

FEBRUARY MEETING

February 18, 2025

Call To Order: Chair Turk called the meeting to order at 7:00 PM.

Roll Call: Roll call found the following members present: Supervisor(s) Steve Carrow, Mary Miller via WebEx, Sandra Kramer, Richard McKee, Larry Engel, Alayne Hendricks, Gary Manning, Mark Gill, Ingrid Glasbrenner, Michelle Harwick, David Turk, Chad Cosgrove, Melvin “Bob” Frank, Kerry Severson, Steve Williamson, Robert Brookens, and Daniel McGuire. Supervisor(s) absent: Marc Couey and Julie Fleming. Julie Fleming joined the meeting at 7:03 PM.

Invocation: Monsignor Roger J. Scheckel , Saint Mary of the Assumption Catholic Parish, gave the invocation.

Pledge of Allegiance: Deputy County Clerk Hege led the Pledge of Allegiance.

County Clerk Verification Of Open Meeting Laws Compliance: Deputy County Clerk Hege confirmed the meeting had been properly noticed.

Approve Agenda: Motion by Kramer, second by McKee to approve the agenda. Motion carried and the agenda was approved.

Supervisor Fleming joined the meeting at 7:03 PM.

Approve Minutes Of The January 21, 2025 Meeting: Chair Turk asked there were any amendments or changes to the minutes. Hearing none, Chair Turk declared the minutes of the January 21, 2025 meeting approved as printed.

Public Comment: Alan Lins with the Symon’s Recreation Complex Natatorium Board presented a request to the county board to allow the Symon’s Recreation Complex to use the gymnasium on the former campus property. Supervisor Kerry Severson made a brief statement urging the members of the county board to consider and evaluate the first full year since reorganization.

Appointments To Various Boards, Committees, And Commissions:

A: Transportation Coordinating Committee Member: Interim County Administrator Kalish presented the proposed appointment of Eric Rynes to the Transportation Coordinating Committee to replace Jeremy Walsh. Motion by Cosgrove, second by Kramer to approved the appointment of Eric Rynes to the Transportation Coordinating Committee to replace Jeremy Walsh. Motion carried and Eric Rynes was appointed to the Transportation Coordinating Committee to replace Jeremy Walsh.

B: 2025 Emergency Fire Wardens: Interim County Administrator Kalish presented a list of business and individuals recommended to serve as Emergency Fire Wardens in Richland County by the Wisconsin DNR Service. Motion by Manning, second by Fleming to approve the 2025 Emergency Fire Wardens as listed. Motion carried and the 2025 Emergency Fire Wardens were approved as listed.

Business Name	Street Address	City	State	Zip Code
Boaz Country Store	17190 US Hwy 14	Richland Center	WI	53581
Natural Bridge Grocery	17520 Hwy 80	Richland Center	WI	53581
Richland County Land Conservation	181 W Seminary Street	Richland Center	WI	53581

The Port	14750 St. Hwy 60	Blue River	WI	53518
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C: MIS Director: Interim County Director Kalish presented the recommendation to approve Interim County Administrator's appointment of Jason Marshall to the role of MIS Director effective March 4, 2025. Motion by Kramer, second by McKee to approve Interim County Administrator's appointment of Jason Marshall to the role of MIS Director effective March 4, 2025. Brief discussion ensued. Interim Administrator Kalish gave the background that Ms. Barbara Scott, the current MIS Director had announced her retirement and that Mr. Marshall has extensive experience in working with Richland County and is heavily involved in many of the current projects under way and that the appointment of Mr. Marshall would assist in the efforts to ensure a continuity of operations within the department and county-wide. Motion carried, and approve was achieved for Interim County Administrator's appointment of Jason Marshall to the role of MIS Director effective March 4, 2025

Ordinance No. 25-3 Amendment No. 616 To Richland County Code Of Ordinance Chapter 119- Zoning Relating to 2 Parcels Belonging To Jerel T and Claudia R Berres In The Town of Dayton was read by Deputy Clerk Hege. Motion by Manning, second by Gill that Ordinance No. 25-3 be adopted. Supervisor Carrow gave a brief explanation. Motion carried and the ordinance declared adopted.

ORDINANCE NO. 25 - 3

Amendment No. 616 To Richland County Code Of Ordinance Chapter 119- Zoning Relating To 2 Parcels Belonging To Jerel T And Claudia R Berres In The Town Of Dayton.

The Richland County Board of Supervisors does hereby ordain as follows:

1. The County Board, having considered the following factors, hereby finds that the following rezoning is in the best interests of the citizens of Richland County:

- (a) Adequate public facilities to serve the development are present or will be provided.
- (b) Provision of these facilities will not be an unreasonable burden to local government.
- (c) The land to be rezoned is suitable for development and development will not cause unreasonable water or air pollution, soil erosion or adverse effects on rare or irreplaceable natural areas.
- (d) Non-farm development will be directed to non-agricultural soils or less productive soils.
- (e) Non-farm development will be directed to areas where it will cause minimum disruption of established farm operations or damage to environmentally sensitive areas.
- (f) Non-farm development will be encouraged to locate so as to leave a maximum amount of farmland in farmable size parcels.
- (g) Non-farm residential development will be directed to existing platted subdivisions and sanitary districts.

2. Richland County Code of Ordinance Chapter 119- Zoning, which was adopted by the Richland County Board of Supervisors on May 20, 2003, as amended to date, is hereby further amended as follows:

That the official maps designating district boundaries, as adopted by Richland County Ordinance 1985 No. 1 (also known as Amendment No. 1 to the Richland County Comprehensive Zoning Ordinance No. 3), which was adopted on March 19, 1985, are hereby amended as follows:

That the following described 54.07-acre parcels belonging to Jerel T & Claudia R Berres in the Town of Dayton is hereby rezoned from Agricultural/Residential (AR) to the Agricultural/Forestry (AF) District:

Fraction of the Northwest (NW ¼) of the Northeast Quarter (NE ¼) of Section Eight (8), Township Ten (10) North, Range One (1) West, Richland County, Wisconsin, North of the centerline of County Hwy A excluding lot 5 of Sienna Hills subdivision.

Fraction of the Northeast (NE ¼) of the Northeast (NE ¼) of Section Eight (8), Township Ten (10) North, Range One (1) West, Richland County, Wisconsin, North of the centerline of County Hwy A excluding lot 5 of Sienna Hills subdivision.

