

2 **RESOLUTION: Ratifying Tentative Agreement with Winnebago County Deputies'**
3 **Association for 2021 Through 2023.**

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6 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

7 **WHEREAS**, the existing collective bargaining agreement between Winnebago County and the Winnebago
8 County Deputies' Association expires on December 31, 2020; and

9 **WHEREAS**, the Winnebago County Deputies' Association represents approximately 123 public safety
10 employees, who have collective bargaining rights, including the right to submit disputes to interest arbitration, under
11 Wisconsin Statutes; and

12 **WHEREAS**, negotiators for Winnebago County and the Deputies' Association have reached a Tentative
13 Agreement, a copy of which is attached hereto, regarding changes to the collective bargaining agreement that would
14 cover calendar years 2021, 2022, and 2023, and this Tentative Agreement has been ratified by members of the
15 Deputies' Association; and

16 **WHEREAS**, the most significant changes found in the Tentative Agreement include:

- 17 • Across-the-board pay increases of 2.0% effective January 1, 2021; 2.25% effective January 1, 2022; and
- 18 2.25% effective January 1, 2023;
- 19 • Elimination of corporal positions;
- 20 • Elimination of the option for employees to forego dental coverage and receive an extra four days of paid
- 21 sick leave per year;
- 22 • Increase of the employee share of health premiums to 