay at the overtime rate for all hours worked on scheduled days off. The Camp Douglas / Hustler Deputy shall otherwise be ordered to fill vacant shifts in accordance with the policy outlined in the contract. When not working for the Villages, the deputy assigned to this position shall perform the duties of deputy sheriff throughout the county. If the Villages of Camp Douglas and Hustler or the County of Juneau decides to terminate the contract for police services, the deputy filling said position can post into available positions as outlined by the contract.

Personal day usage will be in accordance with Section 3.03 - Personal Days.

Necedah SRO/Parks Deputy: The regular hours of the Necedah SRO / Park Deputy shall be 7:45 am to 3:45 pm. These hours will be utilized while the Necedah Schools are in session. The Necedah School's may request that the Sheriff assign the deputy to work different hours for a specified shift or shifts to provide security at school events, celebrations or other events requiring significant police services; for emergency situations; or for temporary urgent situations. If changes in the hours of work are requested for reasons other than an emergency, the deputy will be advised of such changes two weeks prior to the change in hours if possible. The deputy will remain on the changed shift until the emergency or urgent situation is resolved. With approval of the Sheriff, the deputy may agree to a request for a change of hours with less than two weeks notice. Once a year before shift picks the Necedah School's may notify the Sheriff of a different work shift which will be in effect for the next calendar year.

The Necedah SRO/Park Deputy will not be utilized as a call car if Necedah schools are in session and children or staff are present at the schools except for emergencies outside of the school. If school is not in session due to inclement weather, holiday breaks, etc., and children or staff are not present, the Necedah SRO/Park Deputy may be utilized as a patrolman duties. The Necedah SRO/Park Deputy will still be working an 8 hour shift, but hours will remain flexible if a vacant dayshift needs filled.

During the Necedah School year, the Necedah SRO/Park Deputy is orderable to fill vacant shifts for weekend coverage every other weekend. When the Necedah Schools are on summer break, the Necedah SRO/Park Deputy will work a schedule that is agreed on with the Juneau County Parks and Forestry Department. The Necedah SRO/Park Deputy will be allowed one weekend off per month while assigned to the parks. In addition, they will be required to work two of the three holiday weekends in the summer. When the Necedah SRO / Park Deputy is working the Juneau County Parks, they will not be orderable on their scheduled weekend off. The Necedah SRO/Park Deputy combining Patrolman duties with other duties mentioned, does not exceed 2,080 hours in a year.

The Necedah SRO / Park Deputy position is funded under a contract between the Necedah Schools, Juneau County Parks and Forestry and the County of Juneau. It shall be filled by posting, with the Sheriff choosing the most qualified applicants selected by the Necedah Schools. If the deputy filling this position works outside their assigned schedule, the deputy will receive pay at the overtime rate for all hours worked on scheduled days off.

The Necedah SRO/Park Deputy may not be ordered to fill a vacancy while he/she is on duty for the schools or parks. However, the Necedah SRO/Park Deputy shall otherwise be ordered to fill vacant shifts in accordance with the policy outlined in the contract.

When not working for the schools or parks, the deputy assigned to this position shall perform the duties of deputy sheriff throughout the county. If the Necedah Schools, Juneau County Parks

and Forestry or the County of Juneau decides to terminate the contract for police services, the deputy filling said position can post into available positions as outlined by the contract.

Personal day usage will be in accordance with Section 3.03 - Personal Days.

Canine Handler Positions: The regular hours of the Canine Handler 1 will be determined based upon seniority within the deputy union to equal 2184 hrs/year. Canine Handler 2 position will be 2:00 pm to 2:00 am to equal 2184 hrs/year in the opposite rotation as Canine Handler 1. The Sheriff may assign the deputies to work different hours for a specified shift or shifts to provide security at festivals, celebrations or other events requiring significant police services; for emergency situations; or for temporary urgent situations. If changes in the hours of work are requested for reasons other than an emergency, the deputy will be advised of such changes two weeks prior to the change in hours if possible. The deputy will remain on the changed shift until the emergency or urgent situation is resolved. With approval of the Sheriff, the deputy may agree to a request for a change of hours with less than two weeks notice.

