



LABOR AGREEMENT

Between

DODGE COUNTY

and

DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES

Local 120, Labor Association of Wisconsin

January 1, 2025 to December 31, 2027

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ARTICLE I
AGREEMENT/INTRODUCTION

This agreement entered into effect the 1st day of January, 2025, by and between the County of Dodge, Wisconsin, hereinafter referred to as the "Employer" and the Dodge County Sheriff's Office Sworn Employees, Local 120 of the Labor Association of Wisconsin, hereinafter referred to as "Association".

WHEREAS, it is intended that the following Agreement shall be an implementation of the provisions of Section 111.77 of the Wisconsin Statutes, consistent with that legislative authority, which devolves upon the County of Dodge, and the statutes and, insofar as applicable.

WHEREAS, both of the parties to this Agreement are desirous of protecting and promoting the interests of the general public and of reaching an amicable understanding with respect to the Employer/ Employee relationship which exists between them and to enter into an Agreement covering rates of pay, hours of work and conditions of employment.

NOW, THEREFORE, the parties hereto reached the following Agreement:

ARTICLE II
RECOGNITION AND DUES DEDUCTION

- 2.1 The Employer agrees to deduct monthly dues in the amount certified by the Labor Association of Wisconsin (Association) from the pay of employees who individually sign a dues deduction authorization form provided by the Employer where the Employee is knowingly and affirmatively consenting to the deduction of dues from the employee's paycheck, including any Association dues which the employee has authorized to be deducted in conjunction with the Association dues.
- 2.2 The Employer will deduct dues pursuant to this Agreement as follows.
 - 2.21 It shall be the employee's responsibility to sign the dues deduction authorization form and provide the signed form to the Employer and Association no less than 30 days prior to the date in which dues deductions are to commence. 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 Association. With respect to newly hired employees, such deductions will commence in the month following completion of the probationary period.
 - 2.22 Authorization of dues deduction by a member may be revoked upon notice in writing to the Employer, Association, 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.

- 2.23 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 Association or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.
- 2.24 It is expressly understood and agreed that Association and the Local Association will refund to the Employer or the employee involved any dues erroneously deducted by the Employer and paid to Association. The Association 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 action taken or not taken by the Employer's compliance with this Article.

ARTICLE III MANAGEMENT RIGHTS

- 3.1 Except as hereinafter provided, the Employer shall have the sole and exclusive right to determine the number of Employees to be employed, the duties of each of these Employees, the nature and place of their work and all other matters pertaining to the management and operation of the Employer, including the hiring, promoting, transferring, demoting, suspending or discharging for cause of any Employee. This shall include the right to assign and direct Employees, to schedule work and to pass upon the efficiency and capabilities of the Employees and the Employer may establish and enforce reasonable work rules and regulations. Further, to the extent that rights and prerogatives of the Employer are not explicitly granted to the Association or Employees, the Employer retains such rights. However, the provisions of this Section shall not be used for the purpose of undermining the Association or discriminating against any of its members.

ARTICLE IV CONDUCT OF BUSINESS

- 4.1 The Association shall keep the Employer informed in writing of its selection of the Executive Board and members who are qualified to represent the Association.
- 4.2 The Association agrees to conduct its business off the job, except as hereinafter provided. This Article shall not operate in any manner that would prevent a steward from the

proper investigation and processing of any grievance in accordance with the procedures outlined in this Agreement or to prevent certain routine, reasonable business such as the posting of the Association notices and bulletins.

- 4.3 The Employer hereby agrees that reasonable time spent in the investigation, processing and presentation of grievance during regular working hours shall not be deducted from the pay of delegated representatives of the Association. "Reasonable time" for these purposes shall be up to one (1) hour per grievance and shall be inclusive of one (1) Association official and grievant.
- 4.4 A member of the Association Bargaining Committee who attends any schooling sponsored by the Association shall be granted leave time.
- This shall include only one (1) member per division at any one time and only upon two (2) weeks prior notice to the Employer. Such time off shall be without pay and shall not exceed five (5) days per year.
- 4.5 Business agents or representatives of the Association having business with the officers of the Executive Board or individual members of the Association may confer with such officers or members during the course of the workday for reasonable periods of time as above defined, provided that notice is first given to the supervisor immediately in charge of such officers or member.
- 4.6 The Employer agrees to provide and allow the Association use of bulletin board space in a designated area in the work location.
- 4.7 Bargaining committee members shall be allowed time off for contract negotiations without loss of straight time pay up to a total maximum of thirty-six (36) hours, if negotiating sessions fall under the employee's work shift, subject to call.
- 4.8 Employees shall be allowed one (1) hour to participate via ZOOM, TEAMS, or at a Department Sub-Station, in the Association's Annual Meeting while on duty, subject to call.

ARTICLE V

HOURS OF WORK AND OVERTIME

5.1 Workday

The regular workday shall consist of eight (8) consecutive hours or twelve (12) consecutive hours depending on the job assignment. Employee are paid for all hours worked.

5.11 Patrol Division:

The regular workday for normal Patrol shall be twelve (12) consecutive hours.

5.11.1 Special Assignments Patrol Workday:

The regular workday of Patrol assigned to temporary special assignments will be determined at the time the temporary assignment is made and may be an eight (8) consecutive hour or twelve (12) consecutive hour assignment determined by the needs of the assignment.

5.12 Criminal Division

The regular workday of Criminal Division shall consist of eight (8) consecutive hours.

5.2 **Work Schedule**

5.21 Patrol Division

The Patrol Division's regular work schedule shall consist of four (4) consecutive workdays; followed by four (4) consecutive days off. This cycle shall then be repeated.

5.22 Detective Division

The general assignment Detective's regular work schedule shall consist of five (5) consecutive workdays; followed by two (2) days off; followed by five (5) consecutive workdays; followed by two days off; followed by four (4) consecutive workdays; followed by three (3) days off.

The Institution Detectives and Detective Sergeant's regular work schedule shall consist of five (5) consecutive workdays, followed by two (2) days off, Monday through Friday.

Current Detectives shall be normally scheduled to work between the hours of 6:00 a.m. and 6:00 p.m. New detectives may be scheduled to normally work between the hours of 6:00 a.m. and 11:00 p.m.

5.23 Special Assignment Work Schedule

The Special Assignment regular work schedule shall be the same as the Patrol Division's or shall consist of four (4) consecutive workdays; followed by two (2) consecutive days off. This cycle shall then be repeated.

Special Assignments to the Drug Task Force, Crash Investigation Sergeant, and School Resource Deputies may, as determined at the time of the special assignment or as mutually agreed upon, have an alternate eight (8) hour schedule consisting of five (5) consecutive worked days; followed by two (2) days off; followed by five (5) consecutive work days; followed by two (2) days off; followed by four (4) consecutive work days; followed by three (3) days off

- 5.24 All present shift schedules will be maintained. Any changes will be by negotiated agreement between management and the Association. If agreement cannot be reached, changes will not be implemented.
- 5.25 Swat Team members shall be paid three hundred (\$300.00) dollars per year for their services on this special squad. Payment shall be made on an annual basis between December 1 and December 20 of each year.
- 5.26 Employees assigned to train new employees shall receive an additional two dollars (\$2.00) per hour for hours worked as a Field Training Officer (FTO).
- 5.27 In the absence of a Patrol Sergeant or other designated supervisor, Employees acting as the Officer-In-Charge (OIC) shall receive an additional one dollar and seventy-five cents (\$1.75) per hour for hours worked as the OIC.

