

2024 – 2027
AGREEMENT
BETWEEN
COUNTY OF MILWAUKEE
AND THE
MILWAUKEE DEPUTY SHERIFFS' ASSOCIATION

MILWAUKEE COUNTY
DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS
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2024-2027
AGREEMENT BETWEEN
COUNTY OF MILWAUKEE
AND
MILWAUKEE DEPUTY SHERIFFS' ASSOCIATION

PART 1

1.01 RECOGNITION

The County of Milwaukee agrees to recognize and herewith does recognize the Milwaukee Deputy Sheriffs' Association as the exclusive collective bargaining agent of all Deputy Sheriffs I, Deputy Sheriffs I (Bilingual)(Spanish), and Deputy Sheriff Sergeants in the employ of the County of Milwaukee in respect to wages, hours and conditions of employment.

Wherever the term "employee" is used in this Agreement, it shall mean and include only those employees of the County of Milwaukee within the certified bargaining unit represented by the Association.

1.02 MANAGEMENT RIGHTS

The County of Milwaukee retains and reserves the sole right to manage its affairs in accordance with all applicable laws, ordinances, regulations and executive orders. Included in this responsibility, but not limited thereto, is:

- The right to determine the number, structure and location of departments and divisions; the kinds and number of services to be performed;
- The right to determine the number of positions and the classifications thereof to perform such service;
- The right to direct the work force;
- The right to establish qualifications for hire, to test and to hire, promote and retain employees;
- The right to assign employees, subject to existing practices and the terms of this Agreement;

- The right, subject to civil service procedures and §. 63.01 to 63.17, Stats., and the terms of this Agreement related thereto, to suspend, discharge, demote or take other disciplinary action;
- The right to maintain efficiency of operations by determining the method, the means and the personnel by which such operations are conducted and to take whatever actions are reasonable and necessary to carry out the duties of the various departments and divisions.

In addition to the foregoing, the County reserves the right to make reasonable rules and regulations relating to personnel policy, procedures and practices and matters relating to working conditions giving due regard to the obligations imposed by this Agreement. However, the County reserves total discretion with respect to the function or mission of the various departments and divisions, the budget, organization, or the technology of performing the work. These rights shall not be abridged or modified except as specifically provided for by the terms of this Agreement, nor shall they be exercised for the purpose of frustrating or modifying the terms of this Agreement. But these rights shall not be used for the purpose of discriminating against any employee or for the purpose of discrediting or weakening the Association.

By the inclusion of the foregoing managements rights clause, the Milwaukee Deputy Sheriffs' Association does not waive any rights set forth in §. 111.70, Stats. created by Chapter 124, Laws of 1971, relating to bargaining the impact upon wages, hours or other conditions of employment of employees affected by the elimination of jobs within the Sheriff's Department by reason of the exercise of the powers herein reserved to management.

1.03 RANDOM DRUG TESTING

Milwaukee County may implement random and pre-promotional drug testing of members of the bargaining unit. The County shall meet with the Union to review and discuss the drug testing procedures to be implemented. In the event the Law Enforcement Standards Board adopts procedures for random and/or pre-promotional drug testing, the County procedures shall conform to such requirements.

PART 2

2.01 DURATION OF AGREEMENT

This Agreement is to take effect on January 1, 2024. Unless otherwise modified or extended by mutual agreement of the parties, this Agreement shall expire on December 31, 2027.

PART 3

3.01 WAGES

There are no new changes to the 2024 wages.

Effective the first day in pay period 1 of 2025, the wages of bargaining unit employees shall be increased by two percent (2%), and effective the first day in pay period 14 of 2025, the wages of the deputy sheriffs shall be increased by two percent (2%) and the wages of the Deputy Sheriff Sergeants shall be increased by two and one quarter percent (2.25%). Effective the first day in pay period 14 of 2026, the wages of the deputy sheriffs shall be increased by three percent and one half (3.5%) and the wages of deputy sheriff sergeants shall be increased by one and three and three quarter percent (3.75%).

Effective the first day in pay period 1 of 2027, the wages of all bargaining unit employees shall be increased by one and three quarter percent (1.75%) and effective the first day in pay period 14 of 2027, the wages of the deputy sheriff sergeants shall be increased by one and three quarter percent (1.75%) and the wages of the deputy sheriff sergeants shall be increased by two percent (2%).

Eliminate steps 3 and 8 from employee salary schedule - effective January 1, 2022. On the effective date of the change, employees who are on a step that is eliminated (an "old step") will bump to the next step. (For example, employees on old step 3 will bump one step to new step 1, or what was designated as old step 4 prior to the elimination of step 3 and renumbering of the steps. Employees on old step 8 will bump one step to new step 5, or what was designated as old step 9 prior to the elimination of step 8 and renumbering of the steps). These employees shall have their anniversary date reset to January 1 after bumping to the new step. Employees who are not bumped in the manner described above shall continue to receive step advances when merited on their respective prior anniversary dates.

All MDSA members employed during 2024, 2025, 2026 and 2027 shall receive retroactive payments except those members who resign or are terminated for cause and not reinstated. This includes any MDSA member Who retired prior to the agreement being ratified and approved by both parties.

3.02 OVERTIME

(1) All time credited in excess of eight (8) hours per day or forty (40) hours per week shall be paid in cash at the rate of one and one-half (1½) times the base rate, except that employees assigned to continuous jury sequestration shall be paid sixteen (16) hours at their base rate and eight (8) hours at the rate of one and one half (1½) times the base rate for each 24-hour period of uninterrupted duty, and except that first shift hours worked in excess of forty (40) per week shall be paid at the rate of one and one-half (1½) times the base rate.

(2) Overtime needs and required staffing levels shall be determined by the Sheriff.

(3) All scheduled overtime shall be assigned within classification as follows:

(a) Employees shall volunteer for overtime and their names shall be place on a list in seniority order within each work unit

(b) When necessary to schedule overtime the assignment shall be rotated by seniority among all volunteers on the list within the work unit where the overtime is being scheduled.

(c) In the event an employee refuses to accept an overtime assignment or there are insufficient volunteers for the work unit where overtime is required, the least senior employee in the classification in the work unit shall be required to work the overtime assignment.

(d) Employees will not be scheduled for overtime when they are liquidating accrued time off or during an approved leave of absence or disciplinary suspension.

(e) For an event identified by the Sheriff as a Special Event, the above procedure shall be utilized on a departmental basis. In the event there are insufficient volunteers for a Special Event overtime assignment the Sheriff shall rotate in the inverse order of seniority among all employees in the department in the classification.

(f) Employees shall not be permitted to volunteer to work during a period of scheduled vacation, personal time, holiday time or compensatory time

1 unless approved to work by the Sheriff. However, for Special Events as
2 defined in (e) above, employees shall have the opportunity to work
3 overtime hours in accord with the above procedures when they are on
4 vacation, on their normal off-days, or are using holiday or personal days
5 only under the condition that the Sheriff's Department is under contract to
6 be reimbursed for the non-tax levy overtime expense incurred for the Special Event.

7 (4) Employees shall have the option of accumulating two hundred forty (240) hours
8 of compensatory time, exclusive of holidays, in lieu of cash, within twenty six
9 (26) pay periods, provided that such compensatory time may be liquidated only with
10 the consent of the department head and if the County determines staffing is adequate
11 and if no overtime assignment will result employees will be allowed to
12 liquidate their accrued compensatory time. If, because the needs of the department,
13 such compensatory time is not liquidated within the time limited, the unliquidated balance
14 shall be compensated in cash.

15 (5) Any mandatory overtime in excess of thirty-two (32) additional hours worked in a
16 pay period will require the advanced approval of the Sheriff or his designee.

17 18 **3.03 CALL IN PAY**

19 Any employee who is required to call in to work outside of regular shift hours or responding to subpoenas
20 shall receive a minimum of three (3) consecutive hours of pay at overtime rates. Multiple call-ins
21 shall not result in the payment of the minimum for each call when more than one response is
22 within the three (3) hours until the actual hours worked exceed three (3) hours. An off-duty employee
23 receiving a call or text from a supervisor shall be paid overtime on a per conversation/incident basis
24 (not per call or message).

25 (a) Hospital Watch Call-Ins

- 26 1. Call-ins for hospital watches are required and not voluntary.
- 27 2. Employees are required to call in one hour prior to the start of the hospital watch.
- 28 3. The employee shall call in and if not needed for a watch, they are paid at the
29 standby rate and receive credit for a mandatory overtime assignment. If a hospital
30 watch is added to the schedule during one hour of the call, Management may
31 contact the employee within the one hour period to say they are needed for a

watch and to report to work.

(4) If the employee calls in, is needed for a watch, and reports to work, they receive a minimum of three hours pay in addition to the standby pay received for calling in.

3.04 STANDBY PAY

For purposes of this section, a “day” shall mean a period of twenty-four (24) hours measured from the employee’s normal starting time. On scheduled days off, normal starting time shall be used to measure the day. Employees placed on standby status shall be paid one hour at the current rate for top step deputy sheriff’s pay rate per day.

Employees assigned to “Stand-by” or “On call” (e.g. specialty units, canine, CID for seven day stretches 24hrs a day) should only be subject to mandatory overtime related to being called in pursuant to their stand by status (i.e. not be subject to regular agency mandatory overtime during that timeframe of “Stand-by”).

When employees are called in related to standby/on call status, that shall count as an agency mandatory overtime, This rule would not apply in instances in which the entire agency is placed in a “stand-by/on call” status.

3.05 RETIREE HEALTH TRUST

(1) The County and the Association agree to create a 501(c)(9) Trust account which shall be called the Milwaukee County Deputy Sheriff’s Retiree Health Trust, hereinafter referred to as the “Trust”. The Trust shall be funded by the County as prescribed in Section 3.05(2) and shall be administered by the Trustee(s) of the Association. The guidelines for administering the Trust shall be as set forth in the Milwaukee County Deputy Sheriff’s Retiree Health Trust and Plan documents which are incorporated herein as if fully set forth, the collective bargaining agreement and the Association By-Laws. The County shall be held harmless by the Trust for any claims or judgments made against the County by any active employee, terminated employee, or retiree for the actions or inactions of the Trustee(s) or for how the trust is administered.

(2) Retiree Insurance Benefit

(a) The Employer shall allow retired employees and/or the employees spouse

to participate in the County's health insurance plans for retirees until the earliest of the following:

1. The retiree's death provided, however, the spouse and dependents, if any, may continue to participate in the County's health insurance plans.
2. The retiree obtains other employment and obtains health insurance from the new employer.