The Canine Handler positions shall be filled by posting, with the Sheriff choosing the most qualified applicants. If the Canine Handlers filling these positions work outside their assigned schedule, the deputy will receive pay at the overtime rate for all hours worked on scheduled days off. The Canine Handler Deputies shall be ordered to fill vacant shifts in accordance with the policy outlined in the contract. The Canine Handler shall be compensated for time spent in the care, feeding, grooming, and other needs of the Dog and equipment. Compensation shall be one half (.5) hour of adjusted time off each day of the Handler's regular assigned shift. On days when the Handler cannot adjust off he/she shall be given one half (.5) hour of compensatory time for that day at a rate of time and one-half (1/2) hour. On the Canine Handler's regularly scheduled day off he/she shall be given one half (.5) hour of compensatory time for that day at a rate of time and one-half (1/2) hour. The County will be responsible for all training costs the handler is required to attend and equipment purchases he/she is required to make.

The vehicle used by the Canine Handlers will be specially equipped to transport the K-9. This squad will be considered a take home vehicle for the Canine Handler as the Canine Handler will be transporting the K-9 between his or her residence and the Sheriff's Department. The Canine Handler will be responsible for the cleanliness of the vehicle and will assure that the vehicle is taken to the County Shop for required routine maintenance, (oil changes etc).

A kennel will be constructed and maintained at the primary residence of the Canine Handler for housing of the K-9. All costs of construction for the kennel and maintenance of the Dog including food, vet bills and formal training will be borne by the County of Juneau. It is anticipated that any veterinary needs will be accomplished during the normal working day. If an emergency arises that

necessitates an unscheduled veterinary visit outside of the normal duty day, it will be treated as overtime. Emergencies involving the K -9 will be treated as all emergencies and as such situational in nature. In other words, emergencies involving the authorization of overtime will be handled on a case by case basis.

If the K-9 is injured and becomes incapacitated and no longer able to perform K-9 duties the Canine Handler will have the option of keeping the K-9. If the Canine Handler elects to keep the Dog, it will become the personal property of the Handler. Once this occurs, all maintenance, care, feeding, and veterinary expenses become the sole responsibility of the Canine Handler (outside of the costs from the initial on the job injury until end of healing plateau has occurred).

The Canine Handler enters the K -9 program with the understanding that the Canine Handler will continue with this assignment for the work life of the Dog. If the Canine Handler opts out of the program for reasons not related to injury or inability to physically perform the duties of Canine Handler, then the Canine Handler will reimburse to the County a prorated share of the training costs. Since the work life of a K-9 Dog is variable (generally between 5 to 7 years) for the purpose of this a work life of 6 years is stipulated. Training costs are estimated at \$4,500.00 for the required training and \$15,000 for purchase of the K-9. A Canine Handler opting out of the program would be assessed a pro-rata portion of the training cost (i.e. opting out after two years would carry a repayment of \$1,500 which is 33% of the cost to train a replacement) except in cases where the Sheriff and the Canine Handler deem it reasonable for the Canine Handler to opt out of the program. If there is a disagreement by the Sheriff and Canine Handler as to reasonableness, it will be handled as a grievance under the contract.

Once the Dog has exhausted its useful working life the Canine Handler will have the option of purchasing the K -9 for \$1. If the Canine Handler elects to purchase the Dog, it will become the personal property of the Canine Handler. Once this occurs, all maintenance, care, feeding, and veterinary expenses become the sole responsibility of the Canine Handler. The kennel that is constructed on the Canine Handler's property will at this time also become the property of the Handler.

The Sheriff may adjust specialty position hours within their lines if necessary, in order to benefit those programs.

Every employee shall be given at least eight hours off duty, between work shifts on duty, except in the instance of unusual or exigent circumstances.

Section 9.02 - Waiver: The Native American Liaison position is a grant funded position. It shall be filled by posting with the Sheriff choosing the most qualified employee. The Sheriff may also

request individual outside the bargaining unit be hired if the Sheriff feels it is warranted. The main purpose of the Native American Officer is to patrol Ho-Chunk lands. Yearly funding is approved only if certain grant criteria is met. These conditions are outlined in the Cooperative Agreement between the Ho-Chunk Nation and the County of Juneau. The department will attempt to work the Native American Liaison Officer in a 2 p.m. to 2 a.m. schedule. However, if warranted and in the best interest of the Ho-Chunk Nation, County of Juneau, and WPPA, with the understanding that any hours worked outside of the newly assigned schedule to be paid at the rate of overtime. The Native American Officer will not be utilized as a rotator. Hours of work will be determined by the Sheriff and his/her designee. The Native American Liaison Officer will not be ordered to fill a vacancy with the department while he/she is on duty on Ho-Chunk Lands. However, the Native American Liaison Officer shall be ordered to fill vacant shifts in accordance with the policy outlined in the contract.