5.3 **Time and One-Half**

Regular hours worked shall continue to be subject to overtime under applicable law for hours worked in excess of 171 hours in a 28-day work period.

Employees shall receive one and one-half (1-1/2) times their straight time hourly rate for all hours worked in excess of their normal, regular scheduled workday except for the following:

- 5.31 Any Employee who works for more than eight (8) hours of an eight (8) hour shift in any twenty-four (24) hour period at his/her own request and who is not required to do so by the Employer shall not be entitled to overtime for such work.

Any Employee who works for more than twelve (12) hours of a twelve (12) hour shift in any twenty-four (24) hour period at his/her own request and who is not required to do so by the Employer shall not be entitled to overtime for such work

- 5.32 Continuation of Duty - If a One-on-One officer, while working regularly scheduled shift, is given an assignment that would require him/her to work beyond their normal shift, hours will be eligible for overtime pay. This shall not apply to assignments that are anticipated to be less than one hour in duration, for example, escorts, special traffic enforcement, traffic control or prisoner transports.
- 5.33 Compensatory time may be accumulated into a running account up to a maximum of two hundred forty (240) hours each year. All hours accumulated above the maximum will be paid out on the next appropriate check. All compensatory time accounts will be paid out to the Employees on the last paycheck date in December and/or compensatory time must be scheduled for and used on or before December 31st of each year in order to bring the compensatory time accounts to zero. Employees will not be allowed to earn any compensatory time in the month of December and will be paid.

5.4 **Call-In**

Employees that respond to recall by the Sheriff or designee to work outside of the regular schedule shall receive a minimum of two (2) hours at time and one half (1-1/2).

- 5.41 Call-in pay does not apply to two (2) hours worked immediately before or after the employee's regular schedule.
- 5.42 Employees, upon request, may start their shift earlier or later than normally assigned upon mutual agreement of the Employer and Employee; and in those cases, the call-in pay or overtime shall not apply.
- 5.43 Employees who do not receive a cancellation notice in person or on their agency-issued device at least 24 hours before a scheduled court appearance will get a minimum of two (2) hours of call-in pay. They are not required to report to work until their regular shift starts.
- 5.44 Previously scheduled time off will be cancelled for the hours called-in to work during a regular scheduled work shift with payment at straight time.

- 5.45 Employees participating in the One-on-One Squad Program may be called to duty one (1) hour prior to and held over one (1) hour after their scheduled shift at their straight time rate.
- 5.46 Employees on vacation, holiday, or sick time must cancel their vacation, holiday, or sick time during the call-in time to collect their call-in pay.

5.5 **Night Shift Premium**

- 5.51 An eight (8) hour Employee shall receive an additional \$0.30 per hour for each hour worked whose scheduled shift is designated as a 2nd shift assignment with an identified, standard start and end time. 2nd shift assignments will commence between **2:00 pm and 9:59 pm**.
- 5.52 An eight (8) hour Employee shall receive an additional \$0.40 per hour for each hour worked whose scheduled shift is designated as a 3rd shift assignment with an identified, standard start and end time. 3rd shift assignments will commence between **10:00 pm and 5:59 am**.
- 5.53 For twelve (12) hour schedules, an employee shall receive an additional \$0.40 per hour for each hour worked whose scheduled shift is designated as night shift with an identified, standard start and end time. A night shift assignment will commence between 3:00 pm and 12:00 am.
- 5.6 An employee may, upon approval of Management, switch work hours with another Employee; provided, however, it does not result in any overtime. Exempt status employees will not be allowed to switch work hours with a non-exempt employee.

5.7 **On-Call Detective**

Weekday call-ins shall be subject to the ALL-call process which includes the Detective Sergeant and Detectives.

Weekend On-Call Detective coverage shall be provided from 4:00 p.m. Friday through 8:00 a.m. Monday. The Weekend On-Call Detective Sergeant or Detectives shall be assigned based upon a ~~six-week~~ rotation.

A Detective Sergeant or Detective who is unable to fulfill this On-Call requirement, must find another Detective Sergeant or Detective with whom to switch his/her hours of coverage and must notify the Detective Sergeant or Lieutenant of that switch.

The On-Call Detective Sergeant or Detective shall be available to be called in during the time frame identified above, with a maximum response time of one (1) hour to check on duty.

A Detective Sergeant or Detective who serves as the On Call Detective under this Article will receive one dollar (\$1.00) per hour for every hour they are on-call.

A Detective Sergeant or Detective who is called to duty beyond the Detectives normal work hours shall receive compensation calculated at one and one half (1 ½) times the Detective's hourly rate.

Detective Sergeant is the Sergeant assigned to supervise the Detective Division.

5.8 Specialized Unit Assignments.

Employees assigned to a specialized unit, such as SWAT, CIT, Fatal Vision, K-9, Cadet Advisors, Community Outreach, Victim Impact Panel, Instructors, Citizens Academy, Interdiction, Recreation Patrol, Honor Guard, Town Liaisons, or Fair, shall follow these provisions when working in the specialized unit.

With a supervisor's approval, employees can adjust their work schedules to accommodate specialized unit assignments so that the work can be done at straight time.

If the specialized unit is activated for an emergency call-in, employees will be paid at the overtime rate if they are not scheduled to work or adjusting their work schedules.

With a supervisor's approval, specialized unit assignment work can be done outside of scheduled work time at straight time. All training time related to the specialized unit assignment will be at straight time.

Hours worked will still be subject to overtime under applicable law for hours worked beyond 171 hours in a 28-day work period.

New special unit agreements will be drafted consistent with the below information. All non-emergency overtime must be pre-approved.

An exception to the guidelines is that appearances/presentations/security work done in conjunction with the fair will be at straight time based on our agreement with the fair board.

New specialized units will fall under the same protocol as noted below.

<u>Special Unit</u>	<u>Straight Time or On-duty</u>	<u>Overtime</u>
SWAT	Training	Call outs/Presentations
CIT	Training/Meetings	Call outs/Presentations
Explorers	Training/Meetings	All other off shift work

Community Outreach		Presentations
Fatal Vision		Presentations
Victim Impact		Attendance/Presentation
K9	Training/Meetings	Call outs/Presentations
Instructors	Training/Meetings	Time worked over regular scheduled hours
Citizen Academy	Training/Meetings	Time worked over regular scheduled hours
Interdiction	All Activities	N/A
Rec Patrol	All Activities (only reimbursed from DNR at straight time)	
Honor Guard	Training/Meetings	Call Outs/Funerals
Town Liaison	Training/Meetings	Town Meetings
Fair	All Activities	

Special unit pay will begin when the employee checks on duty and ends when the employee checks off duty for the chart above.

5.9 Twelve (12) hour Shifts and Workback

As an offset for the number of hours worked, effective every year on January 1st, employees shall receive one-hundred and ten (110) unpaid workback hours.

Workback scheduling shall be initiated by employee request and in all cases shall be subject to approval or disapproval by the Sheriff in his/her discretion. If workback hours are not used or scheduled by October 1st of each calendar year, the Sheriff or designee may assign days off for employees. Workback hours must be scheduled and used by December 31st of each year and cannot be carried over.

ARTICLE VI PROBATIONARY PERIOD

- 6.1 Except as provided in Section 7.1, all new employees will serve a one-year probation period. This period starts when they begin Phase I of the Field Training Officer Program. During this time, the employee shall not attain seniority rights. If the employee takes any unpaid leave, the probation period will be extended by the length of that leave.

- 6.2 Upon completion of the probationary period, Employees shall be granted bargaining unit and Countywide seniority rights from the date of original hire. Notice of satisfactory completion of probation shall be given to the Employee and noticed placed in their personnel file.
- 6.3 For purposes of step increases during the probationary period, the beginning of the start step shall be the employee date of hire or date the employee became a Deputy Sheriff, whichever occurs last. Employees must complete the amount of service noted in the Salary Schedule before advancing to the next step.
- 6.4 Except as provided in Section 7.1 during the probationary period, Employees shall be entitled to all fringe benefits specified elsewhere in this Agreement. Upon completion of six (6) months of employment, Employees shall be credited with accumulated sick leave from his/her date of hire, on the following 15th of the month.
- 6.5 An Employee who has been awarded a posted bargaining unit position shall serve a trial period of thirty (30) working days. During such trial period, either the Employer or the Employee may request that the Employee be returned to his former position, the request to be returned to his former position, may or may not be granted.
- 6.6 When promoting to a new classification, a deputy will move into the pay step equal to or above the employee's pre-promotion rate of pay, regardless of the length of time since the last wage increase received by the Employee. The employee will move to the next pay step after the amount of time between steps is reached.
- 6.7 When an Employee is demoted or accepts a position in a lower classification, the individual shall be placed in the step of the classification that will result in the least amount of decrease in pay.

ARTICLE VII DEPUTY IN TRAINING

- 7.1 Deputy in training. The following language shall govern non-certified employees who will be or are attending the Academy prior to being hired as a Deputy Sheriff. Upon successful completion of the academy, the employee will be considered for an open Deputy Sheriff position. Upon approval by the Sheriff, the employee will be transferred from the Deputy In-Training position to a Deputy Sheriff position.
- 7.2 Wages. Sections 8.1 and 8.2 of Article VIII – Wages and Longevity and Appendices A through F shall not apply to the Deputy-in-Training position. The hourly wage paid to the Deputy-in-Training position shall be seventy percent (70%) of the Deputy Sheriff starting pay. Sections 8.1 and 8.2 of Article VIII – Wages and Longevity and Appendices A through F shall apply to an individual serving in the Deputy-in-Training position after the individual successfully completes the Academy and on their first day on full duty as a Deputy Sheriff.

- 7.3 Hours of Work and Overtime. Article V – Hours of Work and Overtime shall not apply to the Deputy-in-Training position. The Deputy-in-Training position shall be a full-time position, earning overtime at time-and-one-half the position’s regular hourly rate of pay for each hour worked beyond 171 hours in a 28-day work period, in accordance with 29 C.F.R. § 553.201(7)(k). The Sheriff shall set hours of work. The position shall not be eligible for contractual overtime, call-in pay, shift differential or any other pay differential encompassed in Article V – Hours of Work and Overtime. Article V – Hours of Work and Overtime shall apply to an individual serving in the Deputy-in-Training position after the individual successfully completes the Academy and on their first day on full duty as a Deputy Sheriff.
- 7.4 Longevity. Section 8.3 and subsections 8.31 through 8.34 of Article VIII – Wages and Longevity shall not apply to the Deputy-in-Training position, meaning individuals serving in a Deputy-in-Training position shall neither receive longevity payments nor begin accruing service time toward longevity payments. Individuals serving in the Deputy-in-Training position shall become eligible to start accruing service time toward longevity payments and receiving longevity payments under Section 8.3 and subsection 8.31 through 8.34 of Article VII – Wages and Longevity after the individual successfully complete the Academy and on their first day on full duty as a Deputy Sheriff.
- 7.5 Deputy Sheriff Probationary Period. Section 6.1 of Article VI – Probationary Period shall not apply to the Deputy-in-Training position, meaning the Deputy Sheriff probationary period for each individual serving in the Deputy-in-Training position shall not begin tolling until after the individual successfully completes the Academy and on their first day on full duty as a Deputy Sheriff.
- 7.6 Deputy-in-Training Probationary Period. Individuals serving in the Deputy-in-Training position shall be on probation from the date of hire through the entirety of their enrollment at the Academy and on their first day on full duty as a Deputy Sheriff, which means that such individuals serve the Employer as at-will employees not subject to just cause protections under Chapter 59 of the Wisconsin Statutes and as probationary under Section 6.1. Such probation period shall be separate and apart from the one-year probationary period served by Deputy Sheriffs under the Section 6.1 Probationary Period.
- 7.7 Seniority: For employees in the Deputy-in-Training position, the "original date of hire" and "date of hire" as used in Section 6.2 of Article VI (Probationary Period) and Section 15.3 of Article XIV (Seniority Rights) are defined as the first day of employment as a Deputy Sheriff. County seniority for a Deputy-in-Training starts on their first day of employment as a Deputy-in-Training.
- 7.8 Holidays. Article IX – Holidays do not apply to the Deputy-in-Training position. Deputies-in-Training will follow Academy policies for time off. If a Deputy-in-Training must attend

Academy events or other approved work on a legal holiday listed in Section 9.1 of Article IX, they will be paid their regular rate for those hours.

Article IX – Holidays will apply to Deputies-in-Training after they complete the Academy and start their first full day as Deputy Sheriffs.

If a current employee transfers to a Deputy in Training position and has a Holiday bank (which consists of holiday hours given on January 1st for annual holidays), the bank will carry forward, however, to the extent an individual serving in the Deputy-in-Training position utilizes holiday time while attending the Academy, such individual must be cognizant of the fact that the use of excessive holiday time may cause such individual to not complete the Academy within the timeframe set forth by the Employer, which could result in termination of such individual's employment with the Employer.

- 7.9 Vacation and Sick Leave. Article X – Vacations and Article XI – Deputies-in-Training will accrue and may use vacation and sick leave according to Article X and XI as well as Section 6.4. However, if the employee uses vacation or sick time while attending the Academy and they are not able to successfully complete the Academy, it could lead to termination of their employment.
- 7.10 Leaves of Absence. Article XII – Leave of Absence shall not apply to the Deputy-in-Training position. An individual serving in the Deputy-in-Training position shall be granted a leave of absence only in accordance with applicable law and as determined by the Employer. Article XII, Leave of Absence shall apply to an individual serving in the Deputy-in-Training position after they successfully complete the Academy and on their first day on full duty as a Deputy Sheriff.
- 7.11 Uniform Allowance. Article XVI – Uniform Allowance shall not apply to the Deputy-in-Training position. Article XVI – Uniform Allowance shall apply in a prorated manner to an individual serving in the Deputy-in-Training position after they successfully complete the Academy and on their first day on full duty as a Deputy Sheriff.
- 7.12 Transition from Deputy-in-Training to Sworn Law Enforcement Officer. An individual serving in the Deputy-in-Training position shall not be eligible to continue employment with the Employer beyond their attendance at the Academy if they fail to successfully complete the Academy within the time parameters set forth by the Employer.

ARTICLE VIII WAGES AND LONGEVITY

- 8.1 The classifications and wages covered by this Agreement are contained in Appendix A.
- 8.2 New Employees shall be hired at the starting step of their job classification and shall progress through the rate range in accordance with their length of service.

8.21 Lateral Transfer: The Employer shall determine the starting wage rate and amount of vacation for a qualified experienced law enforcement officer applicant. The Employer may hire external experienced law enforcement officer applicants and set initial compensation and vacation at a higher step than the lowest wage rate and lowest vacation rate under Section 11.1, as determined in the discretion of the Human Resources and Labor Negotiations Committee or designee. This shall not exceed the applicant's actual prior years of full-time law enforcement service or the existing wage and vacation accrual schedules in the applicable current collective bargaining agreement. The qualified applicant will receive future step adjustments in accordance with the wage schedule as per Appendix A and earn vacation according to the vacation schedule based on the amount of credited years of service given at the time of hire.

8.3 **Longevity.** All Employees covered by this Agreement shall be entitled to longevity pay in accordance with the following schedule and conditions:

8.31 Employees who have completed sixty (months) of continuous service with the Employer shall, beginning on the sixty-first (61st) month, become entitled to longevity pay at the rate of ten dollars (\$10.00) per month.

8.32 On each anniversary date of employment thereafter, Employees shall become entitled to additional longevity pay in the amount of one dollar and twenty-five cents (\$1.25) per month for each additional year of continuous service up to a maximum of thirty-three dollars and seventy-five (\$33.75) per month beginning with the two hundred eighty-eighth (288th) month of service.

8.33 Eligibility for longevity payments shall be determined as of November 1st of any calendar year. Longevity payments shall be made on an annual basis between December 1 and December 20 of each year to all Employees who are on the payroll as of that time.

8.34 In the event that an eligible Employee should retire or die, his/her heirs shall receive longevity payments due as of the last date of employment and said payments shall be made at the time of retirement or death.

8.4 Employees will be paid by direct payroll deposit.

**ARTICLE IX
INSURANCE AND RETIREMENT**

9.1 Health Insurance.

Effective January 1, 2025, the Employer will pay eighty-four and one-half percent (84.5%) of the premium rate of the lowest cost qualified health care coverage plan offered by the Employer to the employees for either single or family coverage. Effective January 1, 2026 the Employer will pay eighty-four and one-half percent (84.5%) of the premium rate of the lowest cost qualified health care coverage plan offered by the Employer to the employees for either single or family coverage for those participating in the County's Wellness Program established for all County employees. The Employer will pay 79.5% of the premium rate of the lowest cost qualified health care coverage plan offered by the Employer to the employees for either single or family coverage for those not participating in the County's Wellness Program.

9.11 Employees who retire or upon death of the Employee, the Employee's spouse and eligible dependents shall be allowed to continue in the group health insurance program; provided they qualify and meet all plan eligibility requirements, pay the premiums in advance to the Employer or as required by the plan, and participate in all parts of Medicare as soon as eligible.

9.2 Dental Insurance. The Employer agrees to pay a flat payment that reflects the same amount paid by all eligible employees.

9.3 Life Insurance. The Employer will continue to participate in a life insurance program with present benefits and to contribute its required share of the program.

8.31 The Employer will offer a Spouse and Dependent Life Insurance plan with the cost to be paid entirely by the Employee.

8.32 The Employer will offer an additional Life Insurance plan under which an Employee eligible for the basic plan may double the amount of coverage with the additional cost to be paid entirely by the Employee.

9.4 Voluntary Long-term Disability. Employees will be allowed to enroll in a voluntary long-term disability plan and pay their premiums through payroll deduction. The employee shall pay the full premium.

9.5 Wisconsin Retirement Fund. Each eligible employee, as determined by applicable law, shall be a participant of the Wisconsin Retirement Fund as provided by Wisconsin Statutes and

rules established by the Wisconsin Retirement Fund Board. Employees hired on or after July 1, 2011 will be required to pay the same percentage of wages as “general employees” are required to pay.

Employees hired prior to July 1, 2011 will pay 5.5%.

ARTICLE X HOLIDAYS

- 10.1 Each Employee shall be granted the following holidays off with pay:
- | | |
|---------------------------------------|------------------------|
| New Year's Day | Thanksgiving Day |
| Spring Holiday (Friday before Easter) | Day after Thanksgiving |
| Memorial Day | Christmas Eve Day |
| Independence Day | Christmas Day |
| Labor Day | New Year's Eve Day |
- 10.2 Employees assigned to an eight (8) hour shift shall receive eighty (80) hours of time off for compensation for the Holidays listed in Section 10.1.
- Employees assigned to a twelve (12) hour shift shall receive eighty-four (84) hours of time off for compensation for the Holidays listed in Section 10.1.
- For the purposes of this section, 'holiday time' refers to the holiday hours made available for the employee at the beginning of the calendar year. Employees will be permitted to take holiday time in one (1) hour increments with the prior approval of management.
- 10.21 Detectives and Detective Sergeant shall be scheduled off for holidays on Employer recognized holidays and shall be subject to call back. A Detective or Detective Sergeant shall be on call for each County recognized holiday. The Detective Division shall select holiday coverage based upon seniority.
- 10.3 Employees required to work on a holiday will be paid premium pay of time and one-half (1 ½) for hours worked. At the employee's option, the employee may convert the half-time (1/2) of the time and one half (1 ½) holiday premium pay to compensatory time earned.
- 10.4 Employees who normally work Monday through Friday shall observe Employer recognized holidays falling on a Saturday or Sunday on the dates designated by the Employer for other County employees.

**ARTICLE XI
VACATIONS**

- 11.1 Regular full-time Employees assigned to an eight (8) hour shift shall earn paid vacations based upon their anniversary date of employment in accordance with the following schedule:

YEARS OF SERVICE	ANNUAL HOURS OF VACATION
Hire to 4 years	80 hours
5 years to 9 years	120 hours
10 years to 14 years	160 hours
15 years to 19 years	200 hours
20 years to 24 years	220 hours
25 years or more	240 hours

- Regular full-time Employees assigned to a ~~twelve~~(12) hour shift, shall earn paid vacations based upon their anniversary date of employment in accordance with the following schedule:

YEARS OF SERVICE	ANNUAL HOURS OF VACATION
Hire to 4 years	84 hours
5 years to 9 years	120 hours
10 years to 14 years	156 hours
15 years to 19 years	204 hours
20 years to 24 years	216 hours
25 years or more	240 hours

- 11.2 Vacations may be taken one (1) day at a time.
- 11.3 The number of Employees on vacation within a given classification at one time shall be determined by the Sheriff or his/her delegated assistant.
- 11.4 Choice of vacation time within a given classification shall be selected for periods of up to one (1) calendar week at a time based upon bargaining unit seniority.
- 11.5 Vacation schedules shall be posted by the previous December 1st of each year.
- 11.6 Employees must take all their vacation days off within twelve (12) months of the anniversary date they are earned.
- 11.7 If termination occurs prior to one (1) full year of employment, the Employee is not eligible for vacation.
- 11.8 An Employee on vacation may switch to sick leave while on vacation or use sick leave following vacation, providing the Department is notified immediately and there is a doctor's verification of illness.

- 11.9 Employees shall be allowed to use two (2) weeks of vacation time immediately preceding their retirement date provided the employee provides written notice of their date of retirement no later than 60 days prior to the use of the two (2) weeks of vacation. Such vacation time shall not count towards the maximum number of employees allowed off per shift, per day. An employee requesting time off during the last two (2) calendar weeks of employment, after submitting a resignation with proper notice, is allowed up to two (2) days off with prior approval from the supervisor. Employees must work the last day of employment.

