

## MEMORANDUM OF UNDERSTANDING

This is a voluntary agreement entered into by and between the County of Winnebago (County) and the Winnebago County Deputies' Association /Wisconsin Professional Police Association (Association) The County and the Association are signatories to a collective bargaining agreement that expires on December 31, 2023. The parties currently are discussing issues with an alarming staff turnover rate and lack of qualified applicants compromising the ability of the Sheriff's Office to meet its mission and resulting in diminished service. As a result of those discussions the parties agree that:

1. Under the collective bargaining agreement of 2021 - 2023, Article 16 Sick Leave With Pay be modified as follows with an effective date January 01, 2022:

16.02 Upon initial hire officers shall earn sixty-four (64) hours of sick leave. The paid sick leave granted by this paragraph will not be considered earned until the initial probationary period is completed. If an officer leaves County employment before completing probation, any used paid sick leave will be deducted from the final pay. (Currently-while on probation earn 5.33 hours on the first of each month)

2. Under the collective bargaining agreement of 2021 - 2023, Article 20 Holidays be modified as follows with an effective date January 01, 2022:

20.05 Upon initial hire officers shall earn four (4) floating holidays and earn time off for all unelapsed designated holidays. Thereafter, they shall receive their accrued paid holiday hours on January 1. The holiday time granted by this paragraph will not be considered earned until the initial probationary period is completed. If an officer leaves County employment before completing probation, any used holidays will be deducted from the final pay. (Currently- while on probation earn 8-hours on the first of each month)

3. Under the collective bargaining agreement of 2021 - 2023, Article 21 Vacation Plan be modified as follows with an effective date January 01, 2022:

21.02 Persons hired shall earn vacation as of January 1 of each succeeding year. For purposes of determining future year's vacation eligibility, the first partial year of service shall be treated as a full year. Newly hired officers that are certifiable may receive up to fifty (50) percent credit for full years of previous service in a similar capacity with another agency. Eligibility and determination of

vacation credit is at the sole discretion of the County and shall not be subject to the grievance procedure. (New language)

21.03 The vacation schedule shall be as follows:

Forty-eight (48) hours of time off with pay upon initial hire and thereafter; (Currently- while on probation earn 4-hours on the first of each month; 48 hours after 1 year of service)

Ninety-six (96) hours of time off with pay after three (3) years of continuous service; (No Change)

One hundred forty-four (144) hours of time off with pay after five (5) years of continuous service; (Currently- 7 years)

One hundred ninety-two (192) hours of time off with pay after ten (10) years of continuous service; (Currently- 12 years)

Two-hundred forty (240) hours of time off with pay after fifteen (15) years of continuous service; (Currently- 17 years)

The vacation time granted by this paragraph will not be considered earned until the initial probationary period is completed. If an officer leaves County employment before completing probation, any used vacation will be deducted from the final pay.

4. Under the collective bargaining agreement of 2021 - 2023, Article 24 Compensation Plan be modified as follows with an effective date January 01, 2022:

24.05 When determining hourly pay rates, newly hired officers that are certifiable may receive up to fifty (50) percent credit for full years of previous service in a similar capacity with another agency. Eligibility and determination of compensation credit is at the sole discretion of the County and shall not be subject to the grievance procedure. (New language)

5. All other provisions of the collective bargaining agreement are unaffected by this agreement.
6. This memorandum will continue unless modified or eliminated by the parties in their negotiations for a successor agreement.

This represents the complete understanding of the parties on this issue. Any amendments or modifications to this agreement must be made in writing.

This agreement is effective on the last date signed below. Authentic fax or email signatures are as valid as an original.

Agreed to by:

\_\_\_\_\_  
For the County – Michael Collard

\_\_\_\_\_  
Date

\_\_\_\_\_  
For the Association – Kyle Schroeder

\_\_\_\_\_  
Date

\_\_\_\_\_  
For WPPA – Thomas A Schrank

\_\_\_\_\_  
Date

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