Section 9.03 - Work Week Schedule: Except for Detectives and Recreational Deputy, as provided in Section 9.02 above, the work schedule shall be (2-2-3-2-2-3) as follows: two days on, two days off, three days on, two days off, two days on, and three days off repeating the cycle every two weeks. A normal workday for all employees shall consist of a twelve (12) hour shift. In addition to the duties associated with Boat Patrol and Snowmobile Patrol- ATV Patrol, the Recreational Deputy may also be utilized as a Patrolman. When working as a Patrolman, this employee shall work 2 p.m. to 2 a.m. or the Boat Patrol schedule and will be placed into his normal rotation in the annual 12-hour schedule. Regarding the duties of the Recreational Deputy, the schedule will be flexible with the Sheriff being sure to make the necessary accommodations so that the employee's annual regular schedule, combining Patrolman duties with other duties mentioned, does not exceed 2,184 hours.

The work schedule of Detectives shall be (5-2), (5-2), (4-3) as follows: five days on duty, followed by two days off duty; then five days on duty, followed by two days off duty; then four days on duty, followed by three days off duty; and then repeating the cycle. The first workday of the cycle shall be a Monday. The regularly scheduled shift for the Detectives shall be 7:00a.m. to 3:00p.m.; provided however, Detectives may work a different shift upon mutual agreement of the Detective and the Sheriff. Detectives will not be regularly scheduled to work in other job classifications. Detective's hours will equal 1946 hrs/year. (It is understood that Detectives will not be regularly required to wear a uniform.)

Section 9.04 - Relief Time: All employees shall receive a thirty (30) minute paid lunch break during his tour of duty, which will be taken at staggered time. In the event of an emergency situation, which requires the presence of an employee on his lunch break, that employee will respond immediately to that situation and, upon completion, may return to use any outstanding time.

ARTICLE X - HOLIDAY PAY

Section 10.01 - Holiday Pay: Association members shall enjoy eleven (11) full paid holidays, to wit: New Year's Day, Good Friday, Memorial Day (observed), Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, and Christmas Day. To qualify for holiday pay, an employee must have worked for the County for at least thirty (30) days.

Association members shall be entitled to take time off with pay for all holidays listed in addition to their normal vacation. In the event that an Association member works on a holiday, said member shall be entitled to an additional half (1/2) hour pay for every hour worked.

Section 10.02 - Payment Schedule: Employees, at their option, may request to either receive pay for holidays earned, or bank holidays as compensatory time. If the employees bank holidays as compensatory time, banked holidays from New Year's Day through Veterans Day shall be paid to the employee on or before December 1 of the payroll cycle. The second Holiday Hours payment would consist of Thanksgiving Day through Christmas Day and would be paid out on the 1st pay period of the new payroll year. Holiday compensatory time shall be considered separately from regular compensatory time for the purpose of maximum accrual referenced in section 8.02.

ARTICLE XI - UNIFORM ALLOWANCE

Section 11.01 - Uniform Allowance: All new employees shall be provided with an initial uniform list as established. This is in lieu of any payment for the first year of employment. Should an employee voluntarily sever employment during the first year the employee will be responsible for reimbursing the county for the costs of the uniforms. The annual uniform allowance will be six hundred fifty dollars (\$650.00) per year, payable in the sums of \$325.00 in January and \$325.00 in July of each year. It shall be the officers' discretion to decide which uniform (long sleeve or short sleeves) should be worn.

Section 11.02 - Damage: The County agrees that if the officer damages his uniform or personal items in the line of duty, the County will repair or replace the damaged item upon proof of damage; provided that, such damage shall be reported immediately to the employee's on duty supervisor with a written report furnished to the department within six (6) working days.

Section 11.03: At full cost to be paid by the County all bargaining unit personnel shall be issued a set of new body armor upon employment, and body armor shall be replaced at a minimum of every five (5) years or at the manufacturer's recommendation, whichever is shorter.

ARTICLE XII - PENSION

Section 12.01 - Plan: Employees shall be covered under the State of Wisconsin Retirement Fund in accordance with Chapter 41 of the Wisconsin Statutes.

