

Resolution No. 96-18

Resolution to Ratify Side Letter to Agreement of Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry provisions to Article 25, Wages.

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

Ladies and Gentlemen:

WHEREAS, at its meeting held on December 13, 2018, the General Government Committee considered the terms of tentative agreement reached by representatives of the County and WPPA Field Local # 201 to amend the January 1, 2018 – December 31, 2019 contract and adopted a recommendation that the County Board ratify said letter of agreement by direct action as provided in Rule 3. 1. a. of the Polk County Board of Supervisors Rules of Order Ordinance.

NOW, THEREFORE, BE IT RESOLVED, that the Polk County Board of Supervisors ratifies the amendment of the WPPA Field Services Local #201 contract for January 1, 2018 – December 31, 2019 as provided in the Letter of Agreement, attached hereto and incorporated herein.

BE IT FURTHER RESOLVED that such amendment be effective November 8, 2018, consistent to the terms of said Letter of Agreement.

Offered on the 18th day of December, 2018.

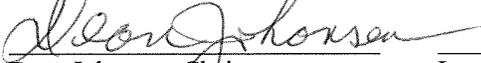
BY:

Brad Olson, Supervisor, District #1

James Edgell, Supervisor, District #8

Doug Route, Supervisor, District #2

Kim O'Connell, Supervisor, District #9


Dean Johansen, Chair,
Supervisor, District #3,

Larry Jepsen, Supervisor, District #10

Chris Nelson, Supervisor, District #4

Jay Luke, 1st Vice Chair,
Supervisor, District #11

Tracy LaBlanc, Supervisor, District #5

Michael Larsen, Supervisor, District #12

Brian Masters, Supervisor, District #6

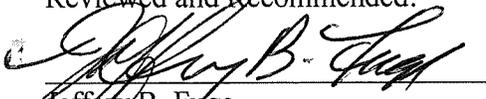
Russell Arcand, Supervisor, District #13

Michael Prichard, Supervisor,
District #7

John Bonneprise, 2nd Vice Chair,
Supervisor, District #14

Joe DeMulling, Supervisor, District #15

Reviewed and Recommended:


Jeffrey B. Fuge
Interim County Administrator

Fiscal Impact: The resolution has no fiscal impact.

Approved as to Form and Execution:


Malia T. Malone, Corporation Counsel

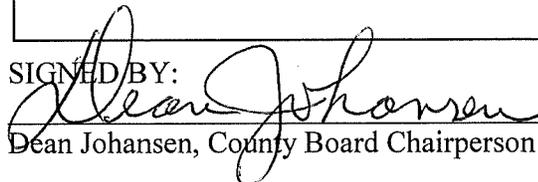
Legal Impact Note: The resolution ratifies an amendment to the referenced labor agreement consistent with the terms of the amendment.

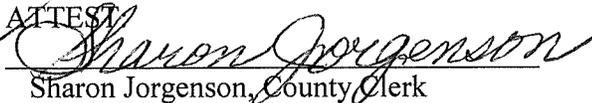
Excerpt of Minutes

22 At its regular business meeting on the 18th day of December 2018, the Polk County Board of
23 Supervisors acted upon Resolution No. 96-18: Resolution to Ratify Side Letter to Agreement of
24 Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry
25 provisions to Article 25, Wages, as follows:

- Adopted by a majority of the members present by a vote of _____ in favor and _____ against.
- Adopted by voice vote. *unanimous voice vote*
- Adopted as amended. See Below.
- Defeated
- Other: _____

Insert amendment to resolution according to minutes:

SIGNED BY: 
Dean Johansen, County Board Chairperson

ATTEST: 
Sharon Jorgenson, County Clerk

LETTER OF AGREEMENT

POLK COUNTY AND WPPA FIELD SERVICES LOCAL #201

Polk County and WPPA Field Services Local #201 do hereby agree that effective November 8, 2018, this side letter of agreement is entered into as an amendment to the existing contract between Polk County and WPPA Field Services Local #201, January 1, 2018 – December 31, 2019. It is understood and agree that the specific provisions contained in this letter shall supersede any previous agreements, whether formal or informal, regarding the matters specified herein and that any prior or existing understanding that contradicts this agreement are hereby superseded or terminated in their entirety.

The County and WPPA have met and conferred in good faith concerning the terms and conditions of this letter and its implementation and now therefore agree as follows:

Article 25 – Wages

Section 1. Wage Schedule

The employer agrees to pay the employees covered under this contract in accordance with the wage schedules outlined in Appendix A. The hourly rates of pay as delineated in Appendix A shall be defined as an hourly representation of a total amount of pay consisting of amounts contributed by the employer to the Life Insurance and Health Plan as defined in Article 14 and 17, amounts contributed by the employer to the Flexible Benefits Plan as defined in Article 24, and cash compensation.

Section 2. Experienced Lateral Wage Entry

Law enforcement officers hired after November 8, 2018, may be eligible to be considered for placement in the Appendix A Wage Schedule at a rate other than Start. Eligibility will be dependent upon meeting the following minimum qualifications:

- A. Currently employed as a full-time law enforcement officer and have a minimum of three (3) years continuous service as a full-time law enforcement officer excluding academy time.
- B. Employment must be with an agency of similar or greater jurisdictional responsibility or agency size, unless an exception is made at the discretion of the Sheriff.
- C. A work history free of discipline and conduct issues.
- D. Certified as a Wisconsin Peace Officer or the ability to obtain certification as a Wisconsin Peace Office through the Reciprocity Certification Requirements as set forth by the Wisconsin Training and Standards Bureau.

An officer deemed by the Sheriff to meet the qualifications for consideration as an experienced lateral entry officer shall be entitled to progress to a wage commensurate with the officer's full-time experience, up to a maximum credit of six years or greater, based on the following schedule:

- A. All experienced lateral entry officers will enter at the (Start step or One (1) Year step) of the Appendix A until successful completion of the field training process. Upon satisfactory completion of field training, the officer shall be placed into the step commensurate with:
 - i. Three (3) to five (5) years of full-time experience, the officer shall enter at step two (2) of the Appendix A Wage Schedule.

- ii. Six (6) years or greater of full-time experience, the officer shall enter at step three (3) of the Appendix A Wage Schedule.

This agreement is executed this ____ day of November, 2018, by the following authorized representatives.

For the County:

For the Union:

Jeffrey B. Fuge, Interim County Administrator

Don Burrows, WPPA Local 201 President

Andrea Jerrick, Deputy Administrator/
Employee Relations Director

Jeryl Vonderheid, WPPA Business Agent

CERTIFIED COPY OF POLK COUNTY RESOLUTION

STATE OF WISCONSIN

COUNTY OF POLK

I Sharon E. Jorgenson, Polk County Clerk do hereby certify that the attached hereto and incorporated herein is a full, true and correct copy of Resolution No. 96-18: Resolution to Ratify Side Letter to Agreement of Polk County and WPPA Field Services Local #201, concerning Experience Wage Entry provisions to Article 25, Wages adopted by the Polk County Board of Supervisors at its regular business meeting held on December 18, 2018


Sharon E. Jorgenson 12/18/18

Sharon E. Jorgenson, Polk County Clerk

Date