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DODGE COUNTY H.R.

LABOR AGREEMENT

Between

DODGE COUNTY

and

**DODGE COUNTY SHERIFF'S OFFICE SWORN EMPLOYEES
Local 120, Labor Association of Wisconsin**

January 1, 2021 to December 31, 2021

TABLE OF CONTENTS

COVER PAGE	1
TABLE OF CONTENTS	2
ARTICLE I – AGREEMENT/INTRODUCTION	3
ARTICLE II – RECOGNITION AND DUES DEDUCTION.....	3-4
ARTICLE III – MANAGEMENT RIGHT	4
ARTICLE IV – CONDUCT OF BUSINESS.....	4-5
ARTICLE V – HOURS OF WORK AND OVERTIME	5-9
ARTICLE VI – PROBATIONARY PERIOD.....	9-10
ARTICLE VII – DEPUTY IN TRAINING.....	10-12
ARTICLE VIII – WAGES AND LONGEVITY	12-13
ARTICLE IX – INSURANCE AND RETIREMENT.....	13-14
ARTICLE X – HOLIDAYS.....	14-15
ARTICLE XI – VACATIONS	15-16
ARTICLE XII – SICK LEAVE	16-17
ARTICLE XIII – LEAVE OF ABSENCE.....	17-19
ARTICLE XIV – TERMINATION OF BENEFITS.....	19
ARTICLE XV – SENIORITY RIGHTS	19-22
ARTICLE XVI – GRIEVANCE PROCEDURE	22-24
ARTICLE XVII – UNIFORM ALLOWANCE.....	24-25
ARTICLE XVIII – MILEAGE REIMBURSEMENT	25
ARTICLE XIX – EDUCATIONAL REIMBURSEMENT	25
ARTICLE XX – STRIKE OR LOCKOUT	25-26
ARTICLE XXI – MISCELLANEOUS.....	26
ARTICLE XXII – COURT SECURITY OFFICERS	26-28
ARTICLE XXIII – TERMINATION AND DURATION.....	28
APPENDIX “A”	29

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ARTICLE I
AGREEMENT/INTRODUCTION

This agreement entered into effect the 1st day of January, 2021, 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, the statutes and, insofar as applicable, the rules and regulations relating to or promulgated by the Civil Service Ordinance.

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:

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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.

1 2.22 Authorization of dues deduction by a member may be revoked
2 upon notice in writing to the Employer, Association, or to the Local
3 Association and with the understanding that the deduction will
4 cease as reasonably as practical after receipt of written notice of
5 revocation.
6

7 2.23 No employee shall be required to join the Association, but
8 membership in the Association shall be made available to all
9 employees in the bargaining unit who apply consistently with either
10 the Association or local Association Constitution and By-Laws. No
11 employee shall be denied membership because of race, creed,
12 color, sex or other legally protected class status.
13

14 2.24 It is expressly understood and agreed that Association and the Local
15 Association will refund to the Employer or the employee involved
16 any dues erroneously deducted by the Employer and paid to
17 Association. The Association shall indemnify and hold the Employer
18 harmless against any and all third-party claims, demands, suits,
19 order, judgments or any other forms of liability against or incurred
20 by the Employer, including all costs of defense and attorney's fees,
21 which may arise out of action taken or not taken by the Employer's
22 compliance with this Article.
23

24 **ARTICLE III**
25 **MANAGEMENT RIGHTS**
26

27 3.1 Except as hereinafter provided, the Employer shall have the sole and exclusive right to
28 determine the number of Employees to be employed, the duties of each of these
29 Employees, the nature and place of their work and all other matters pertaining to the
30 management and operation of the Employer, including the hiring, promoting,
31 transferring, demoting, suspending or discharging for cause of any Employee. This shall
32 include the right to assign and direct Employees, to schedule work and to pass upon the
33 efficiency and capabilities of the Employees and the Employer may establish and enforce
34 reasonable work rules and regulations. Further, to the extent that rights and prerogatives
35 of the Employer are not explicitly granted to the Association or Employees, the Employer
36 retains such rights. However, the provisions of this Section shall not be used for the
37 purpose of undermining the Association or discriminating against any of its members.
38

39 **ARTICLE IV**
40 **CONDUCT OF BUSINESS**
41

42 4.1 The Association shall keep the Employer informed in writing of its selection of the
43 Executive Board and members who are qualified to represent the Association.
44

1 4.2 The Association agrees to conduct its business off the job, except as hereinafter provided.
2 This Article shall not operate in any manner that would prevent a steward from the
3 proper investigation and processing of any grievance in accordance with the procedures
4 outlined in this Agreement or to prevent certain routine, reasonable business such as the
5 posting of the Association notices and bulletins.
6

7 4.3 The Employer hereby agrees that reasonable time spent in the investigation, processing
8 and presentation of grievance during regular working hours shall not be deducted from
9 the pay of delegated representatives of the Association. "Reasonable time" for these
10 purposes shall be up to one (1) hour per grievance and shall be inclusive of one (1)
11 Association official and grievant.
12

13 4.4 A member of the Association Bargaining Committee who attends any schooling
14 sponsored by the Association shall be granted leave time.
15

16 This shall include only one (1) member per division at any one time and only upon two
17 (2) weeks prior notice to the Employer. Such time off shall be without pay and shall not
18 exceed five (5) days per year.
19

20 4.5 Business agents or representatives of the Association having business with the officers of
21 the Executive Board or individual members of the Association may confer with such
22 officers or members during the course of the workday for reasonable periods of time as
23 above defined, provided that notice is first given to the supervisor immediately in charge
24 of such officers or member.
25

26 4.6 The Employer agrees to provide and allow the Association use of bulletin board space in
27 a designated area in the work location.
28

29 4.7 Bargaining committee members shall be allowed time off for contract negotiations
30 without loss of straight time pay up to a total maximum of thirty-six (36) hours, if
31 negotiating sessions fall under the employee's work shift, subject to call.
32

33 ARTICLE V 34 HOURS OF WORK AND OVERTIME 35

36 5.1 **Workday** 37

38 The regular workday shall consist of eight (8) consecutive hours.
39

40 5.2 **Work Schedule** 41

42 The regular work schedule shall consist of four (4) consecutive workdays; followed by two
43 (2) consecutive days off. This cycle shall then be repeated.
44

1 5.21 An Institution Detective shall work Monday through Friday.

2
3 i. Detectives. Detectives may be assigned an alternative work
4 schedule of five days on shift two days off shift or a shift rotating
5 five days on shift, two days off shift, five days on shift, two days off
6 shift, four days on shift, three days off shift in variants thereof (for
7 example, 5-2, 4-3, 5-2, or 4-3, 5-2, 5-2). Detectives assigned to the
8 5-2 schedule or rotating shift schedule shall be scheduled to a
9 normal work schedule with hours beginning and ending between
10 7:00 a.m. and 6:00 p.m. and subject to flexing between these hours.
11 Detectives shall be scheduled off for holidays on Employer
12 recognized holidays and shall be subject to call back on a rotation
13 coverage schedule during holidays and off days based on
14 Department policy and with a response time not to exceed one
15 hour. A rotating call in schedule shall be created for weekend and
16 holiday coverage, and employees may trade coverage responsibility
17 after providing notice to the Lieutenant of Detectives. Weekday
18 coverage shall be subject to the all call process. The call in coverage
19 schedule shall include the ability for Detectives to select off days, in
20 increments of two consecutive days at a time, in order based on
21 seniority. Prior to the end of the Detective's shift for the week, the
22 Detective shall inform the Lieutenant of Detectives or designee of
23 the Detective's availability during off days. Holiday call in coverage
24 shall be selected based upon bargaining unit seniority. Detectives
25 shall receive call-in pay at a rate of two hours of overtime pay
26 (which can be converted to compensatory time) for calls for
27 investigative services during off-duty hours that will result in the
28 Detective being assigned to the complaint and possible follow up at
29 a later time. When the Detective responds to the scene or takes
30 over the case, normal overtime compensation shall apply. All such
31 overtime shall be subject to approval by the supervisor on duty.

32
33 ii. Specialized Unit Assignments. Employees shall not be
34 ordered/mandated to be a part of any "Specialized Unit" on a
35 permanent basis without the Employee's approval. However,
36 where an immediate need is determined by management,
37 management reserves the right to assign an employee to the
38 "Specialized Unit" on a temporary basis. Employees who are
39 current members of 'Specialized Unit" shall have the ability to
40 resign their position on that unit and that resignation will be
41 accepted at reasonable time as determined by mutual agreement
42 between the employee and management. Employees assigned to
43 a specialized unit, such as SWAT, CIT, Fatal Vision, K-9, Cadet
44 Advisors, Community Outreach, Victim Impact Panel, Instructors,

1 Citizens Academy, Interdiction, Rec Patrol, Honor Guard, Town
2 Liaisons, or Fair, shall be subject to the following provisions when
3 performing work in the specialized unit assignment. With approval
4 of a supervisor, the employee shall adjust the employee's work
5 schedule to accommodate work related to the specialized unit
6 assignment so that work can be performed at straight time.
7 Response to an activation of the specialized unit for an emergency
8 call-in shall be at the overtime rate if the employee is not scheduled
9 to work or flexing the work schedule to accommodate work related
10 to the specialized unit assignment. With approval of a supervisor,
11 specialized unit assignment work may be performed outside of
12 scheduled work time at straight time. All training time pertaining to
13 the specialized unit assignment shall be at straight time. Hours
14 worked shall continue to be subject to overtime under applicable
15 law for hours worked in excess of 171 hours in a 28 day work period.
16

17 5.22 Transport officers will work eighty (80) hours biweekly with eight (8)
18 hour call out notice and shifts will be flexible.

19
20 5.23 All present shift schedules will be maintained. Any changes will be
21 by negotiated agreement between management and the
22 Association. If agreement cannot be reached, changes will not be
23 implemented.

24
25 5.24 Swat Team members shall be paid three hundred (\$300.00) dollars
26 per year for their services on this special squad.

27
28 5.25 Employees assigned to train new employees shall receive an
29 additional one dollar and twenty-five cents (\$1.25) per hour for
30 hours worked as a Field Training Officer.
31

32 **5.3 Time and One-Half**

33
34 Employees shall receive one and one-half (1-1/2) times their straight time hourly rate for
35 all hours worked in excess of their normal, regular scheduled workday except for the
36 following:
37

38 5.31 Any Employee who works for more than eight (8) hours in any
39 twenty-four (24) hour period at his/her own request and who is not
40 required to do so by the Employer shall not be entitled to overtime
41 for such work.
42

1 5.32 Officers participating in the One on One Squad Program may be
2 called to duty one (1) hour prior to and held over one (1) hour after
3 their scheduled shift at their straight time rate.
4

5 5.33 **Continuation of Duty** - If a One on One officer, while working
6 regularly scheduled shift, is given an assignment that would require
7 him/her to work beyond their normal shift, hours will be eligible for
8 overtime pay. This shall not apply to assignments that are
9 anticipated to be less than one hour in duration, for example,
10 escorts, special traffic enforcement, traffic control or prisoner
11 transports.
12

13 5.34 Compensatory time may be accumulated into a running account up
14 to a maximum of two hundred forty (240) hours each year. All
15 hours accumulated above the maximum will be paid out on the next
16 appropriate check. All compensatory time accounts will be paid out
17 to the Employees on the last paycheck date in December and/or
18 compensatory time must be scheduled for and used on or before
19 December 31st of each year in order to bring the compensatory
20 time accounts to zero. Employees will not be allowed to earn any
21 compensatory time in the month of December and will be paid.
22

23 5.4 **Call-In**

24
25 Employees that respond to recall by the Sheriff or designated department head to work
26 outside of the regular schedule shall receive a minimum of two (2) hours at time and one
27 half (1-1/2).
28
29

30 5.41 Call-in pay does not apply to hours worked consecutively prior to or
31 subsequent to the Employee's regular schedule of hours.
32 Consecutive hours prior to and after the Employee's regular
33 schedule of hours shall be considered no more than two (2) hours
34 before or after said shift.
35

36 5.42 Employees, upon request, may start their shift earlier or later than
37 normally assigned upon mutual agreement of the Employer and
38 Employee; and in those cases, the call-in pay or overtime shall not
39 apply.
40

41 5.43 Employees who are not notified within twenty-four (24) hours to
42 cancel an already assigned case shall receive the two (2) hour
43 minimum call-in pay and shall not be required to report in to work
44 until the start of their regular shift.

1
2 5.44 Officers participating in the One on One Squad Program may be
3 called to duty one (1) hour prior to and held over one (1) hour after
4 their scheduled shift at their straight time rate.
5

6 **5.5 Night Shift Premium**
7

8 5.51 An Employee shall receive an additional \$0.30 per hour for each
9 hour worked whose regular scheduled shift commences between
10 3:00p.m. and 10:59 p.m.
11

12 5.52 An Employee shall receive an additional \$0.40 per hour for each
13 hour worked whose regular scheduled shift commences between
14 11:00p.m. and 6:59 a.m.
15

16 5.6 An employee may, upon approval of Management, switch work hours with
17 another Employee; provided, however, it does not result in any overtime.
18 Exempt status employees will not be allowed to switch work hours with a non-
19 exempt employee. Employees, rather than working back the hours as indicated
20 above, shall be allowed to use their accumulated compensatory time to pay
21 back said time.
22

23 **ARTICLE VI**
24 **PROBATIONARY PERIOD**
25

26 6.1 Except as provided in Section 7.1, all newly hired Employees shall serve a one (1) year
27 probationary period. The one-year probationary period shall start when the employee
28 begins Phase I of the Field Training Officer Program. During said probationary period,
29 they shall not attain any bargaining unit seniority rights. The probationary period of one
30 (1) year shall be extended to cover any unpaid leave of absence.
31

32 6.2 Upon completion of said probationary period, Employees shall be granted bargaining unit
33 and Countywide seniority rights from the date of original hire. Notice of satisfactory
34 completion of probation shall be given to the Employee and his personnel file shall so
35 note.
36

37 6.3 Upon completion of (6) months of employment as a Deputy Sheriff following the start of
38 Phase I of the FTO program, Employees shall be advanced one (1) increment on the Salary
39 Schedule and shall be advanced an additional increment each year thereafter until they
40 reach the maximum.
41

42 6.4 Except as provided in Section 6.8 during the probationary period, Employees shall be
43 entitled to all fringe benefits specified elsewhere in this Agreement. Upon completion of

1 six (6) months of employment as a Deputy Sheriff, Employees shall be credited with
2 accumulated sick leave from his/her date of hire, on the following 15th of the month.

3
4 6.5 An Employee who has been awarded a posted bargaining unit position shall serve a trial
5 period of thirty (30) working days. During such trial period, either the Employer or the
6 Employee may request that the Employee be returned to his former position, the request
7 to be returned to his former position, may or may not be granted.

8
9 6.6 Upon promotion to a higher classification, an Employee's rate of pay shall be increased
10 to a minimum rate of the higher classification. If the Employee's present rate meets or
11 exceeds the minimum rate for the higher classification, the Employee's rate of pay shall
12 be increased to the next step in the new classification that is higher than his present rate
13 regardless of the length of time since the last wage increase received by the Employee.

14
15 6.7 When an Employee is demoted or accepts a position in a lower classification, the
16 individual shall be placed in the step of the classification that will result in the least
17 amount of decrease in pay.

18
19 **ARTICLE VII**
20 **DEPUTY IN TRAINING**

21
22 7.1 Deputy in training. The following language shall govern non-certified employees who will
23 be or are attending the Academy prior to being hired as a Deputy Sheriff. Upon successful
24 completion of the academy, the employee will be considered for an open Deputy Sheriff
25 position. Upon approval by the Sheriff, the employee will be transferred from the Deputy
26 In-Training position to a Deputy Sheriff position.

27
28 7.2 Wages. Sections 8.1 and 8.2 of Article VIII – Wages and Longevity and Appendices A
29 through F shall not apply to the Deputy-in-Training position. The hourly wage paid to the
30 Deputy-in-Training position shall be seventy percent (70%) of the Deputy Sheriff starting
31 pay. Sections 8.1 and 8.2 of Article VIII – Wages and Longevity and Appendices A through
32 F shall apply to an individual serving in the Deputy-in-Training position after the individual
33 successfully completes the Academy and on their first day on full duty as a Deputy Sheriff.

34
35 7.3 Hours of Work and Overtime. Article V – Hours of Work and Overtime shall not apply to
36 the Deputy-in-Training position. The Deputy-in-Training position shall be a full-time
37 position, earning overtime at time-and-one-half the position's regular hourly rate of pay
38 for each hour worked beyond 171 hours in a 28-day work period, in accordance with 29
39 C.F.R. § 553.201(7)(k). The Sheriff shall set hours of work. The position shall not be eligible
40 for contractual overtime, call-in pay, shift differential or any other pay differential
41 encompassed in Article V – Hours of Work and Overtime. Article V – Hours of Work and
42 Overtime shall apply to an individual serving in the Deputy-in-Training position after the
43 individual successfully completes the Academy and on their first day on full duty as a
44 Deputy Sheriff.

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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. The commencement of Bargaining Unit Seniority for an individual serving in the Deputy-in-Training position, the terms “original date of hire” and “date of hire” utilized in Section 6.2 of Article VI – Probationary Period and Section and Section 15.3 of Article XIV – Seniority Rights, respectively, shall mean the date a Deputy-in-Training serves their first day on full duty as a Deputy Sheriff. Commencement of County Seniority for an individual serving in the Deputy-in-Training position shall begin the first day of such individual’s employment with the Employer as a Deputy-in-Training.

7.7 Holidays. Article IX – Holidays shall not apply to the Deputy-in-Training position. The Deputy-in-Training position shall be relieved from their attendance and participation in the Academy in accordance with Academy policy and regulations. To the extent a Deputy-in-Training is required to attend or participate in Academy-mandated events or other approved work on a legal holiday listed under Section 9.1 of Article IX, Holidays, the Deputy-in-Training shall be paid at their regular rate of pay for hours worked on such holiday. Article IX – Holidays shall apply prospectively 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.

7.8 Vacation and Sick Leave. Article X – Vacations and Article XI – Sick Leave shall apply to the Deputy-in-Training position, meaning an individual serving in the Deputy-in-Training

1 position shall begin to accrue and may only utilize vacation and sick leave if permitted in
2 accordance with the aforementioned Articles and Section 6.4. However, to the extent an
3 individual serving in the Deputy-in-Training position utilizes vacation or sick leave while
4 attending the Academy, such individual must be cognizant of the fact that the use of
5 excess vacation or sick leave may cause such individual to not complete the Academy
6 within the timeframe set forth by the Employer, which could result in termination of such
7 individual's employment with the Employer.
8

9 7.9 Leaves of Absence. Article XII – Leave of Absence shall not apply to the Deputy-in-Training
10 position. An individual serving in the Deputy-in-Training position shall be granted a leave
11 of absence only in accordance with applicable law and as determined by the Employer.
12 Article XII, Leave of Absence shall apply to an individual serving in the Deputy-in-Training
13 position after they successfully complete the Academy and on their first day on full duty
14 as a Deputy Sheriff.
15

16 7.10 Uniform Allowance. Article XVI – Uniform Allowance shall not apply to the Deputy-in-
17 Training position. Article XVI – Uniform Allowance shall apply in a prorated manner to an
18 individual serving in the Deputy-in-Training position after they successfully complete the
19 Academy and on their first day on full duty as a Deputy Sheriff.
20

21 7.11 Transition from Deputy-in-Training to Sworn Law Enforcement Officer. An individual
22 serving in the Deputy-in-Training position shall not be eligible to continue employment
23 with the Employer beyond their attendance at the Academy if they fail to successfully
24 complete the Academy within the time parameters set forth by the Employer.
25

26 **ARTICLE VIII**
27 **WAGES AND LONGEVITY**
28

29 8.1 The classifications and wages covered by this Agreement are contained in Appendix A.
30

31 8.2 New Employees shall be hired at the starting step of their job classification and shall
32 progress through the rate range in accordance with their length of service.
33

34 8.21 The Employer shall determine the starting wage rate and amount
35 of vacation due to a qualified experienced law enforcement officer
36 applicant. The Employer may hire external experienced law
37 enforcement officer applicants and set initial compensation and
38 vacation at a higher step than the lowest wage rate and lowest
39 vacation rate under Section 11.1, as determined in the discretion of
40 the Human Resources and Labor Negotiations Committee or
41 designee, but shall not exceed the applicant's actual prior years of
42 full-time law enforcement service or the existing wage and vacation
43 accrual schedules in the applicable current collective bargaining

1 agreement. The qualified applicant shall then track on the wage
2 and vacation schedules for future accruals and step adjustments.
3

4 **8.3 Longevity.** All Employees covered by this Agreement shall be entitled to longevity pay in
5 accordance with the following schedule and conditions:
6

7 8.31 Employees who have completed sixty (months) of continuous
8 service with the Employer shall, beginning on the sixty-first (61st)
9 month, become entitled to longevity pay at the rate of ten dollars
10 (\$10.00) per month.
11

12 8.32 On each anniversary date of employment thereafter, Employees
13 shall become entitled to additional longevity pay in the amount of
14 one dollar and twenty-five cents (\$1.25) per month for each
15 additional year of continuous service up to a maximum of thirty-
16 three dollars and seventy-five (\$33.75) per month beginning with
17 the two hundred eighty-eighth (288th) month of service.
18

19 8.33 Eligibility for longevity payments shall be determined as of
20 November 1st of any calendar year. Longevity payments shall be
21 made on an annual basis between December 1 and December 10 of
22 each year to all Employees who are on the payroll as of that time.
23

24 8.34 In the event that an eligible Employee should retire or die, his/her
25 heirs shall receive longevity payments due as of the last date of
26 employment and said payments shall be made at the time of
27 retirement or death.
28

29 **8.4** Employees will be paid by direct payroll deposit.
30

31 **ARTICLE IX**
32 **INSURANCE AND RETIREMENT**
33

34 **9.1 Health Insurance.** Effective January 1, 2021, the Employer will pay eighty-nine- and
35 one-half percent (89.5%) of the premium rate of the lowest cost qualified health care
36 coverage plan offered by the Employer to the employees for either single or family
37 coverage.
38

39 9.11 Employees who retire or upon death of the Employee, the
40 Employee's spouse and eligible dependents shall be allowed to
41 continue in the group health insurance program; provided they
42 qualify and meet all plan eligibility requirements, pay the
43 premiums in advance to the Employer or as required by the plan,
44 and participate in all parts of Medicare as soon as eligible.
45

1 9.2 **Dental Insurance.** The Employer will continue dental insurance with a
2 maximum limit of \$1,000.00 per participant per calendar year; no
3 deductibles; 100% payment of diagnostic, preventative, ancillary and
4 regular restorative; 80% payment of oral surgery, endodontics,
5 periodontics; and 50% payment of precious metal, prosthodontics and
6 orthodontics with a separate \$1,000.00 lifetime maximum per participant.
7 The Employer agrees to pay a flat payment that reflects the same amount
8 paid by all eligible Employer employees.
9

10 9.3 **Life Insurance.** The Employer will continue to participate in a life insurance
11 program with present benefits and to contribute its required share of the
12 program.
13

14 8.31 The Employer will offer a Spouse and Dependent Life Insurance plan
15 with the cost to be paid entirely by the Employee.
16

17 8.32 The Employer will offer an additional Life Insurance plan under
18 which an Employee eligible for the basic plan may double the
19 amount of coverage with the additional cost to be paid entirely by
20 the Employee.
21

22 9.4 **Voluntary Long-term Disability.** Employees will be allowed to enroll in a voluntary long-
23 term disability plan and pay their premiums through payroll deduction. The employee
24 shall pay the full premium.
25

26 9.5 **Wisconsin Retirement Fund.** Each eligible employee, as determined by applicable law, shall
27 be a participant of the Wisconsin Retirement Fund as provided by Wisconsin Statutes and
28 rules established by the Wisconsin Retirement Fund Board. Employees hired on or after
29 July 1, 2011 will be required to pay the same percentage of wages as "general employees"
30 are required to pay.
31

32 Effective January 1, 2021 Employees hired prior to July 1, 2011 will pay 5.5%.
33

34 **ARTICLE X**
35 **HOLIDAYS**
36

37 10.1 Each Employee shall be granted the following holidays off with pay:
38 New Year's Day Thanksgiving Day
39 Spring Holiday (Friday before Easter) Day after Thanksgiving
40 Memorial Day Christmas Eve Day
41 Independence Day Christmas Day
42 Labor Day New Year's Eve Day
43

1 10.2 Holiday pay shall be based upon eight (8) hours pay for each day, however employees
2 will be permitted to take holiday time in four (4) hour increments with the prior
3 approval of management. For the purposes of this section, 'holiday time' refers to the
4 holiday hours made available for the employee at the beginning of the calendar year.
5

6 10.3 Employees required to work on a holiday will be paid time and one-half (1 ½) for hours
7 worked plus a compensatory day off or eight (8) hours pay at the Employee's option.
8 The compensatory day is to be selected by the Employee, subject to the approval of the
9 Sheriff or his/her delegated assistant.
10

11 10.4 Employees who normally work Monday through Friday shall observe Employer
12 recognized holidays falling on a Saturday or Sunday on the dates designated by the
13 Employer for other County employees.
14

15
16 **ARTICLE XI**
17 **VACATIONS**
18

19 11.1 Regular full-time Employees shall earn paid vacations based upon their anniversary date
20 of employment in accordance with the following schedule:
21

22 After one (1) year of employment - two (2) weeks vacation
23

24 After seven (7) years of employment - three (3) weeks vacation
25

26 Commencing with the fourteenth (14th) anniversary date of employment, Employees
27 shall earn one (1) additional day of vacation for each additional year of employment up
28 to a maximum of five (5) weeks of vacation after twenty-three (23) years of employment.
29

30 11.2 Vacation pay shall be based upon his/her weekly earnings. Five (5) working days shall
31 equal one (1) week of vacation.
32

33 11.3 Vacations may be taken one (1) day at a time.
34

35 11.4 The number of Employees on vacation within a given classification at one time shall be
36 determined by the Sheriff or his/her delegated assistant.
37

38 11.5 Choice of vacation time within a given classification shall be selected for periods of up to
39 one (1) week at a time based upon bargaining unit seniority.
40

41 11.6 Vacation schedules shall be posted by the previous December 1st of each year.
42

43 11.7 Employees must take all their vacation days off within twelve (12) months of the
44 anniversary date they are earned.

1 11.8 If termination occurs prior to one (1) full year of employment, the Employee is not eligible
2 for vacation.

3
4 11.9 An Employee on vacation may switch to sick leave while on vacation or use sick leave
5 following vacation, providing the Department is notified immediately and there is a
6 doctor's verification of illness.

7
8 11.10 Employees shall be allowed to use the equivalent of 2 weeks of vacation time
9 immediately preceding their retirement date provided the employee provides written
10 notice of their date of retirement no later than 60 days prior to the use of the 2 weeks of
11 vacation. Such vacation time shall not count towards the maximum number of
12 employees allowed off per shift, per day.

13
14 **ARTICLE XII**
15 **SICK LEAVE**
16

17 12.1 All permanent Employees shall be entitled to paid sick leave, which is earned on the 15th
18 of each month. Sick leave shall accumulate at the rate of one (1) day for each month of
19 regular full-time employment (including the probationary period) up to a maximum of
20 one hundred twenty (120) days.

21
22 12.11 Employees who have accumulated the one hundred twenty (120)
23 days of sick leave shall continue to earn sick leave, which shall be
24 placed into their emergency sick leave bank. These banked days
25 may be used if the Employee has exhausted his or her normal sick
26 leave and is under a verified doctor's or chiropractor's care for
27 serious illness or injury. Accumulation of days for the emergency
28 bank shall be effective as of January 1, 1979. Days in the emergency
29 sick leave bank shall not be subject to the payout provision in
30 Section 12.4
31

32 12.2 Sick leave benefits shall be paid at the regular hourly rate received by the
33 Employee at the time of illness or injury. Sick leave benefits shall be paid up
34 to the extent of an Employee's accumulation of all bona fide injury or illness,
35 excepting only those cases for which an Employee would be entitled to receive
36 Worker's Compensation benefits
37

38 12.3 A doctor's or chiropractor's certificate may be required to substantiate the use of sick
39 leave.

40
41 12.4 Except for discharge for just cause, Employees who terminate employment shall be paid
42 out of their accumulated sick leave as follows:
43
44

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

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

8 12.5 The Employer will provide for conversion of accumulated sick leave, as stipulated in
 9 Section 12.4, at the Employee's option to a credit, which will be used to pay for monthly
 10 health insurance premiums for an Employee and any eligible dependents after his/her
 11 retirement/death.

13 As part of this agreement the Employer will recommend to the County Board to extend
 14 the current PEHP plan through 12/31/2021.

16 12.51 Employees who terminate employment with the Employer between
 17 January 1, 2021 through December 31, 2021, and who are eligible to
 18 receive a retirement annuity under the provisions of the Wisconsin State
 19 Retirement Plan, will have eighty percent (80%) of their accumulated sick
 20 leave (up to the contract maximum of 120 days) placed into a deposit
 21 account designated by the Employer, which shall be a post-employment
 22 health plan if available. The money in that account shall be restricted to
 23 the payment of insurance premiums. If the Employee dies prior to the
 24 depletion of the account, then the surviving spouse and/or dependents
 25 who are participating in the retiree's insurance plan must use the
 26 remaining monies in the account for insurance premiums. There can be
 27 no exceptions to this policy for persons eligible to retire during the term of
 28 this agreement or the tax-exempt status of any and all funds set aside in
 29 such deposit accounts will be negated. If the retired Employee and his or
 30 her eligible dependent(s) should die prior to the depletion of the account,
 31 the remaining monies in the account will be divided equally among other
 32 retirees who have monies in deposit accounts created under the
 33 provisions of this section.

35 12.6 An Employee eligible for sick leave may be authorized to use sick leave up to three (3)
 36 days with pay due to illness or injury to the immediate family (spouse, children, or parent
 37 of the Employee) that would require the presence of the Employee on prior written
 38 request of the physician. Under special circumstances and approval of the Department
 39 head, an Employee may be granted additional sick leave up to three (3) more days.

41 12.7 If the Employee dies prior to termination or retirement, payment will be made to the
 42 employee's estate in the same percentages as provided in paragraph 12.4.

44 **ARTICLE XIII**
 45 **LEAVE OF ABSENCE**

- 1
2 13.1 Leaves of absence without pay for periods not to exceed six (6) months in any one (1)
3 year may be granted by the Employer to any full-time Employee upon written request of
4 the Employee. Upon expiration of the leave of absence, the Employee shall be entitled
5 to be reinstated to the position in which he/she was employed at the time the leave was
6 granted or a position of comparable classification providing there is such a vacancy.
7
8 13.11 Employees on approved leave of absence shall not, as a condition
9 of such leave, seek or accept employment elsewhere.
10
11 13.12 Any leave of absence granted by the Employer shall be evidenced
12 in writing.
13
14 13.13 During an unpaid leave of absence, there shall be no additions to an
15 individual's vacation or sick leave benefits.
16
17 13.2 **Maternity Leave.** A leave due to pregnancy shall be treated the same as a medical leave
18 as defined in Article 13.6 of this Agreement.
19
20 13.3 **Military Leave.** Leaves of absence without pay shall be automatically granted all full-time
21 Employees who are called or volunteer for military service, providing the application for
22 re-employment is made within ninety (90) days of discharge.
23
24 13.31 Existing Employees serving in the National Guard or other branches
25 of the Armed Forces shall be entitled to not more than two (2)
26 weeks (ten [10] days) leave of absence without pay in any one (1)
27 year while on active duty; providing the Employee turns in his/her
28 check stub for pay received from the military during this period,
29 excluding expenses and pay received for holidays, Saturdays and
30 Sundays and said Employee will receive the amount over the above
31 the military pay amount equal to the gross amount of their regular
32 pay.
33
34 13.4 **Jury Duty.** Employees called for jury duty shall be entitled to receive lost pay; provided
35 that they deposit any compensation received for such duty, excluding mileage allowance,
36 with the Employer and receive a receipt for said deposit.
37
38 13.5 **Bereavement Leave.** Employees shall be entitled to up to three (3) days of bereavement
39 leave in the event of the death of an Employee's spouse, child, parent, brother or sister.
40 Two (2) days of bereavement leave shall be allowed in the event of the death of an
41 Employee's stepparent or stepchild. One (1) day of bereavement leave shall be allowed
42 in the event of death of an Employee's mother-in-law, father-in-law, brother-in-law,
43 sister-in-law, grandparent or grandchild of Employee or spouse. If additional leave time

1 is required beyond that specified in this Section, such additional leave may be taken and
2 deducted from the Employee's sick leave, compensatory time or vacation accumulation.
3

4 **13.6 Medical Leave.** An Employee who has exhausted his/her sick leave accumulation and is
5 unable to return to work due to illness or injury shall be granted, upon written request to
6 the Employer accompanied by a physician's or chiropractor's certification stating that the
7 leave is necessitated by the disability of the Employee, a leave of absence for a period not
8 to exceed (6) months. A physician's or chiropractor's certificate may be required from
9 time to time to substantiate the need for continuing a leave of absence.
10

11 13.61 While on approved medical leave of absence as per Section 12.6 of
12 this Agreement, the Employer shall continue to pay toward health
13 insurance as provided in Section 9.1 and group life insurance for
14 those Employees who have exhausted their sick leave and
15 compensatory time and are still unable to return to work for up to
16 six (6) months.
17

18 **ARTICLE XIV**
19 **TERMINATION OF BENEFITS**
20

21 14.1 Employees who properly terminate their employment shall receive pay for all accrued
22 vacation, holidays and compensatory time which is due them on the date of termination;
23 provided that at least two (2) weeks written notice is submitted and provided further that
24 the Employees are not terminated for just cause.
25

26 14.2 Employees who retire or become disabled and are eligible to receive Wisconsin
27 Retirement Fund annuity or Social Security shall receive pay for all accrued vacation,
28 holidays or compensatory time.
29

30 14.21 The heirs of Employees who die shall receive all of the above
31 referred to termination pay plus their regular pay for the balance of
32 the month during which they die.
33

34 **ARTICLE XV**
35 **SENIORITY RIGHTS**
36

37 15.1 It shall be the policy of the Employer to recognize seniority.
38

39 15.2 There shall be three (3) types of seniority: Countywide, Classification and Bargaining Unit.
40

41 15.3 Countywide Seniority shall be defined as the length of time that an Employee has been
42 employed, dating from his/her most recent date of hire and excluding any unpaid leaves
43 of absence except as hereinafter provided.
44

1 Classification Seniority shall be defined as the employee's total length of service in a
2 classification since his/her date of assignment to that classification. Shift changes may be
3 posted for a shorter period with the approval of the Association. One posting will be
4 utilized to fill all vacancies created initially on a specific shift by one position opening.
5

6 Bargaining Unit Seniority shall be defined as the length of time that an Employee has been
7 a sworn employee of the Dodge County Sheriff's Office and begins on the original date of
8 hire provided there has been proof of successful completion of his/her probationary
9 period.
10

11 15.4 Bargaining Unit Seniority shall apply in lay-offs and recall from lay-offs.
12

13 Classification Seniority shall apply for shift selections.
14

15 Bargaining Unit Seniority shall be used for vacation selection and as a consideration in
16 promotions and transfers but shall not be the sole basis on which promotions or transfers
17 are granted.
18

19 When a vacancy occurs for a Deputy Sheriff, and a Detective or a Sergeant, wishes to self-
20 demote to a Deputy Sheriff, he/she may request to move down to the Deputy Sheriff rank
21 and bargaining unit seniority shall be the sole basis in which these are granted, if more
22 than one employee posts for the vacancy.
23

24 15.5 Work unit classifications are as follows:
25

26 A. **Criminal Division**

27 1. Detective
28

29 B. **Patrol Division**

30 1. Sergeant
31 2. Deputy Sheriff
32

33 C. **Court Security Division**

34 1. Court Security Officer (wages, hours, benefits, working conditions, etc.,
35 subject to Article XXII of this agreement)
36

37 15.6 **Job Posting.** Whenever a vacancy occurs or it is known that a promotion or a new position
38 will be created, the vacancy shall be posted on all bulletin boards for a period of five (5)
39 workdays, excluding Saturday, Sunday and holidays.
40

41 15.61 Qualified Employees may apply for such position during this period
42 by signing the posting.
43

1 15.62 All qualified Employees seeking a change in classification shall be
2 tested and shall be subject to examination by the Civil Service
3 Commission.
4

5 15.63 All vacant bargaining unit positions not filled by the posting
6 procedure shall be filled from established position eligibility lists
7 approved by the Civil Service Commission and provided by the
8 Employer's Human Resources Department.
9

10 15.64 The Sheriff shall establish and modify minimum qualifications for all
11 positions. Minimum educational requirements shall apply only to
12 those persons hired on or after January 1, 1994. This section shall
13 not limit Employee's rights under Section 15.1 of this contract.
14

15 15.7 **Layoff and Recall.** In the event that the Employer reduces its work force, the following shall
16 apply:
17

18 15.71 When it is necessary to layoff an employee , the Employee with the
19 least bargaining unit seniority shall be laid off first, providing that
20 the remaining Employees are qualified to carry on the Employer's
21 usual operation.
22

23 The employee who is to be laid off will be allowed to bump a less
24 senior employee in a different classification provided the employee
25 who is bumping is able to perform the operations of that
26 classification, qualifies for the position under Civil Service
27 requirements, and is able to meet the certifications required by the
28 department. The employee who is being bumped will be afforded
29 the same bumping opportunity.
30

31 If an employee cannot or chooses not to bump a less senior
32 employee, the employee will be placed on layoff for a period of up
33 to fifteen (15) months.
34

35 15.72 When the Employer chooses to fill a vacancy on a regular, on-going
36 basis while there is an employee on layoff, first consideration will
37 be given to an employee who is on layoff from that classification,
38 provided that employee possesses the needed qualifications.
39

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

1
2 15.73 An employee will be notified of recall to a position by certified mail.
3 Employees shall notify the Employer of any change of address while
4 on layoff and shall lose all seniority after a failed attempt to notify
5 the employee of recall as a result of an out-of-date address.
6

7 15.74 An Employee must notify the Employer of his/her intent to return
8 to work from layoff within three (3) days of receipt of the recall
9 letter, exclusive of Saturdays, and Sundays and holidays. The
10 employee will be required to return to work within seven (7)
11 calendar days after receipt of the recall letter. This seven (7) day
12 period will be extended up to a maximum of fourteen (14) calendar
13 days if the employee needs that time to give notice to a present
14 employer or other mutually agreed upon reason.
15

16 This time period may be extended by the Employer if the return to
17 work date is determined to be beyond the one or two week period
18 described herein.
19

20 15.75 Employees laid off under this Section shall retain all seniority rights
21 for a period of fifteen (15) months, provided that they respond to
22 any request to return to work made during this time.
23

24 15.8 An Employee who quits, is discharged for just cause, is absent from work for three (3)
25 consecutive working days without notification to the Employer (unless unable to notify
26 for physical or other legitimate reasons) or fails to respond within three (3) days or report
27 to work within seven (7) calendar days after having been recalled from layoff by certified
28 mail, shall lose prior seniority rights, except if reinstated under Article XV.
29

30 15.8 A countywide seniority roster of bargaining unit members shall be maintained in
31 electronic format and will be made available to all bargaining unit members.
32

33 **ARTICLE XVI**
34 **GRIEVANCE PROCEDURE**
35

36 16.1 **Grievance.** A grievance is defined as any matter involving the interpretation, application
37 or enforcement of the terms of this Agreement.
38

39 16.2 **Procedure.** Grievances shall be presented in the following manner: (Time limits set forth
40 shall be exclusive of Saturday, Sunday or holidays.)
41

42 16.21 The Employee and/or the Grievance Committee representative
43 shall take the grievance up orally with the Employee's immediate
44 supervisor within twenty (20) days after the Employee knew or

1 should have known of the event-giving rise to the grievance. The
2 Supervisor shall attempt to make a mutually satisfactory
3 adjustment of the matter and in any event shall be required to give
4 an answer within seventy-two (72) hours.
5

6 16.22 The grievance shall be considered settled in 16.21 unless within five
7 (5) days from the date of the supervisor's answer the grievance is
8 presented in writing to the Chief Deputy. The Chief Deputy shall
9 attempt to make a mutually satisfactory adjustment of the matter
10 and in any event shall be required to give an answer within seventy-
11 two (72) hours.
12

13 16.23 The grievance shall be considered settled in 16.22 unless within five
14 (5) days from the date of the Chief Deputy's written answer the
15 grievance is presented in writing to the Human Resources and Labor
16 Negotiations Committee. The Human Resources and Labor
17 Negotiations Committee shall meet within two (2) weeks after
18 receipt of the grievance and shall submit a written answer to the
19 Grievance Committee, the Employee or his representative within
20 five (5) days.
21

22 16.3 **Arbitration.** If a satisfactory settlement is not reached as outlined in 16.23 above, the
23 Association may, within ten (10) days after the last response in writing is received or due,
24 appeal the grievance to arbitration by written notification to the Employer's Human
25 Resources Director that the Association is appealing the grievance to arbitration. Within
26 fourteen (14) calendar days of giving such notice to the Human Resources Director, the
27 Association and the Human Resources Director shall select a staff member of the
28 Wisconsin Employment Relations Commission (WERC) and shall jointly request the WERC
29 to appoint that person as the arbitrator to hear the grievance. The decision of the
30 arbitrator shall be final and binding on both parties. In rendering the arbitrator's decision,
31 the arbitrator shall neither add to, detract from, nor modify any of the provisions of this
32 Agreement.
33

34 The selection of the WERC staff member shall be as follows: Each party shall submit the
35 names of three (3) WERC staff members; if both parties submit the same name, that
36 person will be considered the selected staff member; if there are no matches, one of the
37 names will be drawn by lot and discarded from further consideration, and the parties will
38 alternatively strike (the order determined by a coin toss) from a list of remaining names
39 until one name remains, who will then be considered the selected staff member.
40

41 16.31 **Costs.** Each party shall share equally the cost, if any, of the arbitrator.
42

43 16.32 The filing party in arbitration requests will pay the W.E.R.C. fee.
44

1 17.6 If an Employee terminates employment during the year, the uniform allowance shall be
2 prorated and if any Employee has used more than the prorate, he/she shall repay the
3 Employer the difference.

4
5 17.7 If the Sheriff's Office changes the full Class A or Class B uniform within five (5) years of
6 a full change, then the Employer shall provide employees with two hundred dollars
7 (\$200.00) in additional uniform allowance for that year.

8
9 **ARTICLE XVIII**
10 **MILEAGE REIMBURSEMENT**

11 18.1 **Car.Travel.**

12 The current mileage reimbursement rate shall be the rate as approved by the Dodge
13 County Board of Supervisors. In the event the Dodge County Board of Supervisors
14 increases the mileage reimbursement rate, the new rate will be implemented for
15 members of the Association on the effective date of approval.

16
17 **ARTICLE XIV**
18 **EDUCATIONAL REIMBURSEMENT**

19
20 19.1 The Employer will reimburse certain educational costs and expenses for Employees
21 participating in courses approved by the Sheriff during the term of this Agreement to the
22 following extent:

23
24 19.11 The Department must approve the course in advance as a
25 participating course.

26
27 19.12 The Employer will contribute two-thirds (2/3) of the cost of the
28 tuition to a maximum of five hundred dollars (\$500.00) per year.

29
30 19.13 The Employer shall contribute two-thirds (2/3) of the cost of books
31 and supplies for approved courses.

32
33 19.14 Payment of such reimbursement portion of the Employer's
34 contribution will be made to the Employee involved as soon as
35 possible following evidence of satisfactory completion of the
36 course, defined as a Grade C or better.

37
38 **ARTICLE XX**
39 **STRIKE OR LOCKOUT**

40
41 20.1 During the term of this Agreement, the parties hereto agree not to engage in any strike
42 or lockout or support same in any way. The parties recognize provisions of Wisconsin
43 Statutes prohibiting strikes by public employees. In the event any Employee who is a

1 member of the unit shall violate this Section and shall not immediately return to work
2 when directed by the Employer, such Employee or Employees may be summarily
3 dismissed and such dismissal shall not be subject to any grievance procedure as contained
4 in this Agreement. Such action shall, in addition, not bar the Employer from any further
5 action.

6
7 **ARTICLE XXI**
8 **MISCELLANEOUS**
9

10 21.1 Should any of the provisions of this Agreement be found to be in violation of any law, all
11 other provisions of this Agreement shall remain in full force and effect for the duration of
12 this Agreement. The Association and the Employer shall negotiate any areas found in
13 violation.

14
15 21.2 Retroactive pay will be on a separate check.

16
17 21.3 Vacation and sick leave accrue to the individual and are non-transferable.

18
19 21.4 The Employer and the Association have agreed that the Employer may establish a
20 mandatory drug testing policy that includes pre-employment, random and for cause
21 testing.

22
23 **ARTICLE XXII**
24 **COURT SECURITY OFFICERS**
25

26 22.1 This Article is only applicable to Court Security Officers. Court Security Officers are
27 Sheriff's Office employees in the Court Security Division. These employees will
28 accumulate seniority with respect to this position for paid hours determined based on
29 the rate of 173.3 hours for each month seniority. Current employees of the Sworn
30 Bargaining Unit within the Sheriff's Office will be made aware of any Court Security
31 Officer open positions through posting of a notice of the vacancy, and will be given first
32 consideration for such openings. There will be a one (1) year probationary period.

33
34 These employees will work flexible schedules determined by the Sheriff, not to exceed
35 forty (40) hours per week. Any hours worked in excess of eight (8) hours per day will
36 accumulate at straight rate into a bank of compensatory time. Employees will be
37 responsible for using up compensatory time for hours not worked up to eight (8) hours
38 per day, and will not be allowed to carry over hours from one (1) calendar year to the
39 next. All compensatory time accounts will be paid out to the Employees on the last
40 paycheck in December unless scheduled for and used on or before December 31.

41
42 Current law enforcement certification is a pre-requisite for this position. The Employer
43 will provide for, and the employee is required to successfully participate in, minimum
44 training as set forth by Wisconsin State Statutes. The employee will also be required

1 to successfully participate in firearms training as determined by the Sheriff. Inability
2 to satisfactorily participate in any training will be cause for termination of employment.
3

4 Employees in the Court Security Officer position will not be eligible for posting into any
5 other position in the Sheriff's Office. Employees "transferring" into this position from
6 another position will not be eligible for a thirty (30) day trial period.
7

8 Layoff and recall rights will exist specific to this position. Employees will not be allowed
9 to bump into other Sheriff's Office positions, nor will other employees be allowed to
10 bump into this position.
11

12 Employees are eligible for pro-rated uniform allowance in relation to regularly
13 scheduled hours, payable on or before January 7 of the following year. Employees are
14 eligible for a prorated amount as described in Section 17.7. Employees are not eligible
15 for new-hire uniform allowance (17.3). The Employer will provide a gun, gun belt,
16 walkie-talkie, and a badge for use by the Court Security Officers. This position does not
17 require a vehicle assignment.
18

19 The wage for this position is identified in the wage appendix as Security Officer I and II.
20 Employees regularly scheduled to work less than an average of twenty (20) hours per
21 week over a one-year period will not be entitled to benefits. Employees regularly
22 scheduled to work an average of twenty (20) or more hours per week over a one (1)
23 year period may be eligible for the following benefits:
24

- 25 • Health insurance. Employees are eligible for Health Insurance provided they meet
26 all the requirements of the Health Plan. (Current Sworn Bargaining Unit employees
27 who "transfer" to this position, including by retirement, are considered to have
28 continued eligibility with no interruption.) Employee contributes on a pro-rated
29 basis determined by the number of hours worked in relation to full-time
30 employment.
- 31 • Dental Insurance. Newly hired part-time employees, and "transferring" employees
32 currently enrolled in the Dental Plan, who wish to participate in the Dental Plan
33 may do so by paying a pro-rated contribution amount. All coverage, etc., remains
34 the same as for full-time employees.
- 35 • Wisconsin Retirement Fund. Employees are eligible for participation in the
36 Wisconsin Retirement Fund based on eligibility requirements established by the
37 Wisconsin Department of Employee Trust Funds. Current rules provide that an
38 annuitant who wishes to return to work for an employer covered by the Fund can
39 do so and may elect to participate again in the Fund if he/she exceeds his/her
40 established earnings limit, but by doing so loses the current annuity payments.
- 41 • Life Insurance. Part-time employees may be eligible for the Life Insurance benefit
42 based on participation in the Wisconsin Retirement Fund, with eligibility
43 determinations made by the Department of Employee Trust Funds.

- Holidays. Part-time employees will be eligible for pro-rated Holiday pay, provided the employee works in the pay period in which the holiday falls. Pay for such holidays will be pro-rated based on the number of hours he/she is normally scheduled to work.

Court Security Officers 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, 2021 and shall remain in force and effect through December 31, 2021 and shall automatically renew itself from year to year unless either party notifies the other in writing on or before August 1, 2021 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, 2021.

Executed this ____ day of _____, 2021.

**FOR DODGE COUNTY HUMAN RESOURCES
AND LABOR NEGOTIATIONS COMMITTEE**




Joseph Marsik



Dennis Schmidt, Vice-Chair



Richard Greshay, Secretary



Daniel Hilbert



Karen Kuehl

**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 DEPARTMENT
SWORN EMPLOYEES - LOCAL 120, LAW, Inc.
EFFECTIVE: January 1, 2021

1.0%

CLASSIFICATION	PAY GRADE	HRS/WK	START	6 MOS.	18 MOS.	30 MOS.	42 MOS.	54 MOS.	
			STEP 1_st	2M06	3M18	4M30	5M42	6M54	
Sergeant	SSU09	40				32.32	33.77	35.10	
	SSU08	37.5				33.77	35.19	36.54	
Detective	SSU06	40	32.43	32.87	33.31	33.77	35.19	36.54	
	SSU06	37.5	32.43	32.87	33.31	33.77	35.19	36.54	
Deputy Sheriff	SSU04	37.5	30.90	31.36	31.83	32.26	33.23	34.18	
Security Officer I	SSU01							19.92	
Security Officer II	SSU02							22.22	
Deputy in Training	SSU10		70% of the Deputy Sheriff Starting Step						21.63

APPENDIX A
DODGE COUNTY SHERIFF'S DEPARTMENT
SWORN EMPLOYEES - LOCAL 120, LAW, Inc.
EFFECTIVE: July 1, 2021

1.0%

CLASSIFICATION	PAY GRADE	HRS/WK	START	6 MOS.	18 MOS.	30 MOS.	42 MOS.	54 MOS.	
			STEP 1_st	2M06	3M18	4M30	5M42	6M54	
Sergeant	SSU09	40				32.64	34.11	35.45	
	SSU08	37.5				34.11	35.54	36.91	
Detective	SSU06	40	32.75	33.20	33.64	34.11	35.54	36.91	
	SSU06	37.5	32.75	33.20	33.64	34.11	35.54	36.91	
Deputy Sheriff	SSU04	37.5	31.21	31.67	32.15	32.58	33.56	34.52	
Security Officer I	SSU01							20.12	
Security Officer II	SSU02							22.44	
Deputy in Training	SSU10		70% of the Deputy Sheriff Starting Step						21.85