



Agenda
General Government Committee
Thursday, November 2, 2023 – 5:00 pm
Conference Call 1-312-626-6799
Zoom Meeting ID: 89996258699
Passcode: 163823
<https://us02web.zoom.us/j/89996258699>
Community Room
303 W. Chapel St
Dodgeville, Wisconsin 53533

**Iowa
County
Wisconsin**

For information regarding access for the disabled, please call 935-0399.

Any subject on this agenda may become an action item.

1	Call to order.
2	Roll Call.
3	Approve the agenda for this November 2, 2023 meeting.
4	Approve the minutes of the October 5, 2023 meeting.
5	Report from committee members and an opportunity for members of the audience to address the committee. No action will be taken.
6	Consider Contract Agreement Between Iowa County and WPPA (Sheriff's Office).
7	Employment Activity Report.
8	Set date and time for next meeting. (January 4, 2024 at 5:00 p.m.)
9	Adjournment.
-	Posting verified by the County Clerk's Office: Kris Spurley Date: 10-26-23 @ 12:00 pm Initials: kks

Send Result Report



MFP

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| 2 | Roll Call. |
| 3 | Approve the agenda for this November 2, 2023 meeting. |
| 4 | Approve the minutes of the October 5, 2023 meeting. |
| 5 | Report from committee members and an opportunity for members of the audience to address the committee. No action will be taken. |

No.	Date/Time	Destination	Times	Type	Result	Resolution/ECM
001	10/26/23 12:14	Dodge Chronicle	0'00'08"	FAX	OK	200x100 Normal/On
002	10/26/23 12:16	WDMP	0'00'43"	FAX	OK	200x100 Normal/Off



Minutes

General Government Committee
Thursday, October 5, 2023 - 5:00 pm
Conference Call 1-312-626-6799
Zoom Meeting ID: 89996258699
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Community Room
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Dodgeville, Wisconsin 53533

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Any subject on this agenda may become an action item.

1	Call to order. Chair Peterson called meeting to order at 5:00 p.m.
2	Roll Call. Members present: Sups. Curt Peterson, Mike Peterson, Roger Geisking and Don Gander. Remotely: Excused: Ingmar Nelson ~ Others present: Joan Davis, Larry Bierke, Kris Spurley, Allison Leitzinger and Jamie Gould. ~ Remotely: Kim Alan, Bruce Paull
3	Approve the agenda for this October 5, 2023 meeting. Motion by Sup. Gander seconded by Sup. Geisking to approve the agenda of this October 5, 2023 meeting. Motion carried unanimously.
4	Approve the minutes of the September 7, 2023 meeting. Motion by Sup. Geisking seconded by Sup. M. Peterson to approve the minutes of the September 7, 2023 meeting. Motion carried unanimously.
5	Report from committee members and an opportunity for members of the audience to address the committee. Sups. Davis and Alan would like to hear more about Policy 428.
6	Consider updates to Policy 428 Employee Electronic Recording. Allison reviewed the policy and discussion followed. Motion by Sup. Gander seconded by Sup. Geisking to approve the updates and to confer with the Sheriff concerning the reference to the Iowa County Sheriff's office and to forward to the County Board for consideration. Motion carried unanimously.

7	6-30-2023 Financial Reports for the General Government Committee. Questions were answered by Jamie.
8	Consider the Classification/Compensation Pay Plan Structure Market Adjustment. Motion by Sup. M. Peterson seconded by Sup. Geisking to approve the Resolution and to forward to the Executive Committee for consideration. Motion carried unanimously.
9	Consider revisions to Section 5.7 Compensatory Time of Policy 401 Employment Handbook. Motion by Sup. M. Peterson seconded by Sup. Geisking to approve the revisions with notice being given to all employees and to forward to the County Board for consideration. Motion carried unanimously.
10	Consider revisions to Section 7.9 Flex Spending and Section 7.10 Section 125 Premium Only of Policy 401 Employment Handbook. Motion by Sup. M. Peterson seconded by Sup. Gander to approve the revisions and to forward to the County Board for consideration. Motion carried unanimously.
11	Employment Activity Report.
12	Set date and time for next meeting. The next General Government Committee meeting will be November 2, 2023 at 5:00 p.m. The December meeting was cancelled.
13	Adjournment. Motion by Sup. M. Peterson seconded by Sup. Geisking to adjourn the meeting. Motion carried unanimously. Meeting adjourned at 5:53 p.m.
	Minutes by Kris Spurley, County Clerk