(b) It is understood by the parties that the elimination as of December 31, 2005 of the longevity provisions contained in Section 3.05 of the 2004 Memorandum of Agreement was agreed to in return for the Employer's agreement to fund the Trust, effective January 1, 2006 as set forth in Section 3.05(2) paragraph (d).

(c) An active member of the bargaining unit who accepts a position within the Sheriff's Department but is no longer a member of the bargaining unit, may continue to be eligible to receive benefits under this section when such employee receives a retirement benefit from the Milwaukee County Retirement System, hereinafter referred to as the "Retirement System", provided such employee meets the other eligibility requirements for such payment, and provided that the employee contributes an amount to the fund on January 1st of each year after accepting such position equal to the amount that would be contributed to the fund on his/her behalf if they stayed in the bargaining unit. Employees who accept a position with the Sheriff's Department but outside the bargaining unit who do not wish to continue their contributions to the fund, shall forfeit and waive the benefits provided for by the Trust and shall forfeit and waive any claim to any longevity and/or formula payment referred to in Section 3.05 (2).

(d) Following the thirteenth pay period and based on the number of active employees in the thirteenth pay period, the County shall submit to the Trust in one check an amount of money which equals the sum of subparagraphs one through four below for all active employees:

- 1) All active employees with six (6) but less than ten (10) years' of service in the Sheriff's Department shall generate seventy-five dollars (\$75.00) towards the total amount of money owed by the County to the Trust following the thirteenth pay period.
- 2) All active employees with ten (10) but less than fifteen (15) years' of service

in the Sheriff's Department shall generate one hundred thirty eight dollars (\$138.00) towards the total amount of money owed by the County to the Trust following the thirteenth pay period.

3) All active employees with fifteen (15) but less than twenty (20) years' of service in the Sheriff's Department shall generate one hundred sixty eight dollars (\$168.00) towards the total amount of money owed by the County to the Trust following the thirteenth pay period.

4) All active employees with twenty (20) or more years' of service in the Sheriff's Department shall generate one hundred ninety eight dollars (\$198.00) towards the total amount of money owed by the County to the Trust following the thirteenth pay period. Following the twenty sixth pay period and based on the number of active employees in the twenty sixth pay period, the County shall Submit to the Trust in one check an amount of money which equals the sum of subparagraphs five through eight below for all active employees:

5) All active employees with six (6) but less than ten (10) years' of service in the Sheriff's Department shall generate seventy-five dollars (\$75.00) towards the total amount of money owed by the County to the Trust following the twenty sixth pay period.

6) All active employees with ten (10) but less than fifteen (15) years' of service in the Sheriff's Department shall generate one hundred thirty eight dollars (\$138.00) towards the total amount of money owed by the County to the Trust following the twenty sixth pay period.

7) All active employees with fifteen (15) but less than twenty (20) years' of service in the Sheriff's Department shall generate one hundred sixty eight dollars (\$168.00) towards the total amount of money owed by the County to the Trust following the twenty sixth pay period.

8) All active employees with twenty (20) or more years' of service in the Sheriff's Department shall generate one hundred ninety eight dollars (\$198.00) towards the total amount of money owed by the County to the Trust following the twenty sixth pay period. Under no circumstances will the County be required to contribute any additional monies to the Trust unless mutually agreed to by the

parties in future negotiations.

(e) Employees participating in the Trust hired prior to July 1, 1995 shall have their health insurance premiums paid pursuant to Section 3.11(6).

(f) Each year in January the County shall be provided a printout from the Association identifying the total amount of money available in the fund as of December 31st of the previous year along with a list of all receipts and disbursements for the previous year, and the projected payments from the fund to prospective retirees. This report will also include the amount to be paid to any retiree who retires in the current calendar year as determined by the Association Trustee(s).

(g) The administration of the Trust, which includes all decisions made by the Trustee(s), are not subject to the grievance procedures of the Memorandum of Agreement.

3.06 UNIFORM ALLOWANCE

(1) Uniform allowance shall be paid to all employees in the bargaining unit as follows:

a) Uniformed employees shall be furnished with a full uniform at time of hire or as soon thereafter as practicable. The uniformed items furnished shall be in accordance with the regulations of the Sheriff's Department setting forth prescribed minimum equipment for each employee. Any employee whose employment is terminated within two (2) years from the date of hire shall return all uniform items furnished by the County to the Sheriff's Department within seven (7) days of termination.

(b) The annual allowance for all employees shall be four hundred twenty five dollars (\$425.00).

3.07 EDUCATIONAL BONUS

(1) The County will make the following annual payments for the completion of course work described in pars. (4)(a) and (4)(b) herein for all employees in the bargaining unit:

\$125.00 per year for 16 credits

\$175.00 per year for 28 credits

\$225.00 per year for 40 credits

\$275.00 per year for 52 credits

\$325.00 per year for 64 credits

\$500.00 for Associate Degree or 75 credits

\$750.00 for Bachelors Degree

These payments shall be made on an annual basis as soon as possible after December 31 of the current year. No payments will be made to employees for any year in which they do not remain in the employ of the Sheriff's Department for the full calendar year.

Employees who attain the required educational credits during the calendar year shall be paid a prorated amount from the first pay period after the educational courses are completed and reported to the County by December 31 of that year.

The above stated salary payments shall be over and above the base salary of the positions eligible for these payments.

(2) No employee will be eligible for these salary payments unless he has a minimum of 5 years' service as a Deputy Sheriff I, Deputy Sheriff I (Bilingual)(Spanish),or Deputy Sheriff Sergeant with Milwaukee County.

(3) These payments shall not be used in the calculation of overtime premium pay or in the calculation of pension benefits.

(4) Courses approved for which payment will be made under these provisions will be as follows:

(a) The courses of study taken at any educational institution by the North Central Accrediting Association which lead to a degree in Criminal Justice, Law Enforcement or Applied Science in Police Science Technology.

(b) Individual courses taken at other colleges and universities that are acceptable for transfer by Marquette University, the Milwaukee Area Technical College or the University of Wisconsin-Milwaukee to meet requirements for an Associate or Baccalaureate Degree in Law Enforcement or Police Science Technology shall be acceptable.

3.08 HAZARDOUS DUTY ALLOWANCE

In recognition of the fact that employees are required to exercise the authority of their office whether on or off duty, and the fact that in exercising such authority employees may be required to carry an authorized weapon whether on or off duty, each employee shall receive in addition to salary, by separate check, the sum of seven hundred fifty dollars (\$750.00) payable in a lump sum the first payroll period in December. Deputies who are not employed for the entire year shall be paid on a prorated basis for the duration of their employment during the year.

3.085 EXPOSURE TO INFECTIOUS DISEASES

If an employee is exposed to bodily fluids of another person while on duty, the County shall pay for medically required tests and treatment for the HIV virus, hepatitis, and other infectious diseases.

3.09 TEMPORARY ASSIGNMENTS

(1) Employees may be assigned to perform duties of a higher classification for which they are qualified. When so assigned, the employee shall be paid as though promoted to the higher classification for all hours credited while in such assignment. Employees on an established eligible list for the higher classification under the same appointing authority shall be given the temporary assignment before such assignment is given to any other employees provided that:

(a) Such assignment is made in writing on the Temporary Assignment Form; provided, however, that the omission of such written assignment shall not bar a grievance requesting pay for work in the higher classification.

(b) Such employee works in the higher classification for not less than three (3) consecutive scheduled working days. Paid time off shall not be included in the computation of the three (3) consecutive scheduled working days but said days shall not be interrupted thereby and

(c) Such employee performs the normal duties and assumes the responsibilities of the incumbent of that position during that period.

(2) Employees who accrue compensatory time while on temporary assignment shall liquidate such time at the rate of pay of the classification to which assigned at the time

of liquidation.

3.10 TRAVEL EXPENSES

Employees required to travel outside Milwaukee County in the performance of duty shall be reimbursed for expenses incurred in accordance with the provisions of §56.05 C.G.O.

On the first and last day of any travel authorized for members of the bargaining unit, the employee(s) shall present receipts reflecting the actual expenses, not exceeding the per diem rate.

3.11 EMPLOYEE HEALTH, DENTAL AND VISION BENEFITS

(1) All employees will be covered by the Milwaukee County Health Insurance Plan.

(2) Employees covered by the Milwaukee County Health Insurance Plan shall pay an amount toward the monthly cost of health insurance as described below:

(a) Freeze employee contribution at the 2014 level for 2024, 2025, 2026 and 2027.

(b) Employees shall pay one hundred forty dollars (\$140.00) per month toward the monthly cost of an Employee Only plan effective January 1, 2018.

(c) Employees shall pay one hundred sixty-six dollars (\$166.00) per month toward the monthly cost of an Employee + Child/Children plan effective January 1, 2018.

(d) Employees shall pay two hundred thirty-three dollars and fifty cents (\$233.50) per month toward the monthly cost of an Employee + Spouse/Partner plan effective January 1, 2018.

(e) Employees shall pay two hundred sixty dollars (\$260.00) per month toward the monthly cost of an Employee + Family plan effective January 1, 2018.

(3) Employees are also eligible to participate in any offered Milwaukee County Wellness Plan under the same terms as non-represented employees.

(4) The County shall provide dental coverage. All eligible bargaining unit employees enrolled in the Milwaukee County Dental Plan shall pay as described below:

(a) Freeze employee contributions for 2015, 2016 and 2017.

(b) Employees shall pay twelve dollars (\$12.00) per month toward the monthly cost of an Employee Only plan effective January 1, 2018.

(c) Employees shall pay twenty dollars (\$20.00) per month toward the monthly

cost of an Employee + Child/Children plan effective January 1, 2018.

(d) Employees shall pay twenty dollars (\$20.00) per month toward the monthly cost of an Employee + Spouse/Partner plan effective January 1, 2018.

(e) Employees shall pay twenty dollars (\$20.00) per month toward the monthly cost of an Employee + Family plan effective January 1, 2018.

Employees may opt not to enroll in the Dental Benefit Plan.

Employees shall be entitled to vision insurance upon ratification of the contract.

The Parties agree that there shall be no premium modification (increases) for the duration of the 2024-2027 Agreement.

3.12 LIFE INSURANCE

(1) The County shall pay the full premium of employees' life insurance coverage based upon earnings to and including the first \$20,000 thereof. The premium shall be shared by the County and the employee for basic coverage above the first \$20,000 pursuant to the formula contained in Chapter 62.

(2) The County shall pay life insurance premiums for all retired employees except deferred retirees. This provision shall have no effect on present policy benefits.