Section 12.02 - Contribution: The County and Employee shall each pay their respective share of WRS contribution.

ARTICLE XIII - DISCIPLINE/DISCHARGE

Section 13.01: Employees may be disciplined or discharged for just cause. The County recognizes the principle of progressive discipline as part of its discipline practices.

Section 13.02: Discipline shall consist of oral warning/reprimand, written warning/reprimand, suspension, demotion, or discharge.

Section 13.03: No person shall be deprived of compensation while suspended pending disposition of departmental charges.

Section 13.04: Any discipline or discharge may be appealed through this Agreement's grievance procedure, consistent with the following:

- a) Should the County choose to adopt the grievance procedure contained in Wis. Stats. § 59.21(8)(b), any discipline or discharge which is imposed or sustained by the County's Grievance Committee may either be appealed through the grievance procedure of this Agreement or to Circuit Court under Wis. Stats. S. 59.21(8)(b)6. Where an employee appeals action imposed or sustained by the County's Grievance Committee to Circuit Court under Wis. Stats. § 59.21(8)(b) 6, said employees waives the right to appeal the action through this Agreement's grievance procedure.
- b) Discipline or discharge which is imposed under authority other than the procedure provided for in Wis. Stats. § 59.21(8)(b) may be appealed through this Agreement's grievance procedure beginning at the grievance procedure step immediately above that of the disciplining authority.
- c) If an employee chooses to contest discipline or discharge, which is imposed or sustained by a County Grievance Committee under Wis. Stats. § 59.21(8)(b), via this Agreement's grievance procedure, any such grievance shall be commenced at the arbitration step of said procedure.
- d) Time limits for filing of grievances regarding discipline or discharge shall be as defined in the grievance procedure for a step 1 filing.

ARTICLE XIV - GRIEVANCES

Section 14.01 - Definition: In the event that any difference arises between employer and Association or between employer and any employee concerning interpretation, application or compliance with the provisions of this Agreement, such difference shall be settled only in accordance with a grievance procedure set forth herein.

Section 14.02 - Procedure: The grievance procedure shall consist of the four (4) steps set forth below as to employee and Association grievances. Such grievances shall be initiated and processed within specified time limits or be deemed abandoned. Such time limits, unless otherwise specified, are working days and are exclusive of Saturdays, Sundays and holidays recognized by this Agreement. Such

limits may be waived or extended only by mutual agreement of the parties in writing.

Section 14.03 - Steps in Procedure: Step 1: The grievance shall be submitted to the Sheriff, in writing, within ten (10) days of the date the grievant knew of the matter giving rise to the grievance. The Sheriff shall discuss the matter with the grievant and shall also render a written decision within five (5) days of receipt of the written grievance.

Step 2: Any grievance not settled in Step 1 may be submitted, in writing, to the Sheriff's Department Grievance Committee within ten (10) days after receipt of the written decision in Step 1. The Grievance Committee shall discuss the grievance with the grievant within ten (10) days of receipt of the written grievance. The Committee shall render a written decision to the grievant within ten (10) days of said discussion.

Step 3: Any grievance not settled in Step 2 may be submitted, in writing, to the Personnel Committee within ten (10) days after receipt of the written decision in Step 1. The Personnel Committee shall discuss the grievance with the grievant within ten (10) days of receipt of the written grievance. Said Committee shall render a written decision to the grievant within ten (10) days of said discussion.

Step 4: Any grievance not settled in Step 3 may be submitted to arbitration by requesting the Wisconsin Employment Relations Commission (WERC) to appoint one of its staff as sole arbitrator. The request for arbitration shall be submitted, with a copy to the Personnel Committee, within fifteen (15) days of receipt of the written decision in Step 3. The arbitrator appointed shall meet with the parties on a mutually agreeable date to review evidence and hear testimony relating to the grievance. Following said review and hearing, the Arbitrator shall render a written decision which shall be final and binding upon the parties.

Section 14.04 - Costs: The costs of the arbitration proceedings, including transcript costs, shall be shared equally by the parties; except that each party shall pay its own costs for counsel, witnesses, etc.

Section 14.05 - Transcript: A transcript shall be prepared for each arbitration hearing unless both parties mutually agree otherwise.