(Also known as lots One (1), Two (2), Three (3), Four (4), Six (6), Seven (7), Eight (8), Nine (9) and Ten (10), Sienna Hills Subdivision, Richland County, Wisconsin recorded July 2, 2007 at 3:00 p.m. in the Office of the Richland County Register of Deeds in pages 166A- 166B of Plats, as Document No. 279497

3. This Ordinance shall be effective on Passage and Publication.

DATED: FEBRUARY 18, 2025
PASSED: FEBRUARY 18, 2025
PUBLISHED: FEBRUARY 27, 2025

ORDINANCE OFFERED BY THE NATURAL
RESOURCE STANDING COMMITTEE
(3 FEBRUARY 2025)

		FOR	AGAINST
DAVID TURK, CHAIR	STEVE CARROW	X	
RICHLAND COUNTY BOARD OF SUPERVISORS	JULIE FLEMING	X	
	MARK GILL	X	
	RICHARD MCKEE	X	
	ROBERT BROOKENS		
	CRAIG WOODHOUSE	X	
DEREK KALISH	ALAYNE HENDRICKS	X	
RICHLAND COUNTY CLERK			

Supervisor Carrow reported that he had not heard of any zoning amendments received since the last county board session and reported that he had not heard of any rezoning petitions recommended for denial by the Natural Resources Standing Committee.

Reports:

A: County Administrator Update: Interim County Administrator Kalish reported on various topics, including: Richland County Highway Commissioner Elder being awarded a scholarship to attend the Transportation Development Association conference in Washington DC, the new digital version of the claims reimbursement form for committee per diems, the notice for the vacancy in Supervisory District 3 was appropriately posted, the Public Works Standing Committee changed their meeting date from the 1st Thursday of the month to the 2nd Thursday of the month, recruitment continues for the County Administrator role, there were interviews planned for the Finance Director role scheduled over the next several days, report that Pine Valley Community Village Interim Director Angela Wall had stepped down, the wage study is in the last round of appeals, the Radio Tower project continues with an approximate completion period of August 2025 with 3.2 million dollars being spent of the 8 million borrowed for the project, the implementation of the Tyler financial software is in progress with the accounts payable portion going first with the pay roll portion to follow later, the

Campus Reconfiguration Committee reviewed the priorities for the future use of the campus site with an emphasis on mandated vs nonmandated services, the next meeting of the Campus Reconfiguration Committee will be on March 5, 2025, the next meeting of the Committee on Committees will be on March 11, 2025, and reported that the Spring Primary Election was happening on February 18, 2025. Brief discussion ensued.

B: Richland County Tourism Update: Marty Richards, Tourism Coordinator with Greater Richland Tourism presented several slides on the Great Richland Tourism marketing campaigns and the Direct Visitor Spending In Richland County report for 2014 through 2023. Extensive discussion ensued.

C: Richland Resiliency Project Report On Land Use: Supervisor Carrow presented a report from the Richland Resilience Group. Brief discussion ensued.

D: Campus Reconfiguration Committee Updates: Chair Turk reported on the discussions held at the most recent Campus Reconfiguration Committee meeting, including: the management of the contents of the campus buildings, Representative Tony Kurtz's recent walk through of the campus buildings and his promise to try to work with the UW System. Chair Turk requested direction from the county board as to whether the Campus Reconfiguration Committee should focus solely on the campus project or should they also include the county wide space needs in their discussions. Extensive discussion ensued. Hearing no clear direction, Chair Turk state that the Campus Reconfiguration Committee would continue down the path of addressing both the campus reconfiguration project and the space needs.

Resolution No. 25-17 approving amendments to two 2024 provider contracts for the Health and Human Services Department was read by Deputy County Clerk Hege. Motion by Kramer, second by Fleming that Resolution No. 25-17 be adopted. Health and Human Services Director, Tricia Clements gave a brief explanation. Motion carried and resolution declared adopted.

RESOLUTION NO. 25 - 17

Resolution Approving Amendments To Two 2024 Provider Contracts For The Health And Human Services Department.

WHEREAS the Richland County Procurement Ordinance provides that any contract entered into by the Department of Health and Human Services involving the expenditure more than \$100,000 either at one time or within the course of one year must be approved by the County Board, and

WHEREAS the Community and Health Services Committee has carefully considered this matter and is now presenting this resolution to the County Board for its consideration.

NOW, THEREFORE, BE IT RESOLVED by the Richland County Board of Supervisors that approval is hereby granted for the following amendments to the following contract:

With **Diane's Adult Family Home** of Arena, with the original contract being for \$100,000, amended to \$125,000 due to an increased need to provide adult family home services to Richland County Health and Human Services clients; and

With **Fiscal Assistance, Inc.** of Madison, with the original contract being for \$40,000, amended to \$120,000 due to an increased need to provide financial management services; and

BE IT FURTHER RESOLVED that the Director of the Health and Human Services Department, Ms. Tricia Clements, is hereby authorized to sign the above contracts on behalf of Richland County in accordance with this Resolution, and

BE IT FURTHER RESOLVED that this resolution shall be effective immediately upon its passage and publication.

VOTE ON FOREGOING RESOLUTION

AYES _____ NOES _____

RESOLUTION OFFERED BY THE COUNTY BOARD
MEMBERS OF THE COMMUNITY & HEALTH
SERVICES STANDING COMMITTEE
(06 FEBRUARY 2025)

RESOLUTION ADOPTED

FOR

AGAINST

DEREK S. KALISH
COUNTY CLERK

MARY MILLER

X

DATED: FEBRUARY 18, 2025

SANDRA KRAMER

X

INGRID GLASBRENNER

X

MICHELLE HARWICK

X

DANIEL MCGUIRE

Resolution No. 25-18 urging Governor Evers and the Wisconsin Legislature to support the county courts was read by Deputy County Clerk Hege. Motion by Manning, second by Glasbrenner that Resolution No. 25-18 be adopted. Richland County Clerk of Courts, Stacy Kleist gave a brief explanation. Motion carried and resolution declared adopted.

RESOLUTION NO. 25 - 18

Resolution Urging Governor Evers And The Wisconsin Legislature To Support The County Courts.

WHEREAS, in 2023, the total cost to Wisconsin Counties for running all Circuit Courts was \$237 million. At the same time, the Court Support funding from the state to counties was \$28 million, 12 percent of the actual cost to run the local courts; and,

WHEREAS, the Circuit Court system is intended to be a state-county partnership; and

WHEREAS, the state's fiscal responsibilities include Judges, Court reporters, CCAP equipment, and the Circuit Court Cost Appropriation; and,

WHEREAS, the Counties are fiscally responsible for the majority of other functions of the court, including, but not limited to the following: bailiffs and court security officers, courthouse building maintenance, phones and utilities, Clerk of Court and Register in Probate, staff salaries and benefits, jury costs, psychological exams, guardians ad litem and court-appointed attorneys, expert witnesses, interpreters and translation fees, court commissioners, law libraries, corporation counsel, courtroom technology and audio visuals, copying machines and other non-CCAP office technology, office supplies, furniture, recruitment and training, financial collection efforts, mail fees, printing costs, exhibit and file storage, access to state data, insurance, service of court documents, judicial staff attorneys, and equipment repair; and,

WHEREAS, over the last 10 years, the increase in the county portion of the cost to run the courts is nearly six times higher than the increase in Circuit Court Cost Appropriations provided to cover these costs, and counties now pay almost \$150,000,000 more than the state in unbalanced Circuit Court costs.

NOW THEREFORE, BE IT RESOLVED by the Richland County Board of Supervisors that Richland County joins the Wisconsin Clerks of Circuit Court Association (WCCCA) and the Wisconsin Counties Association (WCA) in their efforts to increase the Circuit Court Cost Appropriation by \$70 million payable to Wisconsin Counties in the 2025/27 Wisconsin State Budget.

BE IT FURTHER RESOLVED that this Resolution shall be effective upon its passage and publication and a copy sent by the Richland County Clerk to Governor Evers and all Wisconsin State Legislators representing Richland County.

VOTE ON FOREGOING RESOLUTION

RESOLUTION OFFERED BY THE
PUBLIC SAFETY STANDING COMMITTEE
(07 FEBRUARY 2025)

AYES _____ NOES _____

RESOLUTION ADOPTED

FOR AGAINST

DEREK S. KALISH
COUNTY CLERK

BOB FRANK
DAVID TURK
GARY MANNING
JULIE FLEMING
CHAD COSGROVE
KERRY SEVERSON
CRAIG WOODHOUSE

X
X
X
X
X

DATED: FEBRUARY 18, 2025

Resolution No. 25-19 approving a new collective bargaining agreement with the Richland County Deputy Sheriff Association, WPPA (The Union) was read by Deputy County Clerk Hege. Motion by Frank, second by Williamson that Resolution No. 25-19 be adopted. County Corporation Counsel, Attorney Michael Windle and Chief Deputy Wallace both spoke to the resolution and agreement. Motion carried and resolution declared adopted.

RESOLUTION NO. 25 - 19

Resolution Approving A New Collective Bargaining Agreement With The Richland County Deputy Sheriff Association, WPPA (The Union).

WHEREAS the current collective bargaining agreement between Richland County and the Union representing the sworn employees of the Sheriff's Department expired on December 31, 2024, and

WHEREAS the members of the Union have ratified a Collective Bargaining Agreement for 2025 - 2027, and

WHEREAS the Executive & Finance Standing Committee recommends that the Richland County Board of Supervisors approve the 2025 - 2027 agreement.

NOW THEREFORE BE IT RESOLVED that the Richland County Board of Supervisors hereby approves the three-year Collective Bargaining Agreement between the County and the Union and authorizes the County Administrator to sign said agreement on behalf of the County.

BE IT FURTHER RESOLVED that this Resolution shall be effective immediately upon its passage.

VOTE ON FOREGOING RESOLUTION		RESOLUTION OFFERED BY THE EXECUTIVE & FINANCE STANDING COMMITTEE (11 FEBRUARY 2025)	
AYES_____	NOES_____		
RESOLUTION ADOPTED		FOR	AGAINST
DEREK S. KALISH COUNTY CLERK		STEVE CARROW	X
		STEVE WILLIAMSON	X
DATED: FEBRUARY 18, 2025		GARY MANNING	X
		MARK GILL	X
		INGRID GLASBRENNER	X
		DAVID TURK	X
		BOB FRANK	X
		MARC COUEY	X
		CRAIG WOODHOUSE	X

AGREEMENT

between

RICHLAND COUNTY, WISCONSIN

and

RICHLAND COUNTY DEPUTY SHERIFF'S ASSOCIATION
WISCONSIN PROFESSIONAL POLICE ASSOCIATION
LEER DIVISION

2025-2027

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ARTICLE I - AGREEMENT

1.01 This agreement is made and entered into this first day of January, 2025, at Richland Center, Wisconsin, pursuant to the provisions of Section 111.77, Wisconsin Statutes, by and between Richland County, Wisconsin, hereinafter referred to as the "Employer," and Richland County Deputy Sheriff's Association, WPPA, LEER, on behalf of the Richland County Sheriff Department Employees hereinafter referred to as the "Union."

ARTICLE II - INTENT AND PURPOSE

2.01 It is the intent and purpose of the parties hereto that this agreement establishes negotiated terms for wages, hours, and conditions of employment for employees in the bargaining unit.

ARTICLE III - UNION RECOGNITION, BARGAINING UNIT AND DUES

3.01 Recognition: Richland County recognizes Richland County Deputy Sheriff's Association, WPPA, LEER, as the exclusive bargaining representative for the public safety employees of the Richland County Sheriff Department, referenced in Schedule A, but excluding confidential employees, the sheriff, chief deputy sheriff, and lieutenants of Richland County, with respect to wages, hours, and working conditions.

3.02 Dues Deduction:

- (a) The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form supplied by the WPPA/LEER. This deduction shall include any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues (the "combined dues"). Employees who enter the Union on the 1st through the 15th day of the month will have dues deducted from their first month's pay. Employees who enter the Union after the 15th will have dues deducted beginning on the first day of the next month following date of hire.
- (b) It shall be WPPA/LEER's responsibility to obtain dues authorization forms from new employees and provide them to employer no less than 30 days prior to the date in which dues deductions are to commence.
- (c) The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the end of the month in which the deduction is made.
- (d) Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association.
- (e) The Association as the exclusive representative of all the employees in the bargaining unit, will represent all such employees fairly and equally. No employee shall be required to join the Association, but membership in the Association shall be made available to all employees who apply, consistent with

the union constitution and bylaws. No employee shall be denied Association membership because of race, creed, color, or sex.

3.03 Hold Harmless: The WPPA/LEER does hereby indemnify and shall hold the County of Richland harmless against any and all claims, demands, suits or other forms of liability, including court costs that shall arise out of or by reason of action taken or not taken by the County, which action or non-action is in compliance with the provisions of this article/section.

ARTICLE IV - MANAGEMENT RIGHTS

4.01 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, hours and place of their work, and all other matters pertaining to the management and operation of Richland County and Richland County Sheriff Department, including the hiring and promotion of employees. The Employer shall have the right to demote, suspend, discharge or otherwise discipline employees for just cause.

The Employer has the exclusive 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 Union or employees, such rights are retained by the Employer. However, the provisions of this article shall not be used for the use of undermining the Union or discriminating against any of its members.

ARTICLE V - GRIEVANCE PROCEDURE

5.01 Definition of Grievance: For the purpose of this agreement, the term "grievance" means any dispute between the Employer and an employee within the unit, or the Employer and the Union relating to the interpretation, application, breach or violation of the terms of this agreement and any matters related to safety and work rules relating to the interpretation, application, breach or violation of the terms of this agreement. No grievance shall be discussed during working hours without prior notice to the Richland County sheriff.

5.02 Steps in Procedure: Grievances shall be processed in the following manner (time limits set forth shall be exclusive of Saturdays, Sundays and holidays):

Step One: The employee and/or Union committee chairperson shall present any grievance in writing to the sheriff of Richland County or his/her designee within forty (40) days from the date the grievant first had knowledge of the occurrence of the event causing the grievance. The sheriff shall attempt to a mutually satisfactory adjustment and shall give a written answer to the grievant or the union committee chairperson within ten (10) days after the grievance was presented to him/her. If the sheriff does not submit a written answer, the grievance shall be deemed denied.

Step Two: The grievance shall be considered settled in Step One unless within ten (10) days from the date of denial in Step One, the grievance is presented in writing to the Richland County Administrator. The Richland County Administrator or its representative will meet with the employee, his/her representative and representatives of the Employer as the Richland County Administrator may elect and attempt to resolve the grievance. Such meeting will be held with the Richland County Administrator not later than 30 days of receipt of the written grievance. The Richland County Administrator or its representative, shall submit a written answer to the employee or his/her

representative within ten (10) days following the meeting. If the Richland County Administrator or its representative does not submit a written answer, the grievance shall be deemed denied. If the Committee denies the grievance, it shall be automatically forwarded to the Executive and Finance Standing Committee in Step 3.

Step Three: The Executive and Finance Standing Committee will meet with the employee, his/her representative and representatives of the Employer as the Executive and Finance Standing Committee may elect and attempt to resolve the grievance. Such meeting will be held by the Committee at its next regularly scheduled meeting, but not later than 45 days of receipt of the written grievance. The Executive and Finance Standing Committee shall submit a written answer to the employee or his/her representative within ten (10) days following the meeting. If the Executive and Finance Standing Committee or its representative does not submit a written answer, the grievance shall be deemed denied.

Step Four: If the employee's grievance is not settled at the third step, either party may take the matter to arbitration as hereinafter provided.

5.03 Arbitration:

(a) The grievance shall be considered settled in Step Three above unless within ten (10) days after the last response is received or due, the dissatisfied party (either party) shall request in writing to the other that the dispute be submitted to arbitration.

(b) The parties shall attempt to mutually agree on the selection of the arbitrator to decide the dispute. If no agreement is reached within ten (10) days after notification of intent to arbitrate, either party may request the Wisconsin Employment Relations Commission to provide a panel of arbitrators from its staff from which the parties shall alternately strike until a single name remains.

(c) Time Limits: Time limits set forth above may be extended by mutual agreement in writing.

(d) Arbitration shall be limited to a determination of whether the Employer or the Union has violated the terms of the Agreement. The arbitrator shall not have authority to decide any dispute other than whether the Agreement has been violated, and he/she shall not add to, detract from or modify in any way, the terms of this Agreement.

(e) Costs: Both parties shall share equally the cost of the arbitrator. In the event the parties agree to a transcript of the proceedings, the parties shall each pay one-half of the cost of same.

5.04 The president, vice-president or steward of the Union or their designees shall meet with the sheriff from time to time to discuss Union/management problems, with a view toward the mutual settlement of problems without recourse to the grievance procedure.

ARTICLE VI - SENIORITY

6.01 Definition: Seniority is defined as an employee's total length of continuous, full-time uninterrupted service within the bargaining unit except that for the purpose of calculating fringe benefits, an employee's seniority will be the employee's total length of continuous uninterrupted service with the Employer. Any break in such service shall result in the loss of bargaining unit seniority except if the chief deputy is appointed from within the bargaining unit, that employee will retain the employee's

accumulated seniority to the date of such appointment but will not accumulate additional seniority while serving as chief deputy. It will be the policy of the Employer to recognize seniority in case of layoff and recall as herein provided.

6.02 In the assignment of shifts and in job transfers, seniority shall prevail.

6.03 Vacancies: All vacancies shall be posted on the bulletin board. Such notice shall be posted for at least five (5) work days and shall state the job requirements and qualifications and rate of pay for the job. An employee desiring to fill such vacancy shall sign the posted notice within the five (5) day time period. If such vacancy constitutes a shift change or job transfer, it shall be awarded pursuant to Section 6.02. If such vacancy constitutes a job promotion, the successful applicant shall be chosen according to the following criteria:

1) A written test will be given to all applicants that is consistent with the job and is job related. The written test will be scored on a zero to forty point scale.

2) A written recommendation by the Employer shall be scored on a zero to twenty point scale. Such recommendation shall measure prior job performance.

3) Seniority shall be worth a maximum of forty points with the most senior applicant receiving the maximum, the next senior applicant to receive 35 points, and therein in a like manner.

The employee receiving the most total points shall be awarded the position and shall serve a twelve (12) month probationary period in the position to which they are promoted. If the employee does not complete the probationary period satisfactorily, he/she shall return to his/her former position with all rights unimpaired. However, they shall not be subject to discharge without the right of grievance. If the successful applicant does not satisfactorily complete said probation period, the employee with the next highest score shall serve therein in like manner.

6.04 Layoffs: In laying off employees because of a reduction in forces, the employees with the least seniority shall be laid off first, providing that those remaining are qualified to carry on the Employer's usual operation. In reemploying, those employees with the greatest length of service shall be called back first provided they are qualified to perform the required work. Employees laid off under this section shall retain all seniority while laid off for one year, provided that they respond to any call back made during that time.

6.05 Probation: All newly hired employees shall not be released from probation until twelve (12) months following their FTO period and Academy (if Academy is applicable). During said probationary period employees shall not obtain any seniority rights and shall be subject to dismissal without cause or prior notice or recourse to the grievance procedure. If still employed after such probationary period, their seniority shall date from the first day of hire. New employees shall receive insurance benefits as soon as permitted by the insurance carrier. A probationary employee receives holidays and sick time during the probationary period.

6.06 Upon completion of said probationary period, employees shall be granted seniority rights from the date of original hire. A seniority roster shall be available on a bulletin board designated by Employer and kept up to date by the Employer.

6.08 (omitted)

6.09 Promotions: When an employee is promoted to a position in a higher classification, the employee shall be placed in the new classification that provides the employee with a pay raise. . Any change in a position classification must be approved by the Employer.

ARTICLE VII - HOLIDAYS

7.01 Each regular full-time employee shall be granted the following holidays with pay: Martin Luther King, Jr. Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, the day before Christmas, Christmas Day, New Year's Eve Day (December 31st), and the employee's birthday. Holidays for employees who are not working shall be at straight time. The computation of the hourly rate of pay for holiday pay shall be as provided in the Memorandum of Understanding attached to this Agreement.

Any employee required to work on a holiday, the employee will be paid two and one-half times for the hours worked.. Anyone working outside their regular/normal hours on a holiday (called in early, extend beyond their shift or work extra time – whether ordered or voluntary) will be paid on the same basis as the regular holiday pay (two and one-half times)) for these extra hours. If a holiday falls on an employee's scheduled day off, the employee will receive straight time pay for their normal workday for the holiday. To receive holiday pay, the employee must work the hours scheduled for the week during which the holiday falls, unless on paid sick leave or other leave with pay or excused for proper reasons beyond the employee's control. Holidays will be observed on the actual day of the holiday, except that those employees regularly scheduled to work Monday through Friday shall observe holidays pursuant to state policy.

ARTICLE VIII - VACATIONS

8.01 Each regular full-time employee on a 12 hour schedule shall earn vacation on the following schedule:

Employed Time	Vacation Accrued	Total Hours	Accrual Per Hour (p/h)
Date of Hire	1 week	60 hours	N/A
6 months	1 week	60 hours	0.055 p/h
Year 1-4	2 weeks	120 hours	0.055 p/h
Year 5-9	3 weeks	180 hours	0.082 p/h
Year 10-14	4 weeks	240 hours	0.11 p/h
Year 15 on	5 weeks	300 hours	0.137 p/h

Employees assigned to a position working a 5 on 2 off under an 8 hour schedule shall earn vacation at 6 day weeks (per past practice).

8 hour schedule:

Employed Time	Vacation Accrued	Total Hours	Accrual Per Hour
Date of Hire	1 Week	48 Hours	NA
6 months	1 Week	48 hours	.023 p/h
Year 1-4	2 Weeks	96 hours	.046 p/h
Year 5-9	3 Weeks	144 hours	.069 p/h
Year 10-14	4 Weeks	192 Hours	.094 p/h
Year 15 on	5 Weeks	240 Hours	.115 p/h

The number of employees on vacation within a given classification at any given period shall be determined by the sheriff. On November 1 of each calendar year there shall be posted a vacation schedule for the following calendar year. All employees shall sign the posting by November 30, selecting their vacation on the basis of seniority. If employees do not sign the vacation posting schedule by November 30 of any year, remaining vacations shall be scheduled on a first come, first serve basis. Requests will be addressed within eighteen (18) days by the Sheriff or his/her designee. Changes in vacation schedule may be made with fourteen (14) calendar days advance notice to the sheriff and with mutual agreement of the sheriff, provided no other employee's vacation schedule is affected. Vacation pay shall be based upon a normal work week, and shall be taken in unit periods of not less than one (1) week, except upon approval of the sheriff. All efforts will be made to schedule vacations for the employees covered by this agreement so that such employees receive a normal work week off for each week of vacation. Employees who work less than 80% of scheduled hours during the year preceding vacation, shall receive prorated vacations based upon time worked. Vacation must be used within 18 months following the employee's anniversary date. The Administrator is authorized to extend this deadline if the employee has been unable to take their accrued vacation within 18 months due to unforeseen circumstances. Vacation time not taken in accordance with this paragraph is forfeited. After Year 15, an employee may request to receive one (1) week of accrued vacation paid to them.

8.02 Employees who terminate their employment or who are laid off due to lack of work will be paid for vacation previously earned and not received for the current year up to and including the date of termination on a prorated basis. Employees who have not passed probation, will not receive a payout of vacation.

ARTICLE IX - SICK LEAVE

9.01 Rate of Accumulation: Each permanent full-time employee shall be entitled to sick leave with full pay. Sick leave will be earned on an hourly basis at the rate of 0.067 per hour. (those working a 8 hour schedule earn at a rate of .046ph). .

Sick leave shall be accumulated for not more than one hundred twenty six (126) days and a doctor's certificate verifying the illness may be required by the Employer. The cap for those not working 12 hour days is 1071. (per old schedule.) Any unused sick leave accumulated by the employee to a maximum of sixty (60) days at the time of death or retirement shall be paid to the employee upon death or retirement, provided that upon retirement, the employee is eligible for retirement benefits under the Wisconsin Retirement Fund. In lieu of payment each such employee shall be offered the option of converting 90% of his/her eligible accumulated sick leave (up to 126 days) to payment towards health insurance premiums.

9.02 Eligibility: In order for an employee to be eligible for sick leave, the employee shall report his/her sick leave as defined in 9.05 prior to the start of his/her shift, unless circumstances prevent him/her from doing so.

9.03 Medical Leave of Absence: A medical leave of absence may be granted by the Employer at its discretion to an employee without loss of seniority for reasons of illness and recuperation therefrom, and for any other reasons deemed proper, except that if an employee exhausts his/her sick leave accumulation, he/she will be granted leave not to exceed twelve (12) months; except that the Employer may grant an extension under appropriate circumstances. Seniority shall accumulate during medical leave. The Employer may request periodic updates and may approve any such leave in 90 day intervals.

9.04 When an employee is scheduled to work on a holiday and the employee is absent due to illness under this article, the employee shall be paid only for the holiday at straight time.

9.05 Definition of Sick Leave: Sick leave is defined as: an employee's absence from duty because of illness, bodily injury, diagnostic treatment, dental procedures, opticians' services, exposure to a contagious disease, attendance upon members of the immediate family whose illness requires the care of such employees. In the event there is evidence that an employee is claiming sick leave for the purpose other than is defined, the employer may require that such employee verify the validity of his/her claim. Immediate family is defined as parent, child or spouse, including step and in-law in kind.

9.06 Occurrences: The parties agreed to the deletion of this Section in negotiation of the current collective bargaining agreement. The deletion of this Section means employees will no longer earn compensation time off under the Occurrences language but shall carry forward accrued but unused compensatory time earned under the Occurrences language in the prior labor contract.

9.08 Nothing in this article shall be understood to limit the sheriff's department management in its control of sick leave abuse.

ARTICLE X - INSURANCE

10.01 Health Insurance: The County shall provide a health insurance plan for employees. The County shall have the right to make unilateral changes to the health insurance plan and plan design,

provided, however, that any such changes shall be made on a county-wide basis, and further provided that the employee share of the premium for the employee in this bargaining unit shall not exceed 12%.

Health insurance shall be prorated for part-time employees according to the following schedule:

<u>Hours Worked</u>	<u>Proration Percentage</u>
34 plus	88% (eff. 1/1/20 87%; eff. 7/1/20 86%)*
25 to 33.99	78% (eff. 1/1/20 77%; eff. 7/1/20 76%) *
17.5 to 24.99	68% (eff. 1/1/20 67%; eff. 7/1/20 66%)*

(*changes to be implemented on same day as pay adjustments)

10.02 Dental Insurance: The Employer agrees to provide dental insurance to all bargaining unit employees. The Employer shall share the monthly premium for the dental insurance plan not to exceed \$52.39 family and \$18.31 single contributions for all employees. Beginning in 2014, the Employer shall have the right to change or eliminate dental insurance provided all County employees are treated the same.

10.03 Health Insurance While on Worker's Compensation: The Employer shall provide hospital and surgical insurance coverage for employees who are on Worker's Compensation or medical leave of absence for a period of twelve (12) months. The Employer shall pay its normal premium contribution.

The insurance may be continued by an employee on authorized leave of absence if permitted by the insurer, by the employee's payment of the total premium due for the employee at least two (2) weeks in advance of due date.

10.04 Worker's Compensation Supplement: In the event an employee suffers an injury or illness in the course of performing his/her duties, the employee may use accumulated benefit time to make up the difference between what the employee receives from Worker's Compensation payments and his/her regular pay.

10.05 Retirement Health Insurance: Any employee who retires with at least ten years of continuous service to the Richland County Sheriff's Department immediately prior to retirement and who is eligible for retirement under the Wisconsin Retirement System shall be eligible to participate in the Richland County group health insurance program from the time of retirement until the employee becomes eligible for Medicare provided the employee pays the cost of such participation directly to the County and in advance of the due date established by the County. Failure to pay the premium cost when due shall be cause for the County to discontinue the employee from this option. (This language is only effective under the conditions of the County returning to the Wisconsin State ETF Health Insurance coverage.)

10.06 Sec. 125 Plan: The Employer agrees to maintain a Section 125 Plan for the term of the Agreement.

ARTICLE XI - LIFE INSURANCE

11.01 Each employee is eligible to receive life insurance coverage, Wisconsin Group Life Insurance for Municipal Employees. The Employer and the employees shall pay their respective premium contributions pursuant to the plan.

ARTICLE XII - WISCONSIN RETIREMENT FUND

12.01 The employer shall pay the employer share and the employees shall pay the full employee share.

ARTICLE XIII - STRIKE OR LOCKOUT

13.01 During the term of this agreement, the parties agree that they shall not engage in, support, instigate, or authorize any strike by the Union, its agents or employees covered by the agreement, or lockout by the Employer. The parties recognize Wisconsin Statute Section 111.70 (4)(1), expressly 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 the grievance procedure. Such action shall, in addition, not bar the Employer from any further action.

ARTICLE XIV - HOURS OF WORK, WAGES AND CLASSIFICATION

14.01 Wage Schedule: Schedule A, Classification and Wages, attached hereto and made a part hereof, shall be in effect for the term of this agreement.

14.02 Work Schedules: Schedules of work shall be prepared in advance and posted by the sheriff or his/her representative. The schedule for those sworn employees assigned to Patrol classifications will consist of a 12-hour shift rotation of 2-on/2-off, 3-on/2-off, 2-on/3-off with an alternate 3-day weekend off.

The Investigator shall work eight (8) hour shifts on a 5-2 schedule

Day Shift: Start Between 4:00 AM and 8:00 AM

Night Shift: Start Between 2:00PM and 6:00 PM

Swing Shift: Works the shift of the person off.

Shift assignments will be awarded based on department seniority.

Employees bid for shift hours; however, management reserves the right to assign employees to stacks that fall within the hours bid. Employees will be allowed to use department seniority when another shift is vacated and reposted.

Compensation consists of 12-hours of regular pay for each 12-hour shift worked. Any hours worked in excess of 12-hours will be at the overtime rate. Employees may still take overtime pay or convert overtime to compensatory time off.

Employees working the night shift and both of the swing shifts shall earn \$60.00 per month in shift differential pay.

A vacation work week will be defined as 5 (12-hour) days.

Holidays are defined and paid as described in Article VII of the CBA.

One working day of sick leave equals twelve (12) hours.

Excluding exigent circumstances, deputies shall be off work for a minimum of eight (8) continuous hours in each 24-hour period

Except for part-time, start times for each officer on a shift shall be consistent from day to day, except by mutual agreement or in the case of a special assignment or a bona-fide emergency.

Shift assignment shall be subject to change upon one (1) week's notice, except in the case of bona-fide emergency. Upon determination by the sheriff that a change in the schedules and hours of work is necessary and after consultation with the employees and Union regarding said change, the sheriff shall have the prerogative to initiate modifications in schedules and the hours of work upon (30) days' notice to the employees and the Union as represented by the local union president. Shift assignments may be changed on less than one (1) week's notice if mutually agreed to by the sheriff and affected employees.

14.03 Overtime: Overtime opportunities which must be assigned to unit employees under and as limited by Section 14.10 will be split between full-time employees on the preceding and following shifts according to seniority. If said employees are unavailable or unwilling to work, then said work shall be offered to other full-time employees according to seniority. If said employees are also unavailable or unwilling to work, then the County may offer same to regular part-time employees on the same basis as was offered to full-time employees, subject to the provisions of Section 14.10. Overtime for the employees covered by this agreement shall be paid at the rate of one and one half the employee's straight time hourly rate. All compensable time shall count as time worked for computation of overtime. The sheriff must authorize all overtime, except in his/her absence, overtime shall be authorized by the chief deputy. Overtime will be paid for in the check following the pay period in which the overtime was earned.

Compensatory Time: An employee shall have the option to receive his/her overtime in the form of pay at time and one-half or compensatory time off at time and one-half. The employee may accumulate a maximum of sixty (60) hours compensatory time off.

Overtime beyond the accumulated compensatory time off shall automatically be paid in cash. An employee must give at least two weeks' notice to the Employer when the employee wishes to schedule his/her compensatory time off. Requests will be addressed within eighteen (18) days by the Sheriff or his/her designee. If the employee wishes to schedule his/her compensatory time with less than two weeks' notice, it must be by mutual agreement between the employee and the Employer. Compensatory time off must be taken in a block of at least one (1) hour. Compensatory time must be taken by the last pay period of the calendar year in which it was generated, or it will be paid out in the last pay period of the year.

14.04 Emergency Duty: Employees required by the sheriff to participate in emergency or riot duty outside of their normally scheduled work week shall receive overtime and will be paid overtime in accordance with Section 14.03 and at a rate not lower than the rate provided in this agreement.

14.05 Temporary Assignments: Temporary assignments on a shift other than the employee's regular shift shall not exceed one (1) week except in cases of relief for leaves of absence, including vacations and bona-fide emergencies.

14.06 Call-In Pay: Any employee called in to work at a time other than his/her regular schedule of hours, except where such hours are consecutively prior to or subsequent to the employee's regular schedule of hours, shall receive a minimum of two (2) hours pay at time and one-half of his regular rate of pay. Scheduled court appearances, unless canceled at least six (6) hours before the scheduled time, shall be paid for at a minimum of two (2) hours at time and one-half.

14.07 Order Ins: When staffing levels for the patrol and security division are below the number deemed necessary for any reason, including but not limited to: staffing shortages, immediate emergency shortages, special events, etc. and the needs are not met voluntarily, these division call in list will be utilized for order-in. Employees will be provided access to view the updated order-in list and dispatch will assist in making calls for overtime/order-in, any modifications to the lists will be made by supervisors. All employees are responsible for notifying their supervisor about credit for overtime worked.

Road Patrol - Order-in procedures will follow as:

- a. Each rotation will be an exclusive order-in list, (rotation A and rotation B)
- b. Order-ins for deputies will be rotating based on reverse seniority in their designation rotations.
- c. Deputies are subject to order-ins on their regular days off.
- d. Deputies can fulfill their "turn" in the order-in rotation by volunteering or being ordered to work a minimum of 2 hours in patrol function. This does not include volunteering for special details.
- e. Credit for volunteering does not accumulate and only serves to move the employee to the bottom of the ordering rotation.
- f. Deputies will get two "Passes" per calendar year.
- g. Phone calls will be made to each phone listed under employee's information and if no answer a message will be left.
- h. If the Sheriff's Office doesn't hear back within 30 minutes of original call, your pass will be utilized if you still have one available.
- i. If employees are unable to fulfill their required over time shift, they may be subject to disciplinary action.

14.08 Casual/Temporary Employees: The Employer and the Union agree that work normally performed by regular employees shall not be performed by casual or temporary employees, except as provided in this section.

The parties agree that there are circumstances where the use of regular part-time, casual or temporary employees is essential to provide for coverage of regular full-time and regular part-time employees in their absence, as well as to meet unusual demands on the department which cannot be handled by the regular employees alone.

14.09 Casual/Temporary Employees - Training and Rates of Pay: Employees designated as casual or temporary who are to assume the duties of regular employees shall receive sufficient training to carry out the necessary duties of the positions they are to assume so as not to jeopardize the safety of regular employees. Utilization of casual or temporary employees applies to all positions in the department.

14.10 Effective Date of Wage Rate Changes: When an employee's rate of pay is changed under any provision of the labor agreement and such a change falls in the first half of the pay period, the employee's new rate will commence the start of the pay period; if the rate change falls in the second half of the pay period, the employee's new rate will commence the start of the following pay period. This provision shall not apply to the negotiated general wage increase.

14.11 Pay Day: Employees shall be paid every other Friday by direct deposit. If the Friday payday is a holiday, paychecks will be deposited on the day prior to the holiday.

ARTICLE XV - LONGEVITY

15.01 1) Upon completion of three (3) years of service with the Employer, the employee shall be granted a longevity bonus of four hundred dollars (\$400.00);

2) Upon completion of five (5) years of service with the Employer, the employee shall be granted a longevity bonus of four hundred fifty dollars (\$450.00);

3) Upon completion of seven (7) years of service with the Employer, the employee shall be granted a longevity bonus of five hundred dollars (\$500.00);

4) Upon completion of ten (10) years of service with the Employer, the employee shall be granted a longevity bonus of five hundred fifty dollars (\$550.00);

5) Upon completion of fifteen (15) years of service with the Employer, the employee shall be granted a longevity bonus of six hundred dollars (\$600.00).

15.02 Longevity bonuses shall be annual and will be paid in the first payroll period of December of each year. Eligibility for the longevity bonus shall be based on the employee's anniversary date of hire. If an employee retires or resigns during the year and would be eligible for a bonus, the employee will receive a prorated eligibility bonus upon separation by retirement or resignation on good terms.

ARTICLE XVI - UNIFORM ALLOWANCE

16.01 The Employer shall maintain a voucher system for the purpose of uniform and equipment purchase and maintenance for each member of the bargaining unit. The Employer shall allocate \$700 to an account for each bargaining unit member. The Employer shall allocate an additional \$100 for members of the bargaining unit who are K-9, Drug Unit and Special Response Team (SRT) members. (Members shall only be able to claim membership in one of the above specialties for pay.) Funds in the account can only be used for the purchase of approved items. Funds not used in one calendar year may be carried forward into the next calendar year, but the amount in any employee's account may not exceed \$1,800 per

employee. This system shall be a reimbursement system except in cases where the Employer has established an account with a supplier.

16.02 New employees shall receive a clothing allowance of \$1,000 upon hire to purchase approved clothing items. If an employee severs his/her employment in less than one (1) year, he/she shall return all clothing and equipment purchased with said allowance.

ARTICLE XVII - UNION ACTIVITY

17.01 Bulletin Board: The County will allow the Union the use of a bulletin board for the purpose of posting notices and union activities.

17.02 No Loss of Pay: The Employer agrees that reasonable time spent during regular scheduled working hours in the investigation and presentation of grievances, or in the conduct of negotiations and proceedings concerning collective bargaining shall not be deducted from the pay of delegated employee representatives of the union.

ARTICLE XVIII - MISCELLANEOUS

18.01 Military Leave of Absence: Military leaves of absence shall be granted in accordance with the requirements of applicable state and federal law.

18.02 Lawsuits: Pursuant to Wisconsin Statutes, whenever any employee is proceeded against in his/her official capacity, or as an individual because of acts committed while carrying out his/her duties as an officer or employee, the County shall pay all attorneys' fees, costs of defending the action and any judgment which may accrue against the employee.

18.03 Personal Leaves: Upon written application, an employee may be granted a personal leave without pay for up to thirty (30) calendar days at the Employer's discretion based on the nature of the request in each instance. Leave requests may be approved by the Department Head or the County Administrator. Extensions may be granted at the option of the Employer. Longer leave periods shall be granted to an employee to run for public office, to fill appointment to public office, or to serve in an elected or appointed union position. No employee shall be allowed leave to seek other employment, except as stated in this section. There shall be no loss of seniority for leave under this section up to a period of three (3) months.

18.04 (omitted)

18.05 Ammunition: Each officer required to meet state certification shall receive one hundred (100) rounds of wadcutters each month. One box (50 rounds) of service ammunition shall be given to each deputy on January 1 of each year. The replaced service ammunition shall be used to provide for one (1) month's allocation of wadcutters.

18.06 Notice of Discipline: Notice of all discipline shall be in writing and a copy shall be provided the employee at the time the action is taken. Written notice of oral discipline shall be given to the employee as soon as possible after the action is taken.

18.07 Retirement: When an employee retires, any monies owed the employee shall be paid as soon as possible and in the same year provided the employee has given at least fourteen (14) calendar days advance notice of retirement. Employees wishing to retire at the end of a year and wishing any

payout monies to be paid within that same year, need to retire during or no later than the second to last pay period of the year.

18.08 Expense Reimbursement : The County will not reimburse for lodging expenses in excess of the rate approved by the State of Wisconsin (standard rate) unless approved or authorized in advance.

18.09 Health Club Membership: Members who join the Richland County Symon Center will be reimbursed the cost of a single monthly membership for each month that the member presents (1) a receipt showing membership payment for that month and (2) a printout obtained from the facility showing that the member attended the Center a minimum of seven (7) times a month. These monthly receipts and printout reports for the prior twelve-month period must be submitted to the County by October 15 for reimbursement annually in November. Members may purchase a family membership but will only be reimbursed for the cost of a single membership if they meet the participation requirement.

18.10 Random Drug Testing: The Association, on its own behalf and on behalf of the bargaining unit employees, and WPPA Members of the Richland County Sheriff's Department, consent to participation and adherence to the Richland County Sheriff's Office, Random Drug Testing Policy 1007

ARTICLE XIX - BEREAVEMENT LEAVE

19.01 In the event that a death in the immediate family of a regular full-time employee requires his/her absence from work, the employee may be absent three (3) days without loss of pay for the regular workdays for which he/she would have worked but for his/her absence. Immediate family shall include spouse, parent, child, sibling, grandchild and grandparent including step and in-law in-kind.

19.02 Notice and reason for intended absence due to death in the immediate family is to be given promptly to the Employer.

19.03 In the case of an employee's or spouse's aunt, uncle, niece, and nephew, the employee will be given paid funeral leave of one (1) day of the funeral only, provided the day of the funeral is the employee's scheduled workday and he/she attends the funeral. Funeral pay will not be given for employees on layoff, vacation, or any kind of leave of absence.

ARTICLE XX - LEGAL AGREEMENT

20.01 This agreement represents the entire agreement of the parties and shall supersede all previous agreements, written or oral. All subjects of collective bargaining are incorporated in this agreement.

20.02 Should any part of the agreement, or any provision contained herein, be declared invalid by operation of law, such invalidation of such part or provision shall not invalidate the remaining provisions hereof, which shall remain in full force and effect.

20.03 The terms and conditions of this agreement supersede any county or department resolutions, ordinances, or rules and regulations which may be in conflict with this agreement.

ARTICLE XXI - DURATION

21.01 The terms and conditions of this agreement shall be in full force and effect from January 1, 2025, to and including December 31, 2027. This agreement shall be automatically renewed

from year to year thereafter, unless either party hereto on or before sixty (60) days prior to December 31, 2027 gives notice to the other party in writing of a desire to change, alter or amend any provision of this agreement, or to terminate the entire agreement. Upon termination of this agreement, all obligations under this agreement are automatically canceled, except that the provisions of the grievance procedure shall continue in effect for such period of time as is necessary to complete the processing of any grievances presented prior to the termination of the agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals by their duly authorized representatives, this _____ day of _____, 2025.

FOR THE COUNTY:

FOR THE ASSOCIATION:

FOR THE WPPA/LEER:

SCHEDULE A

1. **Wages, Rates and Classifications:** The following shall constitute the classification of jobs and minimum and maximum monthly rates thereof in effect as of the dates noted. Adjustments to wages shall be made at the beginning of a payroll period that includes the date(s) noted.

January 1, 2025*	Placement on Scale
October 1, 2025	Advancement on one (1) step on scale
January 1, 2026*	2.25 % plus one step on scale.
January 1, 2027*	2.25 % plus one step on scale.

*Note: The negotiated wage adjustments are effective on the first day of the pay period that includes the effective date.

2025 SCHEDULE A

2025 Wage Scale

	Steps	1	2	3	4	5	6	7	8	9
Grade										
13		27.80	28.56	29.34	30.16	30.98	31.84	32.71	33.61	34.54
16		34.09	35.03	36.00	36.99	38.00	39.05	40.12	41.22	42.35

Grade 13 includes Road Patrol Deputies

Grade 16 includes Patrol Sergeant and Investigator

2026 SCHEDULE A

2026 Wage Scale (increase each step by 2.25% plus step on January 1)**

	Steps	1	2	3	4	5	6	7	8	9
Grade										
13		28.43	29.20	30.00	30.84	31.68	32.56	33.45	34.37	35.32
16		34.86	35.82	36.81	37.82	38.86	39.93	41.02	42.15	43.30

Grade 13 includes Road Patrol Deputies

Grade 16 includes Patrol Sergeant and Investigator

2027 SCHEDULE A

2027 Wage Scale (increase each step by 2.25% plus step on January 1)**

	Steps	1	2	3	4	5	6	7	8	9
Grade										
13		29.07	29.86	30.68	31.53	32.39	33.29	34.20	35.14	36.11
16		35.64	36.63	37.64	38.67	39.73	40.83	41.94	43.10	44.27

Grade 13 includes Road Patrol Deputies

Grade 16 includes Patrol Sergeant and Investigator

** 2026 and 2027 schedules are built on a minimum 2.25% increase. These schedules are subject to a “me too” provision and will be adjusted upward to match the general adjustment for County Employees if said adjustment exceeds 2.25%.

Correspondence: None.

Future agenda items: Neighborhood Housing Services Update – Craig Woodhouse

Adjourn: Motion by Manning, second by Fleming to adjourn. Motion carried and the meeting adjourned at 8:51 PM.

STATE OF WISCONSIN)
)SS
COUNTY OF RICHLAND)

I, Myranda H. Hege, Deputy County Clerk in and for the County of Richland, do hereby certify that the foregoing is a true copy of the proceedings of the County Board of Supervisors of Richland County for the meeting held on the 18th day of February, 2025.

A handwritten signature in dark ink, reading "Myranda H. Hege". The signature is written in a cursive style with a large initial "M".

Myranda H. Hege
Richland County Deputy Clerk