(3) In the event an employee has exhausted accumulated sick leave and is placed on leave-of-absence-without-pay status on account of illness, the County shall continue to pay the full cost of life insurance coverage for such employee during such leave for a period not to exceed one year. The one-year period of limitation shall begin to run on the first day of the month following that during which the leave of absence begins.

(4) Employees will be eligible to participate in an Optional Life Insurance Program provided in Section 62.08 of the General Ordinances of Milwaukee County, beginning with the 1986 annual open enrollment period.

3.13 DEFERRED COMPENSATION

Bargaining unit employees shall be permitted to participate in Milwaukee County's Deferred Compensation Program. Milwaukee County reserves the unilateral right to select the Plan Administrator and/or change the Plan Administration.

3.14 VACATION

(1) Employees shall receive annual leave with pay to serve as vacation in accordance with the following schedule, based upon years of continuous service.

After 1 year 80 hours

After 5 years 120 hours

After 10 years 160 hours

After 15 years 200 hours

After 20 years 240 hours

(2) Employees entitled to one hundred twenty (120) hours vacation or more shall be permitted to split one such week into not more than two (2) parts, one part being twenty four (24) hours, and the other being sixteen (16) hours, provided that the selection of such split week shall be made in accordance with existing departmental policies with respect to vacation selection on the basis of seniority, as defined in par.(4). Such split week vacation shall be selected by the employee who elects to do so at the same time that all other annual vacation periods are selected and scheduled. In accordance with the provisions of s. 17.17(1), C.G.O., the Sheriff may deny an employee's request to split a week of vacation when, in his judgment, such split vacation would impair the efficiency of the department or division.

(a) Any employee may use accumulated compensatory time to extend a vacation by one day at the front and one day at the back end of such vacation.

(3) The department shall establish a vacation selection procedure, which will enable all Deputies to be informed of their approved vacation request by March 1 of each year. Assignment to another division within the Sheriff's Department shall not invalidate approved vacation requests.

(4) Vacation picks will be made within classification in division and within current shift assignment on the basis of the date of hire within the bargaining unit.

For purposes of this section, shift shall mean:

First shift - Beginning at or after 6 a.m.

Second shift – Beginning at or after 2 p.m.

Third shift - Beginning at or after 10 p.m.

(5) During the first year of employment, or in a return to service, an employee will be granted a proportional share of their hours of vacation entitlement based on the number of full calendar months remaining in the calendar year in which the employee was first hired or in which the employee was rehired, divided by twelve (12) and rounded up to the nearest whole hour, and shall be granted their full vacation entitlement on January 1 of the calendar year after being hired or rehired by the County.

For purposes of this section, the term “bureau/division” shall mean those work units between which selections have been customarily approved as of January 1, 1984.

3.15 PERSONAL HOURS – HOLIDAYS

(1) All regular full time employees shall receive twenty-four (24) hours leave per year known as “personal hours” in addition to earned leave by reason of vacation, accrued holidays, and compensatory time.

(2) Regular full time employees shall accrue personal hours during their first fractional calendar year of employment as follows:

Hours Accrued in Initial	
<u>Date of Hire</u>	<u>Fractional Calendar Year</u>
On or before April 30	24 Hours
May 1 to August 31	16 Hours
September 1 and thereafter	8 Hours

Such hours may be taken at any time during the calendar year in which they are accrued. Supervisory personnel shall make every reasonable effort to allow employees to make use of personal hours as the employee sees fit, it being understood that the purpose of such leave is to permit the employee to be absent from duty for reasons which are not justification for absence under other existing rules relating to leave with pay. Employees who have not scheduled their personal hours by November 1st will result in those hours being scheduled at the discretion of management.

(3) The following days of each year are holidays: January 1; the third Monday in

January; the third Monday in February; the last Monday in May; May 31; June 19; July 4; November 11; the fourth Thursday in November; the fourth Friday in November, December 25; Labor Day; and the day of holding the general election in November in even-numbered years.

(4) Departmental holidays will be celebrated on the holiday. The present system of accruing and exhausting holidays shall remain in effect. A holiday falling on a Saturday shall be observed on the preceding scheduled workday and a holiday falling on a Sunday shall be observed on the following scheduled workday. The appointing authority shall have the right to require a sufficient number of employees in each required classification to work on such holidays. Employees so assigned shall accrue an equivalent amount of compensatory time for liquidation during the following thirteen (13) pay periods.

3.16 SICK LEAVE

(1) Employees shall earn a leave of absence with pay because of illness or other special causes at the following rates, subject to the provisions of s.17.18, C.G.O., and based upon years of continuous service:

(a) 3.7 hours per pay period.

(2) In addition to other causes set forth in s.17.18 (4), C.G.O., sick leave may be taken for the purpose of enabling employees to receive non-emergency medical attention during duty hours. Such leave may be allowed for scheduled appointments for any type of medical or dental care.

This modification in the use of sick leave recognizes the current difficulty encountered in attempting to schedule non-emergency medical treatment during an employee's off duty hours. Because of the nature of the treatment or examination for which sick leave is allowed for these purposes, such absences are predictable. In order to be excused from duty for the type of medical treatment or examination contemplated herein, the practitioner treating the employee shall provide the employee with written notice setting forth the date and time of the employee's appointment, which notice shall be filed with the employee's supervisor.

Excused time charged against sick leave for these purposes shall be limited to 3 hours per incident, including travel between the employee's work site and the place of his appointment.

(3) Notwithstanding any provision in this section to the contrary, an employee hired on or after the ratification of the 2013 agreement shall not accrue more than nine hundred sixty (960) hours of leave under this section. Such new employee whose accrual balance under this section reaches nine hundred sixty (960) hours shall have further accrual of leave suspended until such time that the employee's total accrual is less than nine hundred sixty (960) hours, due to the use of such leave under this section.

(4) Sick Leave/Absenteeism. The following actions will be taken with any employee who is absent within a one-year time frame (year is defined as a calendar year – January through December):

- First through third absence: Absences recorded by a supervisor.
- Fourth absence: Noted on Employee Activity Documentation record.
- Fifth and subsequent absence: Refer documentation to Professional Standards Division for appropriate disposition. Based on the disposition, appropriate disciplinary action, if necessary, will be decided by the Sheriff and may require a doctor's excuse.

Time approved under the Family and Medical Leave law or any excused absence will not be considered for disciplinary purposes, nor will time off be taken into account for job evaluation purposes or salary increment decisions.

Employees shall be allowed to use three hours of excused time for scheduled doctor or dental appointments for members of the employee's immediate family as defined by Wis. Stats 103.10. Employees are to notify supervisor in advance of the date of the appointment. Appointments, when possible, are to be scheduled at the beginning or near the end of an employee's shift, so as to minimize disruption during the workday. A copy of the appointment notice is to be attached to the employee's time sheet.

3.17 INJURY PAY

(1) When employees covered by this Agreement sustain injuries within the scope of their employment for which they are entitled to receive worker's compensation temporary disability benefits as provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act), they may receive eighty percent (80%) of their base salary as "injury pay" instead of such worker's compensation benefits for the period of time they may be temporarily totally or temporarily partially disabled because of such injuries. Such injury pay shall not be granted for more than three hundred sixty five (365) calendar days for any one compensable injury or recurrence thereof. The eighty percent (80%) provision shall cover employees receiving injury pay benefits regardless of the date on which the compensable injury or recurrence thereof occurred.

(2) In providing injury pay in an amount equal to eighty percent (80%) of the employee's base salary, the employee agrees to allow the County to make a payroll adjustment to his/her biweekly paycheck deducting an amount equal to twenty percent (20%) of his/her base salary for that portion of the pay period he/she received injury pay and make no subsequent claim for said amount whatsoever. Such deduction shall be administered so as not to reduce employee pension benefits. For purposes of interpretation of the provisions of this Article, the term base salary as used herein shall mean the employee's base salary pay rate in effect during the pay period he/she is claiming injury pay as that base salary rate is established in the BASE SALARY Article of this Agreement.

(3) If the Internal Revenue Service (IRS) determines that the injury pay benefits provided hereunder are taxable as wages, then beginning with the effective date of such determination, the County will no longer require the twenty percent (20%) employee deduction from injury pay benefits provided for in subsections 1. and 2. of this Article, above.

3.18 BEREAVEMENT LEAVE

(1) In accordance with the existing formula, which establishes the number of bereavement days to which an employee is entitled, the following policies will be

formalized:

- (a) Where one day is authorized, it must be taken on the day of the funeral.
- (b) Where more than one excused day is allowed, such days must be consecutive calendar days, one of which is the date of the funeral.
- (c) Where travel time is allowed, one travel day must precede the funeral and one travel day must follow the funeral day.
- (d) Scheduled off days shall be considered as part of the total funeral leave allowed when such off days fall within permissible bereavement leave days when such days are considered consecutively. Scheduled vacation days falling within the bereavement period may be rescheduled for liquidation during the remainder of the year.
- (2) Whenever the funeral occurs outside Milwaukee or its vicinity, travel time may be allowed as follows:

Up to 75 miles.....	None
Between 75 to 150 miles....	1 Day
Over 150 miles.....	2 Days

3.19 EARNED RETIREMENT

- (1) Effective upon the implementation date of the 2013 agreement payment of accrued paid leave hours (vacation, compensatory time, personal days and holiday accrued time) will be made in a lump sum at the time of retirement. Such retirement payments shall be calculated at the rate of pay in effect for such employee on the last day of work.

3.20 CONTRIBUTION TO RETIREMENT SYSTEM

Effective January 1, 2024, the County and the MDSA agree to follow all state laws regarding the pension And retirements system, which include but are not limited to, Chapter 111.70, Wis. Stat. § 111.70(4)(mc), Chapter 59, and Wis. Stat. § 59.875.

The County and the MDSA agree that employees' pension and retirement system rights and benefits shall not be negatively or adversely affected in any manner.

(1) For all employees who are members of the Employees' Retirement System as of January 1, 1971, the County shall contribute a sum equal to eight percent (8%) of each employee's earnings computed for pension purposes into such account on behalf of each such employee. All such sums contributed, in addition to the contributions previously made by the employee, shall be credited to the employee's individual account and be subject to the provisions of the pension system as it relates to the payment of such sums to such employees upon separation from service. The provisions of this paragraph shall not apply to employees in the bargaining unit in the following classes who were not Members of the Employees' Retirement System on or before December 12, 1967, or whose date of hire is later than December 23, 1967:

- (a) Emergency appointment, full time
- (b) Emergency appointment, part time
- (c) Regular appointment, seasonal
- (d) Temporary appointment, seasonal
- (e) Emergency appointment, seasonal

(2) Mandatory employee contributions.