Section 14.06: The parties agree that sexual harassment is prohibited under this paragraph. The arbitration of grievances alleging a violation under this Article shall be deferred unless and until the grievant has exhausted other remedies, or unless the grievant and the union stipulate that the grievance process and its results will be excluded from evidence in other proceedings.

ARTICLE XV - INSURANCE

Section 15.01 - Health Insurance: The County will offer health insurance coverage under the State of Wisconsin Group Health Insurance Plan. The County will pay 88% of the lowest cost qualified plan. Effective January 1, 2006, the County implemented the state insurance deductible plan

of \$500 single and \$1000 family. The County agrees to deduct the employees' portion of the insurance payment using the IRS 125 plan.

The County shall pay the Employees portion of the health insurance premium during any month in which the employee is on Worker's Compensation leave. The employee is responsible for prompt payment of their portion of the health insurance premium. The premium shall be paid up to such time as the treating physician and/or independent medical examiner indicates the employee is fit to return to duty, and if returned to duty the provisions of Sec. 15;01 (a) shall apply. If the employee is determined to have a permanent disability and will not be returning to work, the premium shall continue to be paid up to such time as the disability is awarded to the employee.

If the employee does not return to duty after such a report, then continued health insurance shall depend upon eligibility for existing state and/or federal medical leave laws, or other Juneau County leave programs. If the employee does not return to duty due to some action of the County or County management, the Employee portion will continue to be paid until the situation is resolved.

The County will continue to pay the Employer's portion of the health insurance premium during any Worker's Compensation appeals process until a final determination of fitness for duty or disability is reached. If the County prevails then the County may recover costs for the County's portion of the health insurance premium for the period from receipt of the appeal through appellate determination.

Section 15.02 - Retirement Insurance: All members of the Association who retire shall be allowed to remain under the health program provided by the County until eligible for Medicare. The retiree shall pay the full premium cost to the County on or before the first of every month.

Section 15.03 - Term Insurance: The County participates in the State Group Life Insurance Plan. An employee is eligible after being under the Wisconsin Retirement Fund for six continuous months. Eligible employees shall pay their required premium and the County shall pay its required premium in accordance with the Wisconsin Group Life Insurance Board. Spouse and dependent coverage shall be made available with the employee paying the full premium for such coverage, if desired, pursuant to the administrative regulations of the Wisconsin Public Employers Group Life Insurance Plan.

Section 15.04 - Health Insurance for Surviving Spouse, Child of Deputy Killed In The Line of Duty: The employer will extend the health care benefits under the same terms to the family of participating police officers who die in the line of duty, covering the spouse until he/she reaches age 65 or remarries, covering dependent children until age 18 unless they are a fulltime student at a

secondary school or are less than 27 years old and enrolled in an accredited college or university.

Section 15.05 - Administration of Dental Insurance: The County agrees to administer a dental insurance policy for all employees. They also agree to run it through the IRS 125 plan. This will be at a no premium cost to the County. This policy will be offered by the Association.

ARTICLE XVI - PROMOTIONS

In the event of a vacancy in the positions of Detective, the following procedure shall be used to fill such vacancy:

- a) Each position vacancy shall be posted for seven (7) calendar days. Bargaining unit employees who are interested in filling the vacancy shall sign the posting.
- b) No outside (non-bargaining unit) applicants may be considered for the position when there are employees who possess at least the minimum entry level qualifications and who have signed the posting. Entry level qualifications shall be included on the posting.
- c) Bargaining unit employees who meet the minimum entry level qualifications shall participate in the following selection process:

Phase 1: These applicants shall participate in a written examination provided by an administrator from the Sheriff's Office. The applicant must complete the exam in order to continue in the selection process. The applicants score shall also be translated into a percentage score.

Phase 2: All applicants who complete the written exam shall progress to the oral examination phase of the selection process. A score shall be computed for each participant regarding his/her performance in this phase. Said score shall be the average of all members of the examination panel or committee. This raw score shall also be translated into a percentage score.

Phase 3: A final grade, to include the written exam and oral exam, shall be computed for each applicant. The maximum possible final grade is 100 points. Of the 100 possible points, a maximum value of 50 points shall apply to the written exam. A perfect score of 100% on the written exam shall equal 50 final grade points. A lower test score shall result in proportionately lower final grade points. Of the 100 possible points, a maximum value of 50 points shall apply to the oral exam. A perfect score of 100% on the oral exam shall equal 50 final grade points. A lower oral exam score shall result in proportionately lower final grade points. The computed final grade point values in each category (written exam and oral exam), for each applicant shall be added together to determine a final grade.

- d) The final step in the process shall be a final interview by the Sheriff. The Sheriff, following this final interview, shall fill the vacant position with one of the finalists.
- e) If, after completion of Phase 3, there are no qualified applicants following the Sheriff's interview, the entire process, including posting, shall begin anew.

ARTICLE XVII - MISCELLANEOUS

Section 17.01 - Bulletin Board: The County shall provide space for a bulletin board for the Association in the Sheriff's Department and the Association shall have the right to post notices and communications relating to Association business on the bulletin board.

However, upon written demand from the County, the Association shall promptly remove from such bulletin boards any material which is libelous, scurrilous, or in any way detrimental to the 'labor-management relationship. In the event the Association fails to remove materials in violation of this section, the County reserves the right to remove said material from the bulletin board upon which such material is posted.

Section 17.02 - Contract: Not more than thirty (30) days after the contract has been signed and ratified, the County shall provide a digital copy to the Association.

Section 17.03: The terms "Investigator" and "Detective", as used in this Agreement, are deemed to refer to the same classification and thus are interchangeable.

Section 17.04: The employer agrees to take the necessary action to assure the employees are provided the necessary training to maintain their state certification. This will be at the expense of the employer.

ARTICLE XVIII - AMENDMENTS AND SAVINGS CLAUSE

Section 18.01 - Amendments: This Agreement may be amended in writing by mutual consent of the parties and in no other way.

Section 18.02 - Savings: If any Article or Section of this Agreement shall be invalid by operation of law, or if found invalid by any tribunal having jurisdiction over this Agreement, or if compliance with or enforcement of any, Article or Section be restrained by such tribunal, the remainder of this Agreement shall not be affected. If the subject matter of invalid or restrained Article relates to the wages, hours of work and conditions of employment then the parties shall immediately commence collective bargaining to replace such Article(s) or Section(s),

Section 18.03 - Supersede: The provisions of this Agreement supersede all previous Agreements, Ordinances, Resolutions, etc. that are contrary to or inconsistent with it.

Section 18.04 - Maintenance of Standards: It is agreed that all matters relating to wages, hours or conditions of employment which constitute mandatory or impact subjects of bargaining, shall be maintained at not less than the highest standards in effect at the time of execution of this Agreement unless otherwise agreed to during the course of negotiations.

ARTICLE XIX - JOB POSTING

All job vacancies, except those covered by the terms of Article XVI, are to be posted for seven (7) calendar days and filled as follows:

1. Bargaining unit employees shall, if interested in filling the vacancy, sign the posting.
2. The senior bargaining unit employee (departmental seniority) signing the posting who is capable of performing the job shall be awarded said job vacancy. (The lack of a State required certification alone shall not be deemed to render an employee incapable of performing the job; however, the employee may be required to successfully complete such certification within a reasonable time if made available.)
3. This procedure is intended for lateral placement or placement in lower paying positions. Promotions are not intended to be gained through this procedure.
4. The County may assign prisoner transports in the following priority order by using:
 - a) Deputies already on duty
 - b) Contracted services or non-union staff.
 - c) Deputies at the overtime rate

ARTICLE XX - LATERAL TRANSFER

1. The County may start a new employee in the Sheriff's Office at an advanced pay and benefit level based upon their training and experience. New Hire Deputy Sheriff employees offered employment by the County may be eligible for lateral entry benefits if they are.
 - A. Currently employed as a full-time law enforcement officer.
 - B. Certified as a law enforcement officer in the State of Wisconsin or have the ability to obtain certification as set forth by the Wisconsin Training and Standards Bureau.
2. New hire Deputy Sheriff Employees may be placed at a wage step of up to the 2-year rate established in Appendix A of the collective bargaining agreement.
3. New Hire deputy Sheriff Employees may be granted vacation benefits up to Step (E) as outlined in Article IV Section 4.01- Vacation Leave.
4. It is understood that this service credit will play no role in establishing department seniority in any other circumstance that might utilize seniority as a determining factor. It will merely determine their wage and vacation accrual rate upon hire.

ARTICLE XXI - DURATION AND BENEFITS EXTENDED

Section 20.01- Duration: This Agreement shall become effective on January 1, 2024, and shall remain in effect until and including December 31, 2025, and thereafter shall automatically be renewed from year to year, unless, either party prior to June 1 of the year of expiration of this Agreement shall, by written notice served on the other, state the desire to modify the Agreement.

Section 20.02 - Benefits Extended: If an Agreement has not been reached prior-to the expiration date of the contract, the benefits and conditions of the expired contract shall remain in full force and effect until a new Agreement is signed.

Signed this ____ day of May, 2024

FOR THE COUNTY

FOR THE ASSOCIATION

Timothy Cottingham, County Board Chair

Brandon Carmody, President

Terri L. Treptow, County Clerk

Michael Backus, WPPA

APPENDIX A

Wage Schedule
Patrolman & Jailer

January 1, 2024	Hourly Wage
Hire	\$28.30
6 Months	\$29.80
1 Year	\$31.30
2 Years	\$32.00
4 Years	\$32.64

Note: The Hourly rate increase (cents per hour) is calculated based upon the specified percentages (6% across the board) of the wage immediately prior to the date of increase. Also, the 6 months wage rate will be phased out during 2024 and only applies to those deputies who reached the 6 month mark before ratification of the contract.

Wage Schedule
Patrolman & Jailer

January 1, 2025	Hourly Wage
Hire	\$28.73
1 Year	\$31.77
2 Years	\$32.48
4 Years	\$33.13
6 Years	\$33.79

Note: The Hourly rate increase (cents per hour) is calculated based upon the specified percentages (1.5% across the board) of the wage immediately prior to the date of increase.

APPENDIX B

Wage Schedule
Detective

January 1, 2024	Hourly Wage
Hire	\$33.37
2 Years	\$34.92

Note: The Hourly rate increase (cents per hour) is calculated based upon the specified percentages (6% across the board) of the wage immediately prior to the date of increase.

Wage Schedule
Detective

January 1, 2025	Hourly Wage
Hire	\$34.52
2 Years	\$36.25

Note: The Hourly rate increase (cents per hour) is calculated based upon the specified percentages (1.5% across the board) of the wage immediately prior to the date of increase.

APPENDIX C

POLICY ON USE OF CONTROLLED SUBSTANCES AND TESTING POLICY

JUNEAU COUNTY SHERIFF'S DEPARTMENT

POLICY ON USE OF CONTROLLED SUBSTANCES AND TESTING POLICY

I. PURPOSE

The purpose of this policy is to protect the public by assuring that employees of the Juneau County Sheriff's Department do not use controlled substances illegally, and to provide all employees with notice of the provisions of the department drug testing program.

II. BASIS FOR THE POLICY

The Juneau County Sheriff's Department's Mission is to secure the safety of the public so as to permit citizens to pursue their lives free of the fear of criminal behavior. In pursuing its Mission, the Juneau County Sheriff's Department must inspire the confidence of the public, so they are willing to assist the Department in enforcement operations.

Illegal use of controlled substances, or abuse of alcohol, pose a serious and imminent threat to the ability of the Department to attain its mission. Illegal drug use undermines the integrity of law enforcement by placing employees in the position of violating the laws they are employed to enforce, Alcohol abuse undermines the esteem of the public for employees and poses risks to the health and safety of the public as the result of the performance issues posed by alcohol abuse.

Therefore, in order to ensure the integrity of the department and to preserve public trust and confidence in a fit and drug-free law enforcement profession, this department shall implement a drug testing program to detect prohibited drug use by employees. Alcohol abuse shall be monitored by observation of behavior of employees.

III. DRUG TESTING FOR DEPUTIES AND DETECTIVES

The Juneau County Sheriff's Department will randomly select two Deputies/Detectives quarterly to submit to a drug screening. The Deputies and Detectives will comply with the testing set forth by the Juneau County Sheriff's Department.

LETTER OF UNDERSTANDING

Juneau County and the Juneau County Deputy Sheriffs Association do hereby agree to the following position regarding the Fair Labor Standards Act and its applicability to the collective bargaining agreement between the parties:

It is the intent of the parties to harmonize the Agreement with applicable terms of the Fair Labor Standards Act, with the intent being to give effect to the contractual provisions where possible. Only where an irreconcilable conflict exists between the Agreement and the Act will the terms of the Act prevail over contractual terms.

FOR THE COUNTY:

FOR THE ASSOCIATION:

