

Resolution No. 85-17

Resolution to Ratify Labor Agreement with Wisconsin Professional Police Association - Field Services Sergeants Association for Period Beginning January 1, 2018

TO THE HONORABLE CHAIRPERSON AND SUPERVISORS OF THE COUNTY BOARD OF THE COUNTY OF POLK:

Ladies and Gentlemen:

- 1 WHEREAS, the General Government Committee is authorized to negotiate labor agreements on
2 behalf of Polk County; and
- 3 WHEREAS, the General Government Committee has negotiated the labor agreements with the
4 Wisconsin Professional Police Association – Field Services Sergeants Association, for the period
5 beginning January 1, 2018; and
- 6 WHEREAS, the language changes and general compensation adjustments for the sworn deputy
7 employee group represented through said labor association reached through such negotiation are
8 detailed in the attachments to this resolution.
- 9 NOW, THEREFORE, BE IT RESOLVED the Polk County Board of Supervisors ratifies the
10 language changes and general compensation adjustments for the sworn deputy employee group
11 represented by Wisconsin Professional Police Association – Field Services Sergeants Association
12 201, as attached hereto and incorporated herein.
- 13 BE IT FURTHER RESOLVED the Polk County Board of Supervisors authorizes the Employee
14 Relations Director to make a final review of contract language and make technical corrections as
15 necessary prior to signature in order for such contracts to be implemented.

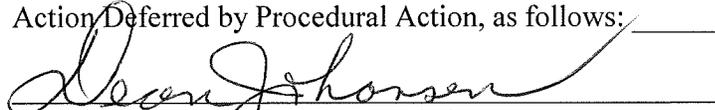
Funding Source/ Funding Amount:	2018 Budget Appropriations to Sheriff's Department
Date Reviewed as to Appropriations:	2018 Budget Process
Committee Recommendation as To Appropriation: <i>Recommended</i>	General Government Committee <i>[Signature]</i>
Effective Date:	Upon Passage
Date Submitted To County Board	December 18, 2017
Submitted By: <i>[Signature]</i>	_____
Review By County Administrator: <input checked="" type="checkbox"/> Recommended <input type="checkbox"/> Not Recommended <input type="checkbox"/> Reviewed Only _____ Dana Frey, County Administrator	Review By Corporation Counsel: <input checked="" type="checkbox"/> Approved as to Form <input checked="" type="checkbox"/> Recommended <input type="checkbox"/> Not Recommended <input type="checkbox"/> Reviewed Only _____ <i>[Signature]</i> Jeffrey B. Fuge, Corporation Counsel

Acknowledgement of County Board Action

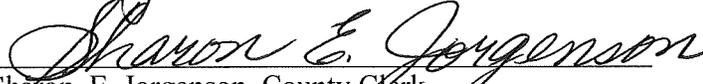
At its special business meeting on the 18th of December 2017, the Polk County Board of Supervisors considered and acted on the above resolution, Resolution No. 85-17: Resolution to Ratify Labor Agreement with Wisconsin Professional Police Association – Field Services Association Local 201 for Period Beginning January 1, 2018, as follows:

- Enacted by simple majority of all members, by a vote of _____ in favor and _____ against.
- Enacted by unanimous vote. *voice*
- Defeated by a vote of _____ in favor and _____ against.
- Defeated by voice vote.
- Action Deferred by Procedural Action, as follows: _____

SIGNED BY:



Dean Johansen, County Board Chairperson

Attest: 

Sharon E. Jorgenson, County Clerk

POLK COUNTY'S
TENTATIVE SETTLEMENT WITH THE
WISCONSIN PROFESSIONAL POLICE ASSOCIATION
(LAW ENFORCEMENT EMPLOYEE RELATIONS)
ON BEHALF OF THE
POLK COUNTY SHERIFF'S DEPARTMENT
FIELD SERVICES SERGEANTS ASSOCIATION

****Recognition of "Me Too" parity for contractual language negotiated with Deputy Association Local #201;
separation of contracts and movement of Sergeants to independent labor unit**

November 9, 2017

1. RECOGNITION

This Agreement is entered into by and between the County of Polk, Wisconsin, hereinafter referred to as the County, and the Polk County Sheriff's Department Field Services Sergeants Association, hereinafter referred to as the Association.