AGENDA ITEM COVER SHEET

Title: Tentative Agreement with the Wisconsin Professional Police Association #



☒ Original

☐ Update

TO BE COMPLETED BY COUNTY DEPARTMENT HEAD

DESCRIPTION OF AGENDA ITEM (Please provide detailed information, including deadline):

Iowa County started negotiations with Wisconsin Professional Police Academy (WPPA) in August for a 2024-2026 contract.

The Tentative Agreement includes the following:

*Language changes throughout contract - changing Sheriff's Department to Sheriff's Office, Road Patrol to Patrol Deputy/Deputies, Detective to Detective Sergeants and Sergeant to Patrol Sergeant.

*Minor clean up of language changes throughout the Tentative Agreement.

Added some language in under MTO :

1. New hires have the opportunity to have the 40 hours at hire and then accrue when 40 hour are earned.
2. Lateral language that allows the Sheriff to hire employees with relevant experience in above the entry level of MTO.

Revised Uniform and Equipment Appendix B

Wages:

2024	
03/09/24	3.5%
06/29/24	\$0.25/hr. (Correctional Officers, Patrol Deputy, Detective Sgt and Patrol Sgt)
06/29/24	\$0.50/hr. (Corrections Corporal)
2025	
03/01/25	2%
09/27/25	2%
10/25/25	\$0.50/hr. (Correctional Officers, Patrol Deputy, Detective Sgt and Patrol Sgt)
10/25/25	\$1.00/hr. (Corrections Corporal)
2026	
03/14/26	2.5%
09/26/26	2.5%
10/24/26	\$0.25/hr. (Correctional Officers, Patrol Deputy, Detective Sgt and Patrol Sgt)
10/24/26	\$0.50/hr. (Corrections Corporal)

The WPPA Sheriff's Office membership have ratified the Tentative Agreement.

RECOMMENDATIONS (IF ANY):

Approve 2024-2026 Tentative Agreement: Collective Bargaining Agreement

ANY ATTACHMENTS? (Only 1 copy is needed)

☐ Yes

☒ No

If yes, please list below:

Tentative Agreement

FISCAL IMPACT:

2024 Wages already factored into the 2024 Budget.

LEGAL REVIEW PERFORMED: ☐ Yes ☒ No

PUBLICATION REQUIRED: ☐ Yes ☒ No

STAFF PRESENTATION?: ☒ Yes ☐ No

How much time is needed? _____

COMPLETED BY: AL

DEPT: Employee Relations

2/3 VOTE REQUIRED: ☐ Yes ☒ No

TO BE COMPLETED BY COMMITTEE CHAIR

MEETING DATE:

AGENDA ITEM #

COMMITTEE ACTION:

Tentative Agreement
Between
Iowa County Sheriff's Office
AND
WPPA/LEER
Iowa County Deputy Sheriff's Association
Local No. 131

(current language proposed to delete; **new language**)

1. General

Convert language of ~~Sheriff's Department~~ to **Sheriff's Office**, convert language of ~~Read Deputies~~ to **Patrol Deputy/Deputies**; convert language of ~~Detective~~ to **Detective Sergeant**, convert language of ~~Sergeant~~ to **Patrol Sergeant** and **remove language of Dispatcher**.