- (a) Each employee of the Employees' Retirement System, shall contribute to the retirement system a percentage of the "Member's Compensation" according to (b). "Member Compensation" shall include all salaries and wages of the member, except for the following: overtime earned and paid; any expiring time paid such as overtime, and holiday; and injury time paid; and any supplemental time paid such as vacation or earned retirement.

(b) Contribution percentage:

Effective January 1, 2024, the County and the MDSA agree to follow all state Laws regarding the pension and retirements system, which include but are not limited to, Chapter 111.70, Wis. Stat. § 111.70(4)(mc), Chapter 59, and Wis. Stat. § 59.875.

(3) There shall be one (1) member of the Milwaukee Deputy Sheriffs' Association who shall serve as an employee member of the Milwaukee County Employees Retirement System Board in accordance with Chapter 201, Section 8.2 of the MCGO.

3.21 RETIREMENT BENEFITS

(1) The retirement allowance for all employees retiring on and after January 1, 1976, except as noted in (2) and (3) below, shall be computed at the rate of two and one half percent (2.5%) for each year of service multiplied by the final average salary of such employee as defined in Ch. 201, C.G.O., and in accordance with all of the rules and regulations set forth therein.

(2) Subject to paragraph (3) below, for employees hired on and after January 1, 1982, the provisions of Ch. 201, C.G.O., Employee Retirement System, shall be modified as follows:

(a) Any employee whose last period of continuous membership began on or after January 1, 1982, shall not be eligible for a deferred vested pension if his employment is terminated prior to his completion of ten (10) years of service.

(b) Final average salary means the average annual earnable compensation for the five consecutive years of service during which the employee's earnable compensation was the highest or, if he should have less than five years of service, then his average annual earnable compensation during such period of service.

(3) Notwithstanding any other provision of this agreement, active employees on January 1, 2012, and employees hired on and after January 1, 2012, shall be eligible for a deferred vested pension if the employee's employment is terminated, other than for fault or delinquency on the employee's part, on or after the employee's completion of five (5) years of service.

(4) For employees hired on and after July 1, 1995, the provisions of Ch. 201, C.G.O. Employees' Retirement System, shall be modified as follows: An employee who meets the requirements for a normal pension shall receive an amount equal to two percent (2%) of his final average salary multiplied by the number of years of service.

(5) Employees who are granted an accidental disability pension as that term is defined in Section 201.24(5.3) of the County General Ordinances will have their health insurance paid by Milwaukee County regardless of length of service, except Milwaukee County shall pay the full cost of the basic health plan or the

full premium of an HMO whichever is the least expensive for employees with less than fifteen (15) years of service.

(6) For employees hired after November 12, 1987, overtime shall not be included in the computation of Final Average Salary.

(7) Employees retiring on and after July 31, 1989 shall be entitled to pension service credit for military service under Section 201.24 II (10) of the Employees' Retirement System as amended by the County Board of Supervisors through File No. 85-583(a), notwithstanding the effective date indicated in the amendment.

(8) Deputy Sheriffs I, Deputy Sheriffs I (Bilingual)(Spanish), and Deputy Sheriff Sergeant shall be eligible to retire without penalty: at age fifty seven (57) regardless of their number of years of service, or at age fifty five (55) with at least fifteen (15) years of creditable pension service.

(9) Employees who became Deputy Sheriffs I, Deputy Sheriffs I (Bilingual) (Spanish), and Deputy Sheriff Sergeants prior to January 1, 1994 shall be eligible to retire without penalty when the total of their age and years of creditable pension service equals or exceeds seventy-five (75).

(10) Employees who meet the minimum requirements for retirement and who retire on and after January 1, 1994 shall receive additional pension service credit for each hour of sick allowance balance they have at the time of retirement. This additional pension service credit shall not be used to meet the minimum retirement requirements nor shall this additional pension service credit be used to compute the fifteen (15) years of creditable pension service as provided for in 17.14(7)(h) C.G.O. This section shall not apply to any employee selecting a deferred retirement.

3.22 EMPLOYEE PARKING

(1) The County will eliminate any charge for parking to employees using county-owned or controlled parking lots except the Courthouse Annex and the Safety Building Garage. The method of securing such lots against theft and vandalism shall be determined by the Department of Public Works in a manner consistent with location and type of facility.

(2) The foregoing paragraph shall not apply to any county-owned or controlled lot available for use to the general public for which parking fees have been established.

3.23 CERTIFICATION

Employees certified and offered a regular appointment to positions from established eligible lists shall either accept the position or have their name removed from such list of eligibles.

3.24 CHANGES IN CLASSIFICATION

(1) When, in the judgment of the Association, a position or group of positions in the bargaining unit are improperly classified because of changes in the duties or responsibilities, the Association shall submit its recommendations for reclassification in writing to the Director of Human Resources. All requests shall include an updated position description, detailed information regarding the duties assigned to the position, a summary of the change in duties and other pertinent information in a format designated by the Director of Human Resources. The Director of Human Resources shall review the duties assigned to the position as well as any other information provided and submit a recommendation to the Association.

(2) In the event the Association concurs with the recommendations of the Director of Human Resources to reclassify a position, the recommendation shall be included on a report distributed to all County Board Supervisors.

(3) In the event the Association does not concur with the recommendation of the Director of Human Resources, both parties may request or provide such additional information as may clarify the appropriate classification for the position. After reviewing the additional information, if both parties concur that a reclassification is appropriate, the recommendation of the Director of Human Resources shall be included in a report distributed to all County Board Supervisors.

(4) In the event the Association and the Director of Human Resources cannot agree on the appropriate classification for an existing position, either party may appeal to the Personnel Committee within thirty (30) days of receiving notice of the

1 Director of Human Resources final recommendation. Both parties shall submit a
2 written summary of the rationale for their opinion to the Personnel Committee as
3 well as any other information deemed appropriate. The decision of the County
4 Board on the Personnel Committee recommendation, subject to review by the
5 County Executive, shall be final and if a change in classification is approved, it
6 shall be implemented the first day of the pay period following that in which a
7 resolution adopted by the County Board has been approved by the County Executive.

8 (5) Monthly while a reclassification is pending, the Director of Human Resources
9 shall provide a report to the Personnel Committee, which lists all position
10 reclassifications, which the Director intends to approve, along with a fiscal note
11 for each. This report shall be distributed to all County Supervisors and placed on
12 the Personnel Committee agenda for informational purposes. If a County
13 Supervisor objects to the decision of the Director of Human Resources within
14 seven working days of receiving this report, the reclassification shall be held in
15 abeyance until resolved by the County Board upon recommendation of the
16 Personnel Committee, and subsequent County Executive action. If no County
17 Supervisor objects, the reclassification shall be implemented the first day of the
18 first pay period following the meeting of the Personnel Committee and in
19 compliance with collective bargaining agreements. In the event the County Board
20 takes no action on a reclassification, after receipt of a recommendation from the
21 Personnel Committee, the reclassification shall be implemented the first day of
22 the first pay period following action by the County Executive or, in the event of a
23 veto, final County Board action.

24 (6) The Director of the Department of Human Resources or the department head shall
25 not be precluded from initiating a review of the classification of any represented
26 position if he/she feels such a review is appropriate.

27 28 **3.25 NOTICE OF ASSIGNMENT OR SHIFT CHANGE**

29 Bargaining unit members assigned to a different division or a different shift in such division,
30 shall be notified two (2) weeks in advance of the effective date of such assignment or shift
31 change; provided, however, that such assignments or shift changes may be made with less notice

or without notice in cases of emergency or to change the employee's work setting in order to improve his work performance or to increase departmental efficiency.

3.26 CHANGE OF OFF DAYS

Employees covered under this Agreement shall be given one-week (1) notice in case of a change of off days. However, such change may be made with less notice or without notice in cases of emergency or to increase departmental efficiency.

3.27 ASSIGNMENTS

When a Deputy is assigned from one bureau/division to another, all shift assignments shall be determined based on date of rank. This language shall not apply to employees who rotate for the eleven (11) week period as part of their initial orientation. For purposes of this section, the term "bureau/division" shall mean those work units between which assignments have been customarily approved as of January 1, 1984.

3.28 SHIFT SELECTION

Requests for assignment to a shift within a division shall be filed with the division head. Thereafter, as vacancies occur, they shall be filled by the employee in the division with the greatest seniority within classification having a request on file on the date that the vacancy occurred, provided he is qualified to perform all the duties and responsibilities of his assignment on that shift. If the most senior employee requesting such shift change is denied the request, the reason for denial shall be made known to the employee in writing.

3.29 DEFINITION OF A DAY

A day shall mean a period of twenty-four (24) hours measured from the employee's normal starting time. This provision shall not be applicable when an employee is assigned from one shift to another, pursuant to Section 3.25. The Association agrees that normal daily starting times that vary within an established shift shall not incur a liability for overtime. The Association further agrees that this Section shall have no application to the Drug Enforcement Unit.

3.30 LAYOFF AND RECALL

(1) Whenever the County reduces the number of County employees represented by the Association in any position in the classified service, the Sheriff shall notify the Director of Human Resources of the number of employees to be laid off, including titles of positions, upon the form Prescribed and furnished by the Department of Human Resources. The Director of Human Resources, upon receipt of the notice from the Sheriff, shall give to the Sheriff the names and addresses of the initial employees who should be laid off in accordance with these provisions:

(a) The order of layoff shall be as follows:

1. Employees on Emergency Appointment;
2. Employees on Temporary Appointment;
3. Employees on Regular Appointment, beginning with the employee with the least seniority in the affected classification.

(b) The affected employee may, at his option, displace the least senior employee holding a position in the next lower classification, providing he is more senior than the employee he is displacing.

(c) This displacement into a lesser classification shall be followed beginning with the highest classification affected, including sergeant, and continuing to the lowest classification affected, unless the affected employee decides not to initiate his option and leaves the County service.

(d) When the County lays off deputy sheriffs in any rank or classification represented by the Association, the order of layoffs shall be based on rank seniority.¹

(e) An employee who elects to take a position in a lower classification displacing an employee with the least seniority in such lower classification shall be paid at the maximum of the pay range to which such lower classification is allocated, provided that such rate is not higher than the rate he was receiving in the classification from which he was displaced.

(f) Displacement and recall as contemplated herein shall be restricted to vertical movement only within those classifications represented by the Association.

(g) When the County increases the number of employees in any classification, an employee

¹ Language from Case 265, No. 41540, A-5401 Decision of Dennis P. McGilligan, Arbitrator.

having accepted a voluntary reduction to a lower classification shall be reinstated to the position from which he left, as if he were recalled from layoff. If more than one employee is affected, reinstatement shall be by application of seniority in reverse order of displacement. Any employee who is laid off under these provisions and rehired for the same work within six (6) years and one (1) day of the date of such layoff shall be reinstated to the same relative position and pay range within the department at the same step in the pay range which he held at the time of layoff and at a rate currently being paid to that classification at the time of recall. Seniority shall be broken if an employee:

1. Retires;
2. Resigns from County service;
3. Is discharged and the discharge is not reversed;
4. Is not recalled from layoff for a period of six (6) years and one (1) day. This provision shall not apply to an employee not reinstated to a position from which he was displaced to a lower classification in the event he is not returned to the higher position within six (6) years and one (1) day;
5. Does not return at the expiration of a leave of absence.

(h) An employee's refusal to accept the position in a lower classification shall not be construed as a termination but rather such employee shall be placed on the appropriate reinstatement list as though laid off in accordance with these provisions.

(i) Whenever a member of the bargaining unit is promoted to a classification outside of the unit in order to fill a position for an indeterminate period of time, he shall, upon discontinuation of the program to which he was assigned, be returned to the unit in the same rank he held prior to such temporary assignment and without loss of seniority for any purpose.

(j) An employee who has retained his/her membership in the Retirement System who is recalled from layoff from the appropriate reinstatement list shall return at the pension rate in effect at the time of layoff.

3.31 LIABILITY INDEMNIFICATION

Every employee covered by this Agreement shall be saved harmless from any and all liability, which may arise against him or her during the good faith performance of such employee's duties for false arrests, erroneous service of civil process, false imprisonment and other hazards that law enforcement officers are traditionally confronted with. In the event that any employee is confronted with the situation where it becomes necessary for him to defend himself against such charges as those enumerated herein above, he shall have the services of the Milwaukee County Corporation Counsel's office made available to him which shall undertake the defense of such charges. Costs of the trial or other costs connected with the defense of charges made against the employee shall be reimbursed by Milwaukee County to the employee. The employee will be compensated at his regular rate of pay for any time which is required of him to be away from his employment duties for depositions, trial or other hearings necessary in connection with his defense of such charges as referred to herein above. A judgment for money damages, costs, and attorney's fees of a plaintiff or claimant in such a matter will be paid for by Milwaukee County without the employee being in peril of having his property subject to execution or other collection device.

3.32 AUTOMOBILE ALLOWANCE

(1) Whenever the Sheriff determines that the performance of official duties for the benefit of the County requires the regular use of an automobile by an employee, he may authorize that such employee may use his personally owned automobile in the performance of such duties.

(2) Reimbursement for the regular use of such personally owned automobile will be at a rate established by C.G.O., s. 17.14(5), for each mile traveled on County business. The payment for the use of such personally owned automobile shall be made each month on voucher of the amount due signed by the employee and approved by the Sheriff.

3.33 JURY DUTY

(1) Jury duty is the responsibility of all citizens. An employee summoned for jury duty will be required to immediately present such Summons to his supervisor and

indicate the dates on which he will be required to serve. Employees regular work schedules shall not be changed during the period of jury duty.

(2) An employee who reports for jury duty on a regularly scheduled workday shall be paid for that day at his regular rate, excluding premiums of any kind. On days that the employee reports for jury duty, it is not necessary that he punch in and out at his regular place of work.

(3) In the event that an employee is excused from jury duty for one or more days, he shall immediately notify his supervisor and is required to work his regularly scheduled shift on such days.

(4) All fees received by employees serving as jurors shall be deposited with the County Treasurer. The County Treasurer shall send a check to each County employee for that portion of the fee attributable to expenses. An employee may retain the entire fee on days he reports for jury duty during vacation, off days, personal days, or other unscheduled times.

3.34 BULLETIN BOARDS

(1) The County shall provide bulletin boards for the Association's use and erect them in locations to be agreed upon for posting notices regarding Association affairs, restricted to the following:

- (a) Notices of Association meetings;
- (b) Notices of Association elections;
- (c) Notices of Association appointments and results of Association elections;
- (d) Notices of Association recreational and social events;
- (e) Notices concerning bona fide Association activities such as cooperatives, credit unions, and unemployment compensation information. Other notices concerning Association affairs, which are not political or controversial in nature.

(2) Upon written notice by the employer, the Association shall promptly remove from such bulletin boards any materials which is libelous, scurrilous, or in any way detrimental to the labor-management relationship.

(3) The posting of any Association-authorized material, which is in violation of this

section, shall be cause for the immediate removal of the bulletin boards and
cancellation of bulletin board privileges.

3.35 CHILD CARE VOUCHERS

Employees shall be eligible to participate in a voucher program, which will enable child care
expenses to be paid with pre-tax income. Such program will be administered by a vendor, to be
selected by Milwaukee County, and shall be in conformance with State and Federal regulations.

3.36 SHERIFF'S DEPARTMENT GYMNASIUM

Bargaining unit employees shall be exempt from the annual fee to be assessed for the use of the
Milwaukee County Sheriff's Gymnasium.

3.37 DIRECT PAYROLL DEPOSIT

All employees in the bargaining unit shall utilize The Milwaukee County Direct Deposit
Program.

3.38 CANINE ASSIGNMENTS

The MDSA acknowledges that the Sheriff or his designee has the authority to
determine which employees are designated as canine handlers as well as their
shift assignments, within the parameters of Section 3.25 through 3.28. Care and
custody of canines include, but is not limited to, training, administering drugs or
medicine for illness, bathing, brushing, exercising, providing water, feeding,
grooming, cleaning of the canine's kennel and transport vehicle, cleaning up the
canine's waste, transporting the canine to and from work, and other similar,
regular activities performed by the employees for the assigned canines, at their
homes, away from the worksite, on workdays and off days. The parties agree that
the compensation for employees who have custody of and care for canines shall
be as follows:

(a) Employees (K-9 Handlers)

That are given a daily worksite assignment/deployment that requires them
to be in that position for a full eight (8) hours, that employee shall receive

seven (7) hours of STH for the worksite and one (1) hour of OTH for the worksite assignment and one (1) hours of STH canine time for the day.

(b) Employees shall receive one (1) hour of straight time pay on their off days, resulting in being paid for a total of seven (7) hours of canine time each work week.

(c) When employees are using sick, holiday, vacation, personal, and/or compensatory time off, said time-banks will be depleted by seven (7) hours.

(d) When employees are required to work overtime at the worksite, the employees shall receive overtime pay after working seven (7) hours.

(e) Employees shall receive reimbursement for all mileage driven in their personal vehicle for travel to and from work with their canines, at the IRS mileage rate in effect at the time. The mileage reimbursement shall occur monthly.

PART 4

4.01 FAIR SHARE AGREEMENT

(1) The County agrees to deduct from the paycheck of each employee who has voluntarily signed and filed a payroll deduction card with the Central Payroll Division, Department of Administration, the amount certified in writing by the Association Treasurer to the Department of Labor Relations, at least fifteen (15) days prior to the start of the pay period when the change is to occur. The amount to be deducted shall be transmitted to the Treasurer of the Association within ten (10) days after such deduction is made. Checkoff may be terminated by written notice from the employee and shall take effect ninety (90) days after receipt of such notice. Any increase or decrease in dues to be deducted shall be certified by the Association at least fifteen (15) days before the start of the pay period the increased deduction is to be effected.

(b) In order to insure that any such deduction represents the proportionate share of each employee in the bargaining unit of the cost of collective

bargaining and contract administration, it is agreed as follows:

1. That prior to the implementation of the Agreement the Milwaukee Deputy Sheriffs' Association shall submit to the County a schedule of monthly dues uniformly levied.
2. Any increase in dues or fair share amounts to be deducted shall be certified by the Association at least fifteen (15) days before the start of the pay period the increased deduction is to be effected.
3. The Association agrees that no funds collected from non-members under this fair share agreement will be allocated for, or devoted directly or indirectly to, the advancement of the candidacy of any person for any political office.

(2) In the event during the continuance of its recognition, the Milwaukee Deputy Sheriffs' Association, its officers, agents, or employees, or any of its members, acting individually or in concert with one another, engage in or encourage any Association-authorized strike or work stoppage against the County, including any of its departments and/or agencies, dues deductions and payments of fair share contributions made in accordance with this Agreement, including deductions and payments made to the Association on behalf of employees who have signed and have on file current dues deduction (voluntary checkoff) cards, shall be terminated forthwith by the County. Thereafter, for a period of one year, measured from the date of the onset of such strike or work stoppage, no deductions whatever shall be made from the earnings of any employee nor shall any payment whatever be made to the treasurer of the Milwaukee Deputy Sheriffs' Association on account of dues deduction (voluntary checkoff) or fair share agreement contributions.

(3) In the case of an unauthorized strike, work stoppage, slow down, or other interference with any phase of the County's operation by Association members, the County will notify the Association officials in writing of such occurrence. The Association shall, as promptly as possible, denounce the strike, work stoppage, slowdown or other interference with any phase of the County's operation and order its members to return to work. Good faith compliance with

1 these requirements will stay the effect of par. (2). Failure on the part of the
2 Association to immediately denounce the strike, work stoppage, slowdown or
3 other interference with County operations, and/or to order its members back to
4 work, shall constitute an admission on the Association's part that such strike,
5 work stoppage, slowdown or other interference with County operations is
6 authorized.

7 (4) In the event the provisions of this fair share agreement are successfully challenged
8 by any person affected thereby, and it is determined by an administrative body or
9 a court of competent jurisdiction that the deductions made pursuant to the
10 provisions hereof are in any manner in conflict with the rights of the challenging
11 party as those rights are affected by Ch. 63, Stats., or other provisions of law
12 applicable to public employment, which determination results in an order or
13 judgment against Milwaukee County requiring that it repay to the challenging
14 party and/or to any or all members of the class represented by such challenging
15 party such sums as have been deducted from their earnings in accordance with the
16 provisions thereof, the Association agrees to indemnify the County in full,
17 including any and all costs or interest which may be a part of such order or
18 judgment, for all sums for which the County has been determined to be liable.

19
20 During the pendency of any action brought challenging the provisions of this fair share
21 agreement or the right of the Association and the County to enter into such an agreement, all
22 sums which the County has agreed to deduct from the earnings of employees covered by the
23 agreement and transmit to the treasurer of the Milwaukee Deputy Sheriffs' Association, except
24 sums deducted pursuant to voluntary checkoff cards on file with the employer, shall be placed in
25 trust pending the ultimate disposition of such action. In the event the outcome of such action
26 favors the continuance of the fair share agreement, the monies held in trust, together with the
27 interest earned thereon, shall be paid to the Association upon entry of judgment in such action.

28 29 **4.02 DUES CHECKOFF**

30 (1) The County agrees to deduct from the paycheck of each employee who has signed
31 and filed a payroll deduction card with the Central Payroll Division, Department

of Administration, the amount certified in writing by the Association Treasurer to the Department of Labor Relations, at least fifteen (15) days prior to the start of the pay period when the change is to occur. The amount to be deducted shall be transmitted to the Treasurer of the Association. Checkoff may be terminated by written notice from the employee and shall take effect ninety (90) days after receipt of such notice.

(2) The County agrees to provide the Association with a list of the names and addresses of all active bargaining unit employees twice per year and a list of names and addresses of all retired employees once per year.

(3) The Association agrees to pay to the County for such service a sum equal to five dollars (\$5.00) per average member per year.

4.03 ASSOCIATION OFFICE SPACE

The County agrees to provide office space to the Association and to allow the Association to use members' departmental mailboxes for the distribution of Association correspondence.

4.04 AFFIRMATIVE ACTION STATEMENT

The County and the Association agree to abide by all of the provisions of the Consent Order in Civil Action No. 74-C-374 in the United States District Court for the Eastern District of Wisconsin in Johnnie G. Jones, et al., vs. Milwaukee County, et al. The County and the Association further agree that when provisions of the Agreement are in conflict with the Consent Order, the provisions of the Consent Order shall be controlling.

By the inclusion of the foregoing language, the Milwaukee Deputy Sheriffs' Association reserves any and all rights which it may have to seek clarification of the impact of the consent order in Civil Action No. 74-C-374 in the case of Johnnie J. Jones, et al., vs. Milwaukee County, et al, in the United States District Court for the Eastern District of Wisconsin; and to the extent that the United States District Court for the Eastern District of Wisconsin shall modify the decision in the referenced case, or provide interpretation of the decision in the referenced case, the rights and opportunities of the Association regarding affirmative action shall be modified accordingly.

4.05 COLLATERAL AGREEMENTS

This provision provides a method regarding the manner and extent of Association participation in resolving problems.

Agreements of this type will be entered into only by the President of the Association.

Since the County has no awareness of the internal mechanisms for the authorization within the constituent Association, the signature of the President, when applicable, on any document reflecting an Agreement with the County shall be binding, it being assumed that such Association officer has either received authorization from his Association to execute the document or has determined in his judgment that the matters under consideration are not of such grave consequence as to require membership ratification. The same presumption shall apply to the signature of the County official with whom the understanding has been negotiated.

Management and the Association will keep each other apprised of the names of officials and administrators who may be involved in the procedure outline.

All present collateral agreements shall remain in effect for the life of this Agreement except as otherwise provided in said agreements.

All collateral agreements shall be executed by the appropriate County official and authorized and signed by the Director of Labor Relations.

PART 5

5.01 GRIEVANCE PROCEDURE

(1) APPLICATION: The grievance procedure shall not be used to change existing wage schedules, hours of work, working conditions, fringe benefits, and position classifications established by ordinances and rules which are matters processed under other existing procedures. Any disputes that arise between the Association and the County including employee grievances shall be resolved under this section.

Only matters involving the interpretation, application or enforcement of rules, regulations or the terms of this Agreement shall constitute a grievance.

(2) REPRESENTATIVES: An employee may be represented at any step in the procedure by Association representatives (not to exceed two) of his/her choice. However, representative status shall be limited at all steps of the procedure to those persons officially identified as representatives of the Association. The Association shall maintain on file with the County a listing of such Association officials.

(3) TIME OF HANDLING: Whenever practical, grievances will be handled during the regularly scheduled working hours of the parties involved. The Association and the County shall mutually agree to a time and place for hearing the grievance.

(4) TIME LIMITATIONS: If it is impossible to comply with the time limits specified in this procedure, for any reason, these limits may be extended by mutual consent in writing. If any extension is not agreed upon by the parties within the time limits herein provided or a reply to the grievance is not received within time limits provided herein, the grievance shall be appealed directly to the next step of the procedure. "Working days" shall be defined as Monday through Friday excluding Saturdays, Sundays, and holidays set forth in Section 3.15(3).

(5) SETTLEMENT OF GRIEVANCES: Any grievance shall be considered settled at the completion of any step in the procedure if the Association and the County are mutually satisfied. Dissatisfaction is implied in recourse from one step to the next.

(6) FORMS: There are two separate forms used in processing a grievance:

- (a) Grievance Initiation Form;
- (b) Grievance Disposition Form;

Five (5) copies of all grievance forms are to be prepared, two of which are to be retained by the person originating the form. The remaining copies shall be served upon the other person involved in the procedure at that step, who shall distribute them in such manner as the department head shall direct. The department head shall furnish one copy to the Department of Labor Relations. The forms are available in the Sheriff's Department, as well as the office of the Department of Human Resources, and shall be

1 readily available to all employees.

2 (c) Procedure To Be Followed When Initiating A Written Grievance:

- 3 1. The employee alone or with his/her Association Representative
4 shall cite the precise rule, regulation or contract provision that was
5 alleged to have been violated at the first step of the grievance
6 procedure.
- 7 2. The employee alone or with his/her Association Representative
8 shall in writing provide his/her immediate supervisor designated to
9 hear grievances an explanation as to when, where, what, who, and
10 why the employee believes that his/her contractual rights have
11 allegedly been violated. The written Grievance Initiation Form
12 shall contain the date or time that the employee alleges that his/her
13 contractual rights have been violated.
- 14 3. The employee alone or with his/her Association Representative
15 shall detail, in writing, the relief the employee is requesting.
- 16 4. If more space is required than is provided for on the Grievance
17 Initiation Form in order to comply with the provisions of this
18 section, the employee shall be permitted to submit written
19 attachments to said form.
- 20 5. The Grievance Initiation Form shall be prepared by the employee
21 or with his/her Association Representative in a manner that is neat,
22 clear, and discernible. The grievant(s) must sign the grievance.
23 Failure of the grievant(s) to sign the grievance shall bar the
24 grievance from being processed.
- 25 6. If the employee alone or with his/her Association Representative
26 fails to follow section 5.01(6)(c) 1,2,3,4, or 5, the employee's
27 immediate supervisor designated to hear grievances may return the
28 Grievance Initiation Form to the employee for corrections. If the
29 employee fails to make the corrections within 15 days of such
30 return, the grievance shall be barred.
- 31 7. The procedure outlined in 5.01(6)(c) 1,2,3,4,5 and 6 is to clarify

the procedure to be followed. These procedures are to assist the employee, the Association and management in the resolution of grievances at their lowest level of the grievance procedure.

(7) STEPS IN THE PROCEDURE

(a) STEP 1

1. The employee alone or with his/her representative shall explain the grievance verbally to the person designated to respond to employee grievances in his/her department.
2. The person designated in Par. 1. shall within three (3) working days verbally inform the employee of his/her decision on the grievance presented.
3. If the supervisor's decision resolves the grievance, the decision shall be reduced to writing on a Grievance Disposition Form within five (5) working days from the date of the verbal decision and a copy of said disposition shall be immediately forwarded to the Director of Labor Relations.

(b) STEP 2

1. If the grievance is not settled at the first step, the employee alone or with his/her representative shall prepare the grievance in writing on the Grievance Initiation Form and shall present such form to the person designated in Step 1 to initial as confirmation of his/her verbal response. The employee alone or with his/her representative shall fill out the Grievance Initiation Form pursuant to Section 5.01 (6)(c) 1,2,3,4,5,6,7, of this Agreement.
2. The employee or his/her representative after receiving confirmation shall forward the grievance to his/her appointing authority or the person designated by him/her to receive grievances within fifteen (15) working days of the verbal decision. Failure of the person designated or the appointing authority to provide confirmation shall not impede the timeliness of the appeal.
3. The person designated in Step 2, paragraph 2, will schedule a

hearing with the person concerned and within fifteen (15) working days from date of service of the Grievance Initiation Form, the Hearing Officer shall inform the aggrieved employee, the Director of Labor Relations, and the Association in writing of his/her decision.

4. Those grievances, which would become moot if unanswered before the expiration of the established time limits will be answered as soon as possible after the conclusion of the hearing.

5. The second step of the grievance procedure may be waived by mutual consent of the Association and the Director of Labor Relations. If the grievance is not resolved at Step 2 as provided, the Association shall appeal such grievance within thirty (30) working days from the date of the second step grievance disposition to Step 3.

(c) STEP 3

1. The Director of Labor Relations or his/her designee shall attempt to resolve all grievances timely appealed to the third step. The Director of Labor Relations or his/her designee shall respond in writing to the Association within thirty (30) working days from the date of receipt by the Director of Labor Relations of the Step 2 appeal.

2. In the event the Director of Labor Relations or his/her designee and the appropriate Association representative mutually agree to a resolve of the dispute it shall be reduced to writing and binding upon all parties and shall serve as a bar to further appeal.

3. The Step 3 of the grievance procedure shall be limited to the Director of Labor Relations or his/her designee and the appropriate Association representative and one of his/her designee, an Attorney for the Association and representatives of the Sheriff designated to respond to employee grievances. The number of representatives at any Step 3 hearing may be modified by mutual

consent of the parties.

4. The first and second step hearing officers shall forward a copy of the disposition to the Department of Labor Relation at the same time they notify the grievants of their disposition.

(8) Grievances designated for arbitration shall be appealed to the Wisconsin Employment Relations Commission within thirty (30) calendar days of the date of the written response from Step 3. The Association shall, in writing, notify the Director of Labor Relations or his/her designee within forty-eight (48) hours prior to the arbitration hearing the names of the employees the Association wishes to have released for the arbitration hearing. The release of said employees shall be subject to review by the Director of Labor Relations or his/her designee and shall be subject to mutual agreement of both the Association and the Director of Labor Relations or his/her designee. The release of employees shall not be unreasonably denied.

(9) No grievance shall be initiated after the expiration of (60) calendar days from the date of the grievable event, or the date on which the employee becomes aware, or should have become aware, that a grievable event occurred, whichever is later. This clause shall not limit retroactive payment of economic benefits for which it has been determined the County is liable nor would it prohibit a prospective adjustment of an ongoing situation.

(10) Representation at hearings on group grievances shall be limited to two (2) employees from among the group, except in those cases where the Association and the department involved agree that the circumstances of the grievance are such as would justify participation by a larger number. One employee of the group shall be designated as the grievant to whom the Grievance Disposition Forms shall be forwarded.

(11) At each successive step of the grievance procedure, the subject matter treated and the grievance disposition shall be limited to those precise issues arising out of the original grievance as filed.

(12) In those cases in which an employee elects not to be represented by Association spokesmen, the grievance shall not be resolved in a manner inconsistent with the

existing collective agreement.

(13) A copy of all grievance dispositions shall be promptly forwarded to the appropriate Association representative.

5.02 SELECTION OF ARBITRATOR

(1) SELECTION OF ARBITRATOR

To assist in the resolution of disputes arising under the terms of the Agreement and in order to resolve such disputes, the parties agree to petition the Wisconsin Employment Relations Commission to appoint an Arbitrator from their staff to resolve all disputes arising between the parties.

(2) HEARINGS

(a) The Arbitrator shall have the authority upon referral of a grievance to investigate such grievance in such manner as in his judgment will apprise him of all of the facts and circumstances giving rise to such grievance to enable him to reach a decision. The Arbitrator shall have the authority to conduct hearings and to request the presence of witnesses. At such hearings both the County and the Association may be represented by counsel and may call witnesses to testify in their behalf. Either party may request that a transcript of the proceedings be made. Any expenses incurred for witness fees or for the cost of the reporter and the preparation of transcript shall be borne by the party requesting the same, unless the parties by mutual agreement consent to share such costs. The fees of the Arbitrator shall be split equally by the parties. The Arbitrator shall complete his investigation within a reasonable period of time and file his decision and the reasons therefore in writing with the Department of Labor Relations and the Association.

(b) The filing of such grievance shall not stay the effectiveness of any rule, directive or order which gave rise to such grievance and any such rule, directive or order shall remain in full force and effect unless rescinded or modified as a result of the Arbitrator's award.

(c) Any time prior to the filing of the Arbitrator's award with the Department

of Labor Relations and the Association, either party may petition the Arbitrator to reopen the record for the purpose of presenting additional evidence.

(3) INTERPRETATION OF AGREEMENT

Any disputes arising between the parties out of the interpretation of the provisions of this Agreement shall be discussed by the Association with the Department of Labor Relations. If such dispute cannot be resolved between the parties in this manner, either party shall have the right to refer the dispute to arbitration in the manner prescribed in Par. (2)(a) above, except as hereinafter provided. The parties may stipulate to the issues submitted to such Arbitrator either orally or in writing, their respective positions with regard to the issue in dispute. The Arbitrator shall be limited in his deliberations and decision to the issues so defined. The decision of the Arbitrator shall be filed with the Department of Labor Relations and the Association.

(4) ARBITRATOR'S AUTHORITY

The Arbitrator in all proceedings outlined above shall neither add to, detract from nor modify the language of any civil service rule or resolution or ordinance of the Milwaukee County Board of Supervisors, nor revise any language of this Agreement. The Arbitrator shall confine himself to the precise issue submitted.

(5) FINAL AND BINDING

The decision of the Arbitrator when filed with the parties shall be binding on both parties.

5.03 BARGAINING TIME

Employees serving as members of the Association's bargaining committee shall be paid their normal base rate for all hours spent in contract negotiations carried on during their regular workday. Effort shall be made to conduct negotiations during non-working hours to the extent possible, and in no case shall such meetings be unnecessarily protracted. Employees released from duty for negotiations shall be allowed reasonable travel time between their work site and meeting locations.

**5.04 DISCIPLINARY SUSPENSIONS NOT APPEALABLE UNDER WISCONSIN
STATE STATUTE 63.10**

In cases where an employee is suspended for a period of ten (10) days or less by his department head, pursuant to the provisions of s. 63.10, Stats., the Association shall have the right to refer such disciplinary suspension to arbitration. Such reference shall in all cases be made within 10 working days from the effective date of such suspension. The decision of the Arbitrator shall be served upon the Department of Labor Relations and the Association. In such proceedings, the provisions of s. 5.02(2)(c) shall apply.

5.05 REPRESENTATION AT DISCIPLINARY HEARINGS

(1) If a meeting is called by the Sheriff or his/her designee or the sole purpose of considering the imposition of discipline and the affected member is offered the option of attending either in person or by electronic means, the member shall be entitled to Association representation under the terms of the MDSA Agreement Section 5.05, and the MDSA representative shall have the right to speak and address the Sheriff or his/her designee pursuant to the language contained in 5.05(2)(b) of the MDSA Agreement.

(2) It is understood and agreed that such right is conditioned upon the following:

(a) At the meeting before the appointing authority or his designee, the employee may be represented by one Association official.

(b) The meeting shall not be an adversarial proceeding. The employee shall not be entitled to have witnesses appear on his behalf nor shall the employee or his representative be entitled to interrogate, cross-examine or harass any person appearing at such hearing. The Association official may bring to the attention of the appointing authority or his designee any facts, which he considers relevant to the issues and may recommend to the appointing authority what he considers to be an appropriate disposition of the matter.

(c) It shall be the obligation of the employee to make arrangements to have his Association representative present at the time the meeting is set by the appointing authority or his designee. Written notice of the meeting shall be provided to the employee not less than 48 hours prior to such meeting.

1 The inability of the employee to secure the services of any Association
2 representative shall not be justification for adjourning such hearings
3 beyond the date and time originally set by the appointing authority.

4 (d) The County agrees to provide a copy of the investigative file to the subject deputy
5 when the assigned County investigator has completed the investigation (i.e. before
6 the Sheriff renders discipline), upon request and at the affected deputy sheriff's
7 or the Association's expense.

8 (e) The County agrees to provide Association attorneys a digital copy of the member's
9 personnel and discipline file at no expense via electronic upload within ten (10)
10 calendar days from the notice of discipline receipt of a signed request from the
11 Member-employee and after notice of discipline.

12 (f) MDSA members and/or and MDSA representative may continue to submit a
13 statement for review at the conclusion of the County investigation (i.e. before any
14 discipline is rendered), but must do so on or before the date provide by the Agency,
15 unless the Parties mutually agree to alter the submission date.

16 (g) Nothing contained herein shall in any way limit the authority of the
17 employer to impose summary discipline where the circumstances warrant
18 such action.

19 20 **5.06 INTERVIEWS RELATED TO EMPLOYEE DISCIPLINE**

21 If an employee is under investigation and is subjected to being interviewed for any reason which
22 could lead to disciplinary action, demotions, dismissal or criminal charges, the interview shall
23 comply with the following requirements:

24 (1) The County shall provide advance notice to the employee under investigation and the
25 Association President of: (1) investigation interview date and time; (2) the alleged misconduct;
26 and (3) the nature of the investigation prior to any interview.

27 (2) At the request of the employee, he or she may be represented by a representative
28 of his or her choice with whom he or she may consult at all reasonable times
29 during the interview. Evidence obtained during the course of an interview not
30 conducted in accordance with the above section may not be utilized in any
31 subsequent disciplinary proceeding against the employee. No employee may be

1 discharged, disciplined, demoted or denied promotion, or reassignment, or
2 otherwise discriminated against in regard to employment, or threatened with any
3 such treatment, by reason of the exercise of the rights under this section. The
4 rights under this section shall not be diminished or abridged by any ordinance or
5 provision of any collective bargaining agreement.

6 (3) Employees being questioned by Internal Affairs personnel will have the option of
7 having another person present in the room during the questioning. It is
8 understood that the observer cannot ask questions or otherwise interfere in the
9 investigative process.

11 **5.07 PAID RELEASE TIME**

12 The following provision is in conformance to the Court's Decision and Order in Milwaukee
13 Deputy Sheriffs' Association and Rollan Parish v. Milwaukee County Sheriff David A. Clark, Jr.,
14 Milwaukee County Case No. 2005-CV-5278.

15 (1) The purpose of this Section is to provide for paid release time for the President of
16 the MDSA during the normal workweek (Monday-Friday) and during the normal
17 workday (first shift).

18 (2) The MDSA acknowledges that the Sheriff or his designee has the authority to
19 determine for Deputy Sheriffs, including the President of the MDSA, their
20 bureau/division assignments, and shift assignments, within the parameters of
21 sections 3.25 through 3.28 of the current memorandum of Agreement.

22 (3) That the Office of the Sheriff will provide that the President of MDSA will be
23 granted a designated period of time during which he/she can conduct union
24 business on each scheduled work day that falls on a Monday through Friday.

25 (4) The following specifics will control the use of the release time:

- 26 (a) On each weekday the President of the Association is scheduled for
27 regular duty on the day shift he shall be scheduled to work six (6) hour
28 shifts at the worksite and shall be paid two (2) hours of straight time pay,
29 designated as MDSA release time, at the regular hourly rate of pay in
30 effect, resulting in his being paid for eight (8) hours but only working six
31 (6) hours at the worksite;

- (b) The person holding the Office of President of the MDSA will be entitled to an assignment selected by the Sheriff, on first shift, regardless of his seniority;
- (c) The release time will be for the purpose of conducting non-political union business including, but not limited to, representing MDSA members in disciplinary matters; attending public meetings that directly relate to collective bargaining; and general contract administration;
- (d) The release time will occur at the end of the regularly scheduled shift and will not be unreasonably denied;
- (e) In the event the President is required to continue working beyond the regular departure time for more than thirty (30) minutes he will be given an additional two (2) hours off with pay on his next regularly scheduled work day;
- (f) When the President of the MDSA exercises her/his release time option no other member of the MDSA executive board, including trustees, may be released while on duty for union business without the consent of the Sheriff or his designee, except as provided in MCGO 17.205;
- (g) Release time will not be considered hours worked for purposes of calculating overtime;
- (h) Release time will count in computing sick, holiday, vacation, personal and/or compensatory time off with the banked time reduced by eight (8) hours, No paid leave in increments of less than eight (8) hours will be permitted on days with release time scheduled. Release time will be considered pensionable in terms of final average salary calculations.

PART 6

6.01 ENTIRE AGREEMENT

The foregoing constitutes the entire Agreement between the parties by which the parties intended to be bound and no verbal statement shall supersede any of its provisions. All existing ordinances and resolutions of the Milwaukee County Board of Supervisors affecting wages,

1 hours and conditions of employment not inconsistent with this Agreement are incorporated
2 herein by reference as though fully set forth. To the extent that the provisions of this Agreement
3 are in conflict with existing ordinances or resolutions, such ordinances and resolutions shall be
4 modified to reflect the agreements herein contained.

5
6 **6.02 SAVING CLAUSE**

7 If any article or part of this Agreement is held to be invalid by operation of law or by any
8 tribunal of competent jurisdiction, or if compliance with or enforcement of any article or part
9 shall be restrained by such tribunal, the remainder of this Agreement shall not be affected
10 thereby and the parties shall enter into immediate negotiations for the purpose of arriving at a
11 mutually satisfactory replacement for such article or part.

APPENDIX A Deputy Sheriffs' Association Wage Rates

2024 Deputy Sheriff Wage Schedule

Step	5/26/2024
1	\$33.78
2	\$35.18
3	\$36.61
4	\$38.05
5	\$40.88
6	\$43.31

Pay period 1 of 2025 Deputy Sheriff Wage Schedule

Step	12/22/2024
1	\$34.46
2	\$35.88
3	\$37.34
4	\$38.81
5	\$41.70
6	\$44.18

Pay period 14 2025 Deputy Sheriff Wage Schedule

Step	7/6/2025
1	\$35.15
2	\$36.60
3	\$38.09
4	\$39.59
5	\$42.53
6	\$45.06

Pay Period 14 2026 Deputy Sheriff Wage Schedule

Step	6/21/2026
1	\$36.38
2	\$37.89
3	\$39.42
4	\$40.98
5	\$44.02
6	\$46.64

Pay period 1 2027 Deputy Sheriff Wage Schedule

Step	1/3/2027
1	\$37.02
2	\$38.55
3	\$40.11
4	\$41.69
5	\$44.79
6	\$47.45

Pay period 14 2027 Deputy Sheriff Wage Schedule

Step	7/18/2027
1	\$37.66
2	\$39.22
3	\$40.81
4	\$42.42
5	\$45.57
6	\$48.28

2024 Deputy Sergeant Wage Schedule

Step	5/26/2024
1	\$39.76
2	\$40.85
3	\$41.76
4	\$42.93
5	\$44.05
6	\$45.11
7	\$46.54

Pay period 1 of 2025 Deputy Sheriff Sergeant Wage Schedule

Step	12/22/2024
1	\$40.56
2	\$41.67
3	\$42.60
4	\$43.79
5	\$44.93
6	\$46.01
7	\$47.47

Pay period 14 2025 Deputy Sheriff Sergeant Wage Schedule

Step	7/6/2025
1	\$41.47
2	\$42.61
3	\$43.55
4	\$44.77
5	\$45.94
6	\$47.05
7	\$48.54

Pay Period 14 2026 Deputy Sheriff Sergeant Wage Schedule

Step	6/21/2026
1	\$43.02
2	\$44.20
3	\$45.19
4	\$46.45
5	\$47.67
6	\$48.81
7	\$50.36

Pay period 1 2027 Deputy Sheriff Sergeant Wage Schedule

Step	1/3/2027
1	\$43.78
2	\$44.98
3	\$45.98
4	\$47.27
5	\$48.50
6	\$49.67
7	\$51.24

Pay period 14 2027 Deputy Sheriff Sergeant Wage Schedule

Step	7/18/2027
1	\$44.65
2	\$45.88
3	\$46.90
4	\$48.21
5	\$49.47
6	\$50.66
7	\$52.27

SIGNATURE PAGE FOLLOWS



The following Parties hereby execute this Agreement:

FOR MILWAUKEE COUNTY:

BY: *Daphne Ursu* DATE: 8/21/2026
 NAME: Daphne Ursu
 TITLE: Employee Relations Director
 DEPARTMENT: Department of Human Resources

MILWAUKEE DEPUTY SHERIFFS' ASSOCIATION

BY: *Carlos Bruno* DATE: 8/20/2026
 NAME: Carlos Bruno
 TITLE: President

APPROVED AS TO INSURANCE REQUIREMENTS:

BY: *Anthony Gatto* DATE: 8/24/2026
Risk Manager
Office of Risk Management
Department of Administrative Services

APPROVED WITH REGARDS TO MCCO CHAPTER 42:

BY: *Lamont Robinson* DATE: 8/21/2026
Director
Office of Economic Inclusion
Department of Administrative Services

APPROVED AS TO FUNDS AVAILABLE
 PER WISCONSIN STATUTES §59.255(2)(e):

BY: *James Moon* DATE: 8/25/2026
Milwaukee County Comptroller
Office of the Comptroller

APPROVED WITH REGARDS TO FORM AND INDEPENDENT
 CONTRACTOR STATUS:

BY: *Robert Mueller* DATE: 8/25/2026
Corporation Counsel Representative
Office of Corporation Counsel

APPROVED BY THE COUNTY EXECUTIVE
 PER WISCONSIN STATUTES §59.17(2)(b)(3) and (4):

BY: *[Signature]* DATE: 8/25/2026
County Executive Representative
Office of the County Executive

REVIEWED AND APPROVED BY CORPORATION COUNSEL
 PER WISCONSIN STATUTES §59.42(2)(b)(5):

BY: *Jennifer Pickett* DATE: 8/25/2026
Corporation Counsel Representative
Office of Corporation Counsel

Certificate Of Completion

Envelope Id: 2227A5C1-E494-83C0-8064-A5F90B263C94

Status: Completed

Subject: Complete with Docusign: 2024-2027 Agreement Between the County and Milwaukee Deputy Sheriffs' Assoc.

Source Envelope:

Document Pages: 56

Signatures: 8

Envelope Originator:

Certificate Pages: 5

Initials: 0

Rhonda Dunlap

AutoNav: Enabled

633 W. Wisconsin Ave.

Envelopeld Stamping: Enabled

Suite 901

Time Zone: (UTC-06:00) Central Time (US & Canada)

Milwaukee, WI 53203

Rhonda.Dunlap@milwaukeecountywi.gov

IP Address: 204.194.251.5

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Holder: Rhonda Dunlap

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8/20/2026 10:31:52 AM

Rhonda.Dunlap@milwaukeecountywi.gov

Signer Events

Signature

Timestamp

Carlos Bruno

carlos.bruno@milwaukeedeputy.com

President

Security Level: Email, Account Authentication
(None)

Carlos Bruno

Signature Adoption: Pre-selected Style
Using IP Address: 204.194.251.5

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Electronic Record and Signature Disclosure:

Accepted: 8/20/2026 1:54:41 PM

ID: f847c94e-4cba-4530-b8e9-de679b2a2d0f

Daphne Ursu

Daphne.Ursu@milwaukeecountywi.gov

Employee Relations Director

Department of Human Resources

Security Level: Email, Account Authentication
(None)

Daphne Ursu

Signature Adoption: Pre-selected Style
Using IP Address: 204.194.251.5

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Signed: 8/21/2026 5:23:00 AM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Robert Mueller

Robert.Mueller@milwaukeecountywi.gov

Signing Group: Corporation Counsel

Security Level: Email, Account Authentication
(None)

Robert Mueller

Signature Adoption: Pre-selected Style
Using IP Address: 204.194.251.3

Sent: 8/21/2026 5:23:02 AM

Viewed: 8/25/2026 2:00:00 PM

Signed: 8/25/2026 2:00:16 PM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Lamont Robinson

lamont.robinson@milwaukeecountywi.gov

Director, OEI

Milwaukee County

Signing Group: Office of Economic Inclusion

Security Level: Email, Account Authentication
(None)

Lamont Robinson

Signature Adoption: Pre-selected Style
Using IP Address: 204.194.251.5

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Signed: 8/21/2026 6:32:36 AM

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Signer Events	Signature	Timestamp
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Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Anthony Gatton Anthony.Gatton@milwaukeecountywi.gov Loss Control Manager Signing Group: Risk Management Security Level: Email, Account Authentication (None)	 Signature Adoption: Pre-selected Style Using IP Address: 204.194.251.3	Sent: 8/21/2026 5:23:04 AM Viewed: 8/24/2026 9:23:39 AM Signed: 8/24/2026 9:23:49 AM
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Electronic Record and Signature Disclosure:
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Jennifer Pickett Jennifer.Pickett@milwaukeecountywi.gov Signing Group: Corporation Counsel Security Level: Email, Account Authentication (None)	 Signature Adoption: Pre-selected Style Using IP Address: 204.194.251.3	Sent: 8/25/2026 2:00:19 PM Viewed: 8/25/2026 3:44:53 PM Signed: 8/25/2026 3:44:57 PM
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Electronic Record and Signature Disclosure:
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David Crowley David.Crowley@milwaukeecountywi.gov Milwaukee County Executive Milwaukee County Security Level: Email, Account Authentication (None)	 Signature Adoption: Uploaded Signature Image Using IP Address: 204.194.251.3	Sent: 8/25/2026 2:00:18 PM Viewed: 8/25/2026 2:20:10 PM Signed: 8/25/2026 2:20:18 PM
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In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Carbon Copy Events	Status	Timestamp
Comptroller comptroller@milwaukeecountywi.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 8/25/2026 3:44:59 PM
Isaac Rowlett Isaac.Rowlett@milwaukeecountywi.gov Interim Director of Strategy, Budget and Performance Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 8/25/2026 3:44:59 PM
Procurement procurementapprovalrequest@milwaukeecountywi.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 8/25/2026 3:44:59 PM
Molly Xiong Molly.Xiong@milwaukeecountywi.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 8/25/2026 3:45:00 PM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	8/20/2026 11:46:33 AM
Envelope Updated	Security Checked	8/20/2026 2:24:09 PM
Envelope Updated	Security Checked	8/20/2026 2:24:09 PM
Envelope Updated	Security Checked	8/20/2026 2:24:09 PM
Envelope Updated	Security Checked	8/20/2026 2:24:10 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/20/2026 2:34:05 PM
Envelope Updated	Security Checked	8/21/2026 9:27:59 AM
Envelope Updated	Security Checked	8/21/2026 9:27:59 AM
Certified Delivered	Security Checked	8/25/2026 2:20:10 PM
Signing Complete	Security Checked	8/25/2026 2:20:18 PM
Completed	Security Checked	8/25/2026 3:45:00 PM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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How to contact Wisconsin Milwaukee County:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: procurement@milwaukeecountywi.gov

To advise Wisconsin Milwaukee County of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at procurement@milwaukeecountywi.gov and in the body of such request you must

state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request paper copies from Wisconsin Milwaukee County

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to procurement@milwaukeecountywi.gov and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

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- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to procurement@milwaukeecountywi.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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- Until or unless you notify Wisconsin Milwaukee County as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Wisconsin Milwaukee County during the course of your relationship with Wisconsin Milwaukee County.