

Memorandum of Understanding

Between Monroe County
and the
Wisconsin Professional Police Association
representing the
Monroe County Professional Police Association.

WHEREAS the County of Monroe and the Monroe County Professional Police Association are desirous of amending the 2019-2021 Collective Bargaining Agreement to implement a 1 year trial period beginning in 2020 of a 12-hour work schedule for Patrol Officers and as a result of this trial schedule certain articles of the CBA will be modified as follows.

This agreement is made this 5th day of November 2019 between the County of Monroe (hereinafter "County") and the Monroe County Professional Police Association (hereinafter "Association");

This agreement may be terminated upon a notice in writing no later than Nov 1, 2020 from either party declaring the desire to terminate this agreement.

WHEREAS the County and the Association are parties to a collective bargaining agreement with a term of January 1, 2019 and ending on December 31, 2021 unless extended, as it is provided hereinafter; and

WHEREAS, the parties have agreed to implement a schedule change on a 1-year trial basis beginning on or about January 12, 2020 or a mutually agreed upon date, and ending on December 31, 2020 unless extended as is provided hereinafter; and

WHEREAS, the parties recognize that various provisions of the collective bargaining agreement are impacted by such revised work schedules;
It is hereby agreed and understood between the parties as follows:

1. The County and the Association have jointly developed a trial 12 hour work schedule for Patrol Officers. Patrol Officers covered by the collective bargaining agreement and presently working an 8.5-hour, schedule shall work a twelve (12) hour shift schedule. Sheriff would reserve the authority to schedule special assignments outside of the established 12 hr. shift rotation. These special assignments staff could still be ordered in to cover other shifts.
2. For the term of 1 year (Jan 12, 2020 thru Dec 31, 2020) of this agreement the work schedule shall be as follows, (2 days on/2 days off/ 3 days on/ 2 days off/ 2 days on / 3 days off) With the rotation as follows Monday, Tuesday work/ Wednesday, Thursday off/ Friday, Saturday, Sunday work/ Monday, Tuesday off/ Wednesday, Thursday work/ Friday, Saturday, Sunday off

3. The County and the Association agree that the 12-hour shift schedule shall continue as a trial basis beyond 12/31/20 unless either party wishes to discontinue the trial agreement by advising so in writing by 11/01/20.
4. Any desire to cancel this agreement by either party would result in any revised provisions of this agreement reverting back to the immediately preceding collective bargaining agreement absent these revisions.
5. Any changes to this agreement must be of mutual agreement in writing between the parties.
6. The schedule selected for the 12-hour shifts amends additional Articles of the CBA as follows;

Article 4. WAGES

(Amend Section 1)

Section 1. The annual wages, based upon actual hours worked, a pay period being two (2) calendar weeks, shall be as follows:

The above annual wages are computed between 2080 and 2184 hours per year, depending upon the work cycle being worked.

Article 5. HOURS

(Amend Section 1)

Section 1. The normal working hours for full-time employees shall be between eight (8) and twelve (12) hours per day, and between eighty (80) and eighty-four (84) hours per pay period, depending upon the work cycle being worked. Work schedules are drawn by the Department Head. The normal work day for regular part-time employees shall be the same as that worked by a full-time employee in the same work classification. Efforts will be made to find shift coverage to reduce extended shifts beyond 12 hrs. Assignments may be made outside of regular hours in periods of emergency, to protect County property for health or safety reasons or other unusual circumstances.

Article 6 OVERTIME AND COMPENSATORY TIME

(Amend Section 4)

Section 4. Compensatory time may be accrued at the employee's option provided certain conditions are met. Employees shall be permitted to accumulate compensatory time in the same manner as overtime, at the rate of time and one-half (1½) times the employee's regular hours, provided that the employee's compensatory time accumulation shall not exceed thirty-six (36) hours at any one time. If an employee uses a portion of his/her accumulation, he/she may regenerate the same. Once compensatory time is accumulated,

the employee may request as to when he/she will use the same, subject to the approval of the Department Head or his/her designee. The use of compensatory time shall not conflict with the needs of the department.

(Amend Section 4 (a))

- a. The limit for compensatory time used per calendar year to be no more than 84 hours of compensatory time per calendar year provided that there is a volunteer to fill the shift, no officer has to be ordered to fill the compensatory time shift, and compensatory time does not prevent an officer from going to training events. Compensatory time off will not be approved on training days.

ARTICLE 7. HOLIDAYS

(Amend Section 1)

Section 1. The holidays will be: New Year's Day, Friday before Easter, Memorial Day, independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, eight hours of floating holiday each year only when Christmas falls on Tuesday through Friday, and Christmas Day. There shall be, in addition to the eight and nine (9) holidays above, twelve (12) hours of floating holidays to be taken at the employee's discretion with prior supervisory approval. The use of the floating holiday must not conflict with needs of the department.

ARTICLE 8 SICK LEAVE

(Amend Section 1 &3)

Section 1. All full-time employees are entitled to **8 hours** of sick leave per month, accumulative **to one thousand forty (1040) hours.**

ARTICLE 9. REQUIRED TRAINING SESSIONS

(Amend Article)

Whenever any employee is required or scheduled to attend law enforcement training sessions, workshops, or law enforcement conference, time so spent by the employee shall be considered part of the normal work schedule, except that a maximum of **twelve (12)** hours straight time may be paid for any twenty-four (24) hour period. **The employee shall be compensated for the actual hours worked. Hours will be predetermined by the direct supervisor's approval for any training sessions attended.**

ARTICLE 13. VACATIONS

Section 1. Each full-time employee having a continuous service record of one (1) year or more is entitled to the following vacation with pay, employees will be able to access the accrued vacation balance after six (6) months of employment:

- A. After one (1) year of employment: **Eighty (80)** hours
- B. During the second (2nd) through the fifth (5th) years of employment: **Eighty (80)** hours.
- C. During the sixth (6th) through the thirteenth (13th) years of employment: **One hundred twenty (120)** hours.
- D. During the fourteenth (14th) year through the twenty-first (21st) years of employment: **One hundred sixty (160)** hours.
- E. After twenty-two (22) years of employment: **One hundred eighty-four (184)** hours.

Vacation may be taken in as little as one-half (½) hour increments.

On behalf of Monroe County


Wes Revels
Sheriff

Monroe County PPA


David Sundvall
Union President- MCPPA


Ed Smudde
Personnel Director


Mike Backus
WPPA