2. Article 1 – Recognition

Change language in 1.1 second paragraph as follows:

All deputized employees of the Iowa County Sheriff's ~~Department~~ **Office**, including correctional officers, ~~patrol officers-deputies~~, ~~detective sergeants~~, **patrol sergeants**, excluding the sheriff, ~~and chief deputy~~, **and operations lieutenant**, supervisory, managerial, and confidential employees.

3. Article VIII – Job Posting

Change the manner in which employees are notified of vacancies

8.1 When new classifications are created or vacancies exist within the department, employees within the department shall be given the first opportunity to fill such vacancies if qualified. Employer will post bargaining unit vacancies for a period of seven (7) calendar days ~~in three locations within the department~~ **by sending all department employees an email** including job description, stating minimum qualifications, and an additional copy of the posting will be provided to the Local President.

4. Article VIII – Job Posting

Have consistency in testing for testing for internal and external candidates.

Amend Promotion Procedure II as follows:

II. The employee will submit to a testing procedure in effect at the time offered by the Department. The testing shall be appropriate to the position being offered **and will be the same test taken by any external candidates. If external candidates are not required to test then internal candidates also will not be required to take a test.** The test will be obtained from ~~the Wisconsin Personnel Partners~~ **a Law Enforcement testing vendor**. Scoring will be done by the provider of the tests, with a score of seventy percent (70%) or better being required to continue to the next step.

5. Article VIII – Job Posting

Employees who are promoted to a vacancy within their classification or in a new classification shall start at the lowest pay step of the new position that is an improvement over their prior pay rate **with a minimum of at least \$0.50 increase.** *(all other language in this paragraph remain unchanged).*

6. Article VIII – Job Posting

Change language in III that interviewers shall be of **equal** rank from ~~higher~~ rank and panel interview comprised of ~~County Board and Administrative Personnel~~ **Sheriff's Office Management and Employee Relations.**

7. Article IX – Hours

Add power shift language to be consistent with hours currently worked.

Amend Section 9.1 as follows:

The schedule for those assigned to or working within Correctional Officer Classification will consist of twelve (12) hour shifts with up to 84 hours in a pay period. Shifts will operate from 5:00 a.m. – 5:00 p.m., ~~and 5:00 p.m. – 5:00 a.m. and 11 a.m. – 11 p.m.~~ with two (2) rotations available per shift. Sheriff's Office Administration has the right to permanently move the shift start time +/- one (1) hour for the duration of this contract. One additional shift start time may be added to the schedule two hours after the initial shift. Compensation shall consist of twelve (12) hours of regular pay for each twelve (12) hour shift worked. Shift Differential will only be available on shifts that have a start time after ~~12:00 p.m~~ **11:00am**. Employer has the discretion to reassign shift hours on scheduled days of work, with a minimum of three days' notice, or less than that if an emergency arises.

8. Article IX – Hours

Remove the last sentence of 9.2 b):

~~Effective October 1st of every year, all remaining vacation and personal holiday MTO hours must be scheduled prior to compensatory time being used through December 31st of each year.~~

9. Article IX – Hours

Add section 9.4 to read:

9.4 Sergeants and Corporals who are required to attend weekly supervisor meetings shall be scheduled and receive straight pay for only the hours worked.

10. Article XI – Holidays

Remove ~~two (2) floating holidays~~ from 11.1

11. Article XII – Vacations

Add in under the accrual schedule: **New employees starting employment on or after January 1, 2024; will be provided with forty (40) hours of their Managed Time Off Accrual on employee's hire date. Employee's bi-weekly accrual will start once the forty (40) hours of Managed Time off have been earned.**

Add in under Use of MTO (d): A minimum of a half hour must be used each time **requesting and** using MTO. Increments of tenths may be used after the initial half hour. **Employees who do not have enough hours to cover their FTE equivalent will be required to use MTO in less than the initial half hour.**

12.3 ADD: **Employees hired with relevant experience, as determined by the Sheriff, may start above the entry Managed Time Off level (equal to the amount of experience they are coming in at) under the Sheriff's sole and absolute discretion. The employee shall then move through the Managed Time Off levels based on actual years of employment with Iowa County.**

12. Article XIII – Sick Leave

~~13.1 Ninety-six (96) hours of sick leave per year earned at the rate of eight (8) hours per month shall be granted to all full-time employees to be accumulated up to nine hundred sixty (960) hours. Sick leave shall only cover necessary absences from duty because of illness, bodily injury or absences from employment because of exposure to contagious disease of the employee or the employee's immediate family (immediate family shall be as defined in Article XV, Section 15.4).~~

13.4 Except as set forth in section 13.4, herein, all employees who retire from the County and are eligible for Wisconsin Retirement Fund annuity and/or Social Security, or who die while in the employ o the County (in case of death, their estates shall be entitled) shall be allowed to convert their accumulated sick leave to purchase continuing group insurance and dental insurance under the County employee's insurance plan, or shall receive a cash payment for their accumulated sick leave based on their final base wage rate. **Paid out in lump sum of their accumulated sick leave based on their final base wage rate.**

13.5 Remove 13.5 Catastrophic Account

13. Article XIV – Insurance

Paragraph two: The County agrees to pay 100 percent of the single coverage premium and 85 percent of the family coverage premium ~~for~~ **towards the low dental insurance plan.** The Employer shall pay the Employer contribution set by the State for State Group Life Insurance for eligible employees.

14. Article XV – Leave of Absence

15.1 Leave of Absence. A reasonable leave of absence for reasons, unrelated to leaves envisioned under either State or Federal Family Medical Leave Act will be granted to an employee upon written request by the employee subject to the approval of the Employer, as hereinafter set forth. By an employee's choice, a leave of absence of up to six (6)

months without pay may be granted for good reason when approved by the department head and the ~~Administrative Services Committee~~ **Employee Relations Director**.

~~Hospital Health~~ insurance can be continued during the period provided the employee reimburses the County for the **full cost of the monthly** insurance premium. Procedure. Employees shall make written application for leaves to the Employer and shall, except in the case of illness or injury, make application at least ~~ten (10)~~ **thirty (30)** days prior to the desired starting date of the leave unless in **emergency situations**.

15. Article XVI – Uniform and Equipment Allowances

Add to paragraph one: **Plainclothes will be taxed by Iowa County and only available to those in Detective Sergeant Positions.**

Remove from paragraph one: The parties shall then add a side letter of agreement to the Collective Bargaining Agreement when said list is mutually agreed upon.

16. Article XVII – Miscellaneous -

Remove the following language from 17.6 since all employees are now all on direct deposit.

~~Effective with the ratification of the 2008-2010 Labor Agreement, all current and future Department employees will have mandatory direct deposit for their paychecks, with the exception of the nine (9) employees who were not enrolled in direct deposit on July 15, 2009.~~

17.8 Add the following in sentence one: Employees shall be provided funds to cover fees and meals, lodging and mileage through an expense reimbursement process with an itemized receipt, if necessary, for time spent by employees in State or department mandated training, provided the expenditures are approved in advance. *All other language in 17.8 remain the same.*

~~17.9 Employee's will be compensated for attendance at mandatory meetings or training sessions outside their regular working hours, so long as employee attendance is scheduled and approved in advance by Sheriff's Department management.~~

17. Article XXI – Compensation

~~21.4 The Employer will draft a new job description for the Sergeant classification if it decides to retain that classification, and agrees to bargain a wage rate for the classification if that occurs.~~

18. Article XXI – Compensation

Define the shift differential language in 21.5 to coincide with hours actually worked.

Employees starting their shift beginning at 11:00 a.m. or after shall receive an additional forty-five (\$.45) per hour for all hours worked on that shift.

Employees starting their shift beginning at 5:00 p.m. or after shall receive an additional fifty-five (\$.55) per hour for all hours worked on that shift. ~~Assigned swing shift employees shall be paid the third shift differential for all time while assigned to the swing shift.~~

19. Article XXI – Compensation

Move the Corrections Corporal into the pay scale with the titles.

20. Article XXI – Compensation

2024

03/09/24	3.5%
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21. Article XXII – Resignations and Benefit Payouts

22.1 Resignation Notice. Employees wishing to resign in good standing shall give written notice to the Sheriff and Employee Relations no less than ten (10) **productive** working days before such resignation is effective. Failure to provide required notice may negatively impact benefits, or future employment.

22. Article XXI – Termination

3-year agreement (2024- 2026).

23. Appendix B

New Appendix B Uniform List (attached)

\$400.00 new hires in first year, \$500.00 patrol deputies; patrol sergeants, and detective sergeants, \$400.00 correctional officers

Mandatory – Supplied by Department	Mandatory – Employee Bought	Other Options	Plain Clothes
Bullet-Proof Vest	Cocoa Brown Long Sleeve Shirt	Pepper Spray Holder	Sport Coat
50 Rounds Ammunition/Month	Class A Pink Tan Pant w/ Brown Stripe	Baton/Holder	Blazer
Assigned Squad Car	Patrol Duty Belt Leather/Nylon – Back	Flashlight/Holder	Dress Shirt
Department Approved Firearms	Handcuff Holder	Key Holder	Sweater
Portable Radio and Mike Holder	Name Tag	Glove Holder	Dress Pant
ANSI Approved Traffic Vest	Tie – Pink Tan	Winterwear Undergarments	Casual Pant
Flashlight/Charger	Belt Keepers – Black	Gloves Winter/Spring	Dress Shoes
Holster	Black Shoes or Boots	Collar Brass/Tie Tack	Suit
Magazine Holder		Hat Cover	Tie
1 Pair Handcuffs		Garrison Belt – Black	Casual Shoe
Transport Chain – Belt		Whistle Chain	Casual Shirt
IOSO Patches/American Flag		Note Pad Holders	Winter Jacket
Hat Badge		Vehicle Storage System	Spring Jacket
Correctional/Deputy Badge		ANSI Approved Rain Gear	
Latex Free Gloves		Overshoes	
CPR Mask		Years of Service Tag	
O.C. Spray – Initial Holder		Handcuffs	
Batteries for Department Equipment		Flex Cuffs	
Tie Tack/Clasp – Initial		Felt Sheriff's Hat	
Collar Brass – Initial		Duty Bag	
IOSO Ball Cap – Initial		Business Card Holder	
Business Cards		Safety Glasses	
		Black Sweater	
		Embroidered IOSO Clothing (No T-Shirt or Sweatshirt)	
		Ice Grippers for Shoes	
		Utility Knife	
		Binoculars	
		Shoe Polish	
		Taser Holster	



Iowa County Employee Relations

222 N Iowa Street - Dodgeville, WI 53533 - 608.935.0374 – Fax: 608.935.0325

Allison.leitzinger@iowacounty.org

TO: General Government Committee
FROM: Allison Leitzinger, Employee Relations Director
DATE: October 26, 2023
RE: Employment Activity Report

Outlined below is the employment activity for October:

- Sheriff's Office Correctional Officer (Out of County Reserve Account): Interviews conducted on October 25 – one of those candidates in the hiring process.
- Sheriff's Office Cook – candidate in the drug testing process.
- Sheriff's Office Accountant – New recruitment.
- Land Conservation Technician – New recruitment – First review scheduled for Friday, October 27.
- Land Conservation Soil and Water Specialist – Candidate in background process.
- Sheriff's Office Patrol Deputy: Two new hires starting end of November.
- Dispatcher – Currently no vacancies – recruitment was to establish a vacancy list.
- Highway Mechanic – ongoing recruitment.
- ADRC Benefit Specialist – First review scheduled for Friday, October 27.
- HWY Seasonals – First review scheduled for Monday, October 30.