ARTICLE XII

SICK LEAVE

- 12.1 All permanent Employees shall be entitled to paid sick leave, which is earned on the 15th of each month. Sick leave shall accumulate at the rate of one (1) day for each month of regular full-time employment (including the probationary period) up to a maximum of 960 hours.

12.11 Employees who have accumulated the 960 hours of sick leave shall continue to earn sick leave, which shall be placed into their emergency sick leave bank. These banked days may be used if the Employee has exhausted his or her normal sick leave and is under a verified doctor's or chiropractor's care for serious illness or injury. Accumulation of days for the emergency bank shall be effective as of January 1, 1979. Days in the emergency sick leave bank shall not be subject to the payout provision in Section 12.4

- 12.2 Sick leave benefits shall be paid at the regular hourly rate received by the Employee at the time of illness or injury. Sick leave benefits shall be paid up to the extent of an Employee's accumulation of all bona fide injury or illness, excepting only those cases for which an Employee would be entitled to receive Worker's Compensation benefits.

- 12.3 A doctor's or chiropractor's certificate may be required to substantiate the use of sick leave.

- 12.4 Except for discharge for just cause, Employees who terminate employment shall be paid out of their accumulated sick leave as follows:

After five (5) years of service	20%
After ten (10) years of service	30%
After fifteen (15) years of service	50%
After twenty (20) years of service	60%

Upon death, such amount shall be paid into the Employee's estate.

- 12.5 As part of this agreement the Employer will recommend to the County Board to extend the current Post Employment Health Plan (PEHP) plan beyond December 31, 2024.

Employees who terminate employment with the Employer between January 1, 2025 through the term of the Agreement, or the duration of the County Board approval, whichever occurs first, and who are eligible to receive a retirement annuity under the provisions of the Wisconsin State Retirement Plan, will have eighty percent (80%) of their accumulated sick leave (up to the contract maximum of 960 hours) placed into a deposit account designated by the Employer, which shall be a post-employment health plan, if available. The money in that account shall be restricted to the reimbursement of insurance premiums. If the Employee dies prior to the depletion of the account, then the surviving spouse and/or dependents who are participating in the retiree's insurance plan must use the remaining monies in the account for insurance premiums. There can be no exceptions to this policy for persons eligible to retire during the term of this agreement or the tax-exempt status of any and all funds set aside in such deposit accounts will be negated. If the retired Employee and his or her eligible dependent(s) should die prior to the depletion of the account, the remaining monies in the account will be divided equally among other retirees who have monies in deposit accounts created under the provisions of this section.

- 12.6 An Employee eligible for sick leave may be authorized to use sick leave up to three (3) days with pay due to illness or injury to the immediate family (spouse, children, or parent of the Employee) that would require the presence of the Employee on prior written request of the physician. Under special circumstances and approval of the Department head, an Employee may be granted additional sick leave up to three (3) more days.

- 12.7 If the Employee dies prior to termination or retirement, payment will be made to the employee's estate in the same percentages as provided in paragraph 12.4.

ARTICLE XIII LEAVE OF ABSENCE

- 13.1 Leaves of absence without pay for periods not to exceed six (6) months in any one (1) year may be granted by the Employer to any full-time Employee upon written request of the Employee. Upon expiration of the leave of absence, the Employee shall be entitled to be reinstated to the position in which he/she was employed at the time the leave was granted or a position of comparable classification providing there is such a vacancy.

13.11 Employees on approved leave of absence shall not, as a condition of such leave, seek or accept employment elsewhere.

13.12 Any leave of absence granted by the Employer shall be evidenced in writing.

- 13.13 During an unpaid leave of absence, there shall be no additions to an individual's vacation or sick leave benefits.
- 13.2 **Maternity Leave.** A leave due to pregnancy shall be treated the same as a medical leave as defined in Article 13.6 of this Agreement.
- 13.3 **Military Leave.** Leaves of absence without pay shall be automatically granted all full-time Employees who are called or volunteer for military service, providing the application for re-employment is made within ninety (90) days of discharge.
- 13.31 Existing Employees serving in the National Guard or other branches of the Armed Forces shall be entitled to not more than two (2) weeks(80 hours for eight (8) hour shifts or 84 hours if twelve (12) hour shifts)) leave of absence without pay in any one (1) calendar year while on active duty; providing the Employee turns in his/her check stub for pay received from the military during this period, excluding expenses and said Employee will receive the difference between the military pay and the employee's gross regular pay for the same period.
- 13.4 **Jury Duty.** Employees called for jury duty shall be entitled to receive lost pay; provided that they deposit any compensation received for such duty, excluding mileage allowance, with the Employer and receive a receipt for said deposit.
- 13.5 **Bereavement Leave.** Employees shall be entitled to up to three (3) days of bereavement leave in the event of the death of an Employee's spouse, child, parent, brother or sister. Two (2) days of bereavement leave shall be allowed in the event of the death of an Employee's stepparent or stepchild. One (1) day of bereavement leave shall be allowed in the event of death of an Employee's mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent or grandchild of Employee or spouse. If additional leave time is required beyond that specified in this Section, such additional leave may be taken and deducted from the Employee's sick leave, compensatory time or vacation accumulation.
- 13.6 **Medical Leave.** An Employee who has exhausted his/her sick leave accumulation and is unable to return to work due to illness or injury shall be granted, upon written request to the Employer accompanied by a physician's or chiropractor's certification stating that the leave is necessitated by the disability of the Employee, a leave of absence for a period not to exceed (6) months. A physician's or chiropractor's certificate may be required from time to time to substantiate the need for continuing a leave of absence.
- 13.61 While on approved medical leave of absence as per Section 12.6 of this Agreement, the Employer shall continue to pay toward health insurance as provided in Section 9.1 and group life insurance for those Employees who have exhausted their sick

leave and compensatory time and are still unable to return to work for up to six (6) months.

ARTICLE XIV TERMINATION OF BENEFITS

- 14.1 Employees who properly terminate their employment shall receive pay for all accrued vacation, holidays and compensatory time which is due them on the date of termination; provided that at least two (2) weeks written notice is submitted and provided further that the Employees are not terminated for just cause.
- 14.2 Employees who retire or become disabled and are eligible to receive Wisconsin Retirement Fund annuity or Social Security shall receive pay for all accrued vacation, holidays or compensatory time.
- 14.21 The heirs of Employees who die shall receive all of the above referred to termination pay plus their regular pay for the balance of the month during which they die.

ARTICLE XV SENIORITY RIGHTS

- 15.1 It shall be the policy of the Employer to recognize seniority.
- 15.2 There shall be three (3) types of seniority: Countywide, Classification and Bargaining Unit.
- 15.3 Countywide Seniority shall be defined as the length of time that an Employee has been employed, dating from his/her most recent date of hire and excluding any unpaid leaves of absence except as hereinafter provided.

Classification Seniority shall be defined as the employee's total length of service in a classification since his/her date of assignment to that classification. Shift changes may be posted for a shorter period with the approval of the Association. One posting will be utilized to fill all vacancies created initially on a specific shift by one position opening.

Bargaining Unit Seniority shall be defined as the length of time that an Employee has been a sworn employee of the Dodge County Sheriff's Office and begins on the original date of hire provided there has been proof of successful completion of his/her probationary period.

- 15.4 Bargaining Unit Seniority shall apply in lay-offs and recall from lay-offs.

Classification Seniority shall apply for shift selections.

Bargaining Unit Seniority shall be used for vacation selection and as a consideration in promotions and transfers but shall not be the sole basis on which promotions or transfers are granted.

If one or more employees request to self-demote and post for the vacancy and the Sheriff elects to approve one request for self-demotion, then bargaining unit seniority shall be the sole basis in which these requests are granted.

15.5 Work unit classifications are as follows:

A. **Criminal Division**

1. Detective Sergeant
2. Detective

B. **Patrol Division**

1. Patrol Sergeant
2. Deputy Sheriff

C. **Court Security Division**

1. Court Security Deputy (wages, hours, benefits, working conditions, etc., subject to Article XXII of this agreement)

15.6 **Job Posting.** Whenever a vacancy occurs or it is known that a promotion or a new position will be created, the vacancy shall be posted on all bulletin boards for a period of five (5) workdays, excluding Saturday, Sunday and holidays.

15.61 Qualified Employees may apply for such position during this period by signing the posting.

15.62 The Sheriff shall establish and modify minimum qualifications for all positions. Minimum educational requirements shall apply only to those persons hired on or after January 1, 1994. This section shall not limit Employee's rights under Section 15.1 of this contract.

15.7 **Layoff and Recall.** In the event that the Employer reduces its work force, the following shall apply:

15.71 When it is necessary to layoff an employee, the Employee with the least bargaining unit seniority shall be laid off first, providing that the remaining Employees are qualified to carry on the Employer's usual operation.

The employee who is to be laid off will be allowed to bump a less senior employee in a different classification provided the employee who is bumping is able to perform the operations of that classification and is able to meet the certifications required by the department. The employee who is being bumped will be afforded the same bumping opportunity.

If an employee cannot or chooses not to bump a less senior employee, the employee will be placed on layoff for a period of up to fifteen (15) months.

- 15.72 When the Employer chooses to fill a vacancy on a regular, on-going basis while there is an employee on layoff, first consideration will be given to an employee who is on layoff from that classification, provided that employee possesses the needed qualifications.

If there is no employee on layoff from a position which management chooses to fill on a regular basis, equal consideration will be given to employees who are actively employed who sign the job posting and employees on layoff. Consideration will be given to employee's skill, ability and seniority. Where all factors are substantially equal, the employee with the greatest seniority will be entitled to preference.

- 15.73 An employee will be notified of recall to a position by certified mail. Employees shall notify the Employer of any change of address while on layoff and shall lose all seniority after a failed attempt to notify the employee of recall as a result of an out-of-date address.

- 15.74 An Employee must notify the Employer of his/her intent to return to work from layoff within three (3) days of receipt of the recall letter, exclusive of Saturdays, and Sundays and holidays. The employee will be required to return to work within seven (7) calendar days after receipt of the recall letter. This seven (7) day period will be extended up to a maximum of fourteen (14) calendar days if the employee needs that time to give notice to a present employer or other mutually agreed upon reason.

This time period may be extended by the Employer if the return to work date is determined to be beyond the one (1) or two (2) week period described herein.

- 15.75 Employees laid off under this Section shall retain all seniority rights for a period of fifteen (15) months, provided that they respond to any request to return to work made during this time.
- 15.8 An Employee who quits, is discharged for just cause, is absent from work for three (3) consecutive working days without notification to the Employer (unless unable to notify for physical or other legitimate reasons) or fails to respond within three (3) days or report to work within seven (7) calendar days after having been recalled from layoff by certified mail, shall lose prior seniority rights, except if reinstated under Article XV.
- 15.9 A countywide seniority roster of bargaining unit members shall be maintained in electronic format and will be made available to all bargaining unit members.
- 15.10 **Transfer of Non-represented Employee to Represented Position**
When a County employee transfers from a County non-represented position of employment with Paid Time Off (PTO) benefit package to a position represented by this bargaining unit, the employee's existing paid leave balances at the time of the transfer will be modified as follows:
- 15.10.1** Paid Time Off (PTO) balances as of the transfer date will freeze and remain available for use under the PTO Policy with no further accrual. PTO payout balances at termination will follow the County's PTO policy as modified from time to time.
- 15.10.2** Extended Leave Bank balances as of the transfer date will be moved to Sick Leave for use in accordance to the County's Sick Leave Policy as modified from time to time. New sick time earnings under this Agreement will begin the 15th of the month following the transfer date.
- 15.10.3** Emergency Leave Bank balances as of the transfer date will remain in the Emergency Leave Bank for use in accordance to the County's Emergency Leave Policy as modified from time to time.
- 15.10.4** Vacation accrual under this Agreement will begin the effective date of the transfer for availability on the employee's next anniversary date of employment with the County with the next anniversary date defined as the most recent benefit-eligible date without a break in employment, regardless of position.

ARTICLE XVI
GRIEVANCE PROCEDURE

- 16.1 **Grievance.** A grievance is defined as any matter involving the interpretation, application or enforcement of the terms of this Agreement.
- 16.2 **Procedure.** Grievances shall be presented in the following manner: (Time limits set forth shall be exclusive of Saturday, Sunday or holidays.)
- 16.21 The Employee and/or the Grievance Committee representative shall take the grievance up orally with the Employee's Lieutenant within twenty (20) days after the Employee knew or should have known of the event-giving rise to the grievance. The Lieutenant shall review matter and may attempt to make a mutually satisfactory adjustment of the matter and in any event shall be required to give an answer within three (3) scheduled working days of the notification.
- 16.22 The grievance shall be considered settled in 16.21 unless within five (5) days from the date of the supervisor's answer the grievance is presented in writing to the Captain. The Captain shall review the matter and may attempt to make a mutually satisfactory adjustment of the matter and in any event shall be required to give an answer within five (5) scheduled working days, excluding weekends and holidays.
- 16.23 The grievance shall be considered settled in 16.22 unless within five (5) days from the date of the supervisor's answer the grievance is presented in writing to the Chief Deputy. The Chief Deputy shall review the matter and may attempt to make a mutually satisfactory adjustment of the matter and in any event shall be required to give an answer within five (5) scheduled working days, excluding weekends and holidays.
- 16.24 The grievance shall be considered settled in 16.23 unless within five (5) days from the date of the Chief Deputy's written answer the grievance is presented in writing to the Human Resources Committee. The Human Resources Committee shall meet within two (2) weeks after receipt of the grievance and shall submit a written answer to the Grievance Committee, the Employee or his representative within five (5) days.
- 16.3 **Arbitration.** If a satisfactory settlement is not reached as outlined in 16.23 above, the Association may, within ten (10) days after the last response in writing is received or due,

appeal the grievance to arbitration by written notification to the Employer's Human Resources Director that the Association is appealing the grievance to arbitration. Within fourteen (14) calendar days of giving such notice to the Human Resources Director, the Association and the Human Resources Director shall select a staff member of the Wisconsin Employment Relations Commission (WERC) and shall jointly request the WERC to appoint that person as the arbitrator to hear the grievance. The decision of the arbitrator shall be final and binding on both parties. In rendering the arbitrator's decision, the arbitrator shall neither add to, detract from, nor modify any of the provisions of this Agreement.

The selection of the WERC staff member shall be as follows: Each party shall submit the names of three (3) WERC staff members; if both parties submit the same name, that person will be considered the selected staff member; if there are no matches, one of the names will be drawn by lot and discarded from further consideration, and the parties will alternatively strike (the order determined by a coin toss) from a list of remaining names until one name remains, who will then be considered the selected staff member.

16.31 **Costs.** Each party shall share equally the cost, if any, of the arbitrator.

16.32 The filing party in arbitration requests will pay the W.E.R.C. fee.

16.33 **Time Limits.** Time limits set forth in this Article may be extended by mutual agreement in writing.

16.4 **Payment of Employees.** The Employer will allow the grievant, two (2) Association Board members and any witness's time off from work with pay for attendance at grievance hearings. The Employer will allow individuals named in the complaint and mutually agreeable witness's time off from work with pay for attendance at court hearings involving litigation between the Employer and Association.

ARTICLE XVII UNIFORM ALLOWANCE

17.1 The Employer shall furnish the following to new Employees:

Detective/Patrolman: Badges (without individual's name), duty gear, other equipment as determined by the Sheriff, handcuffs and gun.

Employees shall be responsible for items listed above and return them to the Employer upon termination of employment.

17.11 All uniformed personnel shall be furnished (1) one extra badge.

17.2 Each regular Employee shall receive an annual cash allowance for the purchase of uniforms in the amount of eight hundred and fifty dollars (\$850.00) to be paid on the second payroll of the year through direct deposit.

- 17.3 All newly hired Employees shall receive a proration of their first annual uniform allowance at the time of hire and in addition two hundred dollars (\$200.00).
- 17.31 Employees transferring from a non-uniform position to that of a uniformed position shall receive one hundred twenty-five dollars (\$125.00) extra clothing allowance as well as an advance on their next annual clothing allowances.
- 17.4 The uniform allowance as noted above shall be used for replacement, repair and dry cleaning of uniform clothing, caused by normal wear, and not for replacement and/or repair of Employer owned duty gear and equipment.
- 17.5 If the uniform, equipment or personal belongings of the Employee is damaged, broken or destroyed in the course of their duties, said articles shall be given to the Employer. The Employer shall repair or replace such articles at their value when purchased at no cost to the Employee; not to be deducted from the uniform allowance excluding cosmetic and jewelry items. Watches are limited to \$40.00 and glasses \$100.00
- 17.6 If an Employee terminates employment during the year, the uniform allowance shall be prorated and if any Employee has used more than the prorate, he/she shall repay the Employer the difference.
- 17.7 If the Sheriff's Office changes the full Class A or Class B uniform within five (5) years of a full change, then the Employer shall provide employees with two hundred dollars (\$200.00) in additional uniform allowance for that year.

ARTICLE XVIII MILEAGE REIMBURSEMENT

- 18.1 **Car Travel.**
- The current mileage reimbursement rate shall be the rate as approved by the Dodge County Board of Supervisors. In the event the Dodge County Board of Supervisors increases the mileage reimbursement rate, the new rate will be implemented for members of the Association on the effective date of approval.

ARTICLE XIV
EDUCATIONAL REIMBURSEMENT

- 19.1 The Employer will reimburse certain educational costs and expenses for Employees participating in courses approved by the Sheriff during the term of this Agreement to the following extent:
- 19.11 The Employer must approve the course in advance as a participating course.
- 19.12 The Employer will contribute two-thirds (2/3) of the cost of the tuition to a maximum of five hundred dollars (\$500.00) per year.
- 19.13 The Employer shall contribute two-thirds (2/3) of the cost of books and supplies for approved courses.
- 19.14 Payment of such reimbursement portion of the Employer's contribution will be made to the Employee involved as soon as possible following evidence of satisfactory completion of the course, defined as a Grade C or better.

ARTICLE XX
STRIKE OR LOCKOUT

- 20.1 During the term of this Agreement, the parties hereto agree not to engage in any strike or lockout or support same in any way. The parties recognize provisions of Wisconsin Statutes prohibiting strikes by public employees. In the event any Employee who is a member of the unit shall violate this Section and shall not immediately return to work when directed by the Employer, such Employee or Employees may be summarily dismissed and such dismissal shall not be subject to any grievance procedure as contained in this Agreement. Such action shall, in addition, not bar the Employer from any further action.

ARTICLE XXI
MISCELLANEOUS

- 21.1 Should any of the provisions of this Agreement be found to be in violation of any law, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. The Association and the Employer shall negotiate any areas found in violation.
- 21.2 Retroactive pay will be paid on the next pay period after calculation of retroactive pay is confirmed.

- 21.3 Vacation and sick leave accrue to the individual and are non-transferable.
- 21.4 The Employer and the Association have agreed that the Employer may establish a mandatory drug testing policy that includes pre-employment, random annual (for certain positions) and for cause testing.

ARTICLE XXII COURT SECURITY DEPUTIES

- 22.1 This Article is only applicable to Court Security Deputies. Court Security Deputies are Sheriff's Office employees in the Court Security Division. These employees will accumulate seniority with respect to this position for paid hours determined based on the rate of 173.3 hours for each month seniority. Current employees of the Sworn Bargaining Unit within the Sheriff's Office will be made aware of any Court Security Deputy open positions through posting of a notice of the vacancy and will be given first consideration for such openings. There will be a one (1) year probationary period.

These employees will work flexible schedules determined by the Sheriff, not to exceed forty (40) hours per week. Any hours worked in excess of eight (8) hours per day will accumulate at straight rate into a bank of compensatory time. Employees will be responsible for using up compensatory time for hours not worked up to eight (8) hours per day and will not be allowed to carry over hours from one (1) calendar year to the next. All compensatory time accounts will be paid out to the Employees on the last paycheck in December unless scheduled for and used on or before December 31.

Must be law enforcement certifiable by the State of Wisconsin or eligible for certification upon completion of an agency-sponsored Law Enforcement Standards Board (LESB) academy. Must have a valid, unrestricted Wisconsin motor vehicle operator's license. Before commencing employment on any basis in law enforcement, an individual must have met recruit qualifications established by LESB OR must possess at least either a two (2) year associate's degree from a Wisconsin vocational, technical, an adult education district or its equivalent from another state or a minimum of sixty (60) fully accredited college level credits. Must pass written, oral and physical examinations as required by the Sheriff. Prior experience as a law enforcement officer is desired. Requirements of the current labor agreement apply, where pertinent.

Employees in part-time Court Security Deputy positions must apply and be appointed by the Sheriff for full-time positions in the Sheriff's Office. Employees may request that the Sheriff consider a transfer from another Sheriff's Office position into this position but, will not be eligible for a thirty (30) day trial period.

Layoff and recall rights will exist specific to this position. Employees will not be allowed to bump into other Sheriff's Office positions, nor will other employees be allowed to bump into this position.

Employees are eligible for pro-rated uniform allowance in relation to regularly scheduled hours, payable on the second payroll of the following year. Employees are eligible for a prorated amount as described in Section 17.7. Employees are not eligible for new-hire uniform allowance (17.3). The Employer will provide a badge, duty gear, handcuffs, gun and other equipment as determined by the Sheriff. This position does not require a vehicle assignment.

The wage for this position is identified in the wage appendix as Security Deputy I and II. Security Deputy I is a Deputy eligible and contributing to Wisconsin Retirement System. Security Deputy II is a Deputy not eligible for Wisconsin Retirement.

Court Security Deputies regularly scheduled to work less than an average of twenty (20) hours per week over a one-year period will not be entitled to benefits. Court Security Deputies regularly scheduled to work an average of twenty (20) or more hours per week over a one (1) year period may be eligible for the following benefits the following year:

- Health insurance. Employees are eligible for Health Insurance provided they meet all the requirements of the Health Plan. (Current Sworn Bargaining Unit employees who "transfer" to this position, including by retirement, are considered to have continued eligibility with no interruption.) Employee contributes on a pro-rated basis determined by the number of hours worked in relation to full-time employment.
- Dental Insurance. Newly hired part-time employees, and "transferring" employees currently enrolled in the Dental Plan, who wish to participate in the Dental Plan may do so by paying a pro-rated contribution amount. All coverage, etc., remains the same as for full-time employees.
- Wisconsin Retirement Fund. Employees are eligible for participation in the Wisconsin Retirement Fund based on eligibility requirements established by the Wisconsin Department of Employee Trust Funds. Current rules provide that an annuitant who wishes to return to work for an employer covered by the Fund can do so and may elect to participate again in the Fund if he/she exceeds his/her established earnings limit, but by doing so loses the current annuity payments.
- Life Insurance. Part-time employees may be eligible for the Life Insurance benefit based on participation in the Wisconsin Retirement Fund, with eligibility determinations made by the Department of Employee Trust Funds.
- Holidays. Part-time employees will be eligible for prorated Holiday pay, provided the employee works in the pay period in which the holiday falls. Pay for such holidays will be prorated based on the number of hours worked the previous year and paid on the second pay period of the following year.

Court Security Deputies are not eligible for vacation benefits, sick leave benefits, leaves of absence (except statutory leaves of absence), longevity pay, call-in pay, stand-by pay, or education benefits. No other benefits are implied by omission.

**ARTICLE XXIII
TERMINATION AND DURATION**

- 23.1 This Agreement shall be effective as of the 1st day of January, 2025 and shall remain in force and effect through December 31, 2027 and shall automatically renew itself from year to year unless either party notifies the other in writing on or before August 1, 2027 or August 1 of any subsequent year that it desires to alter or amend this Agreement.

This Agreement shall remain in full force and effect during negotiations unless either party shall give notice of termination as hereinafter provided.

- 23.2 Either party may at any time give to the other party written notice of its intention not to extend the term of the Contract. Such notice must be submitted at least ten (10) days prior to the intended date after which the Contract term will not be extended and in no instance can the term expire prior to December 31, 2027.

Executed this 17th day of December 2024.

**FOR DODGE COUNTY HUMAN RESOURCES
COMMITTEE**



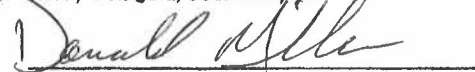
David Beal, Chair



Roger Frievald, Vice-Chair



Mary Bobholz, Secretary



Donald Miller



Marilyn Klobuchar

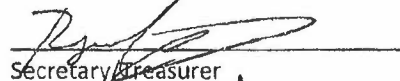
**FOR DODGE COUNTY SHERIFF'S
OFFICE SWORN EMPLOYEES, LOCAL 120,
LAW**



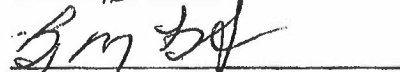
President



Vice President



Secretary/Treasurer



Benjamin M. Barth, LAW Representative

APPENDIX A

DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES – LOCAL 120, LAW, Inc.
Effective January 1, 2025 – 3.0%

3.00%									
CLASSIFICATION	PAY GRADE	STEP	1	2	3	4	5	6	
				NUMBER OF MONTHS BETWEEN STEPS					
		START	18 MOS	12 MOS	12 MOS	12 MOS	12 MOS	54 MOS	
Sergeant	SSU08				39.99	41.63	43.20	43.96	
Detective	SSU06	37.31	38.32	38.85	40.49	42.05		42.79	
Deputy Sheriff	SSU04	35.57	36.63	37.11	38.23	39.33		40.02	
Security Officer I	SSU01						22.92		
Security Officer II	SSU02						25.56		
Deputy in Training	SSU10	70% of the Deputy Sheriff Starting Step					24.90		

DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES – LOCAL 120, LAW, Inc.
Effective January 1, 2026 – 1.5%

1.50%								
CLASSIFICATION	PAY GRADE	STEP	1	2	3	4	5	6
			NUMBER OF MONTHS BETWEEN STEPS					
		START	18 MOS	12 MOS	12 MOS	12 MOS	54 MOS	
Sergeant	SSU08				40.59	42.25	43.85	44.62
Detective	SSU06	37.87	38.89	39.43	41.10	42.68		43.43
Deputy Sheriff	SSU04	36.10	37.18	37.67	38.80	39.92		40.62
Security Officer I	SSU01						23.26	
Security Officer II	SSU02						25.94	
Deputy in Training	SSU10	70% of the Deputy Sheriff Starting Step					25.27	

DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES – LOCAL 120, LAW, Inc.
Effective July 1, 2026 – 2.0%

2.00%									
CLASSIFICATION	PAY GRADE	STEP	1	2	3	4	5	6	
			NUMBER OF MONTHS BETWEEN STEPS						
		START	18 MOS	12 MOS	12 MOS	12 MOS	12 MOS	54 MOS	
Sergeant	SSU08				41.40	43.10	44.73	45.51	
Detective	SSU06	38.63	39.67	40.22	41.92	43.53		44.30	
Deputy Sheriff	SSU04	36.82	37.92	38.42	39.58	40.72		41.43	
Security Officer I	SSU01						23.73		
Security Officer II	SSU02						26.46		
Deputy in Training	SSU10	70% of the Deputy Sheriff Starting Step					25.77		

DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES – LOCAL 120, LAW, Inc.
Effective January 1, 2027 – 1.5%

1.50%									
CLASSIFICATION	PAY GRADE	STEP	1	2	3	4	5	6	
			NUMBER OF MONTHS BETWEEN STEPS						
		START	18 MOS	12 MOS	12 MOS	12 MOS	12 MOS	54 MOS	
Sergeant	SSU08				42.02	43.75	45.40	46.19	
Detective	SSU06	39.21	40.27	40.82	42.55	44.18		44.96	
Deputy Sheriff	SSU04	37.37	38.49	39.00	40.17	41.33		42.05	
Security Officer I	SSU01						24.09		
Security Officer II	SSU02						26.86		
Deputy in Training	SSU10	70% of the Deputy Sheriff Starting Step					26.16		

DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES – LOCAL 120, LAW, Inc.
Effective July 1, 2027 – 1.75%

1.75%								
		STEP	1	2	3	4	5	6
			NUMBER OF MONTHS BETWEEN STEPS					
		START	18 MOS	12 MOS	12 MOS	12 MOS	54 MOS	
CLASSIFICATION	PAY GRADE							
Sergeant	SSU08			42.76	44.52	46.19	47.00	
Detective	SSU06	39.90	40.97	41.53	43.29	44.95	45.75	
Deputy Sheriff	SSU04	38.02	39.16	39.68	40.87	42.05	42.79	
Security Officer I	SSU01					24.51		
Security Officer II	SSU02					27.33		
Deputy in Training	SSU10	70% of the Deputy Sheriff Starting Step					26.61	