The County recognizes the Association as the exclusive bargaining representative for all full time Field Services Sergeant employees in the Sheriff's Department, excluding the Chief Deputy, ~~and Administrative Lieutenant-Captain, and Field Services Deputies~~ for the purpose of negotiating in relation to wages, hours and conditions of employment.

**Language change recognizing Sergeant's placement into a separate chapter*

2. ARTICLE 5 – SICK LEAVE

A. Section 3 Maximum Accumulation

The maximum amount of sick leave an employee can accumulate and keep and carryover is as follows:

~~300 days for employees hired on or before December 31, 1985~~

135 days for employees hired on or after January 1, 1986 to December 31, 1995

120 days for employees hired on or after January 1, 1996.

.....

**(Clean up – no longer have anyone employed under this provision)*

3. ARTICLE 11 – WISCONSIN RETIREMENT

A. The County, ~~following six months of successful employment,~~ agrees to pay the employee's contribution to the Wisconsin Retirement Fund Plan in the full amount for those employees hired prior to July 1, 2011. Employees hired effective July 1, 2011 and thereafter shall be

Resolution 85-17 Attachment

responsible for payment of the employee share of the Wisconsin Retirement Fund Plan contribution rate. Deputies shall be covered under the Wisconsin Retirement Fund Plan for Protective Classification with Social Security. ~~Employees successfully completing their first six months of employment shall be reimbursed for their employee contributions paid during the first six months of employment.~~

**(Clean up to language that is contrary to WI law)*

4. ARTICLE 12 – HOLIDAYS

- A. All employees covered by the terms of this Agreement shall receive the following named holidays with pay at their regular rate of pay: New Year's Day, Presidents Day, Easter Day, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, ~~Labor Day, Veterans Day, Presidents Day, and~~ Christmas Day, ~~Easter Day, and Columbus Day.~~

**(Clean up to place holidays in correct sequence)*

5. ARTICLE 14 – HEALTH INSURANCE

- A. Section 1. Employer Contribution

- (1) Amend paragraph as follows:

The County shall pay eighty percent (80%) of the single health insurance premium and an amount not to exceed eighty percent (80%) of the family health insurance premium. ~~The County shall pay eighty three percent (83%) of the single health insurance premium and an amount not to exceed eighty three percent (83%) of the family health insurance premium for those pPlan participants successfully completing the requirements provided for by the Wellness Program as is established annually by the County Board for all other County health plan offerings shall receive a \$55 per month discount on health insurance premiums.~~ Part-time employees entitled to health insurance benefits as are set forth in Article 14 will receive full insurance benefits, but premiums will be prorated on the amount of time worked during the month previous to the actual month of payment on the portion of the contributions made by the County.

**(This language provides for a definitive figure for purposes of applying the wellness credit towards health insurance – mirrors the current amount offered to all other benefit-eligible County employees.)*

6. ARTICLE 17 – MISCELLANEOUS PROVISIONS

- A. Section 2. Uniform Allowance

The uniform allowance schedule for Patrol Deputies shall be as follows:

First Year	\$775.00
Second and Subsequent Years	\$675.00

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Beginning January 1st, 2006, the following schedule will be observed:

First Year	\$775.00
Second and Subsequent Years	\$675.00

.....

**(Clean up – provision no longer applies)*

7. ARTICLE 26 – SENIORITY

A. Section 4. Promotion

If an employee is promoted to the position of Sergeant and in the event the employee fails the supervisory trial period, or if the employee desires, of employee's own volition during the supervisory trial period, the employee shall revert to the previous held position with all attendant rights as if there had been no interruption. The trial period is nine (9) months.

**(New language recognizing promotion/return rights with Sergeants in a separate chapter)*

8. ARTICLE 27 – DURATION

A. Two year agreement.

9. APPENDIX A

A. 2.5% across the board adjustment effective January 1 of each year.

B. Sergeant(s) shall receive an additional ~~7.5~~ 10% per hour above current step.

C. ~~Deputies and~~ Sergeants who are assigned to work a 5-2 schedule rotation shall receive a sixty cents (\$.60) per hour rate differential for all hours worked. Sergeants who are assigned to investigation shall receive an additional forty-cent (\$0.40) per hour rate differential for all hours worked.

D. Any retroactive pay increases granted under this agreement shall not apply to employees who have severed employment after the effective date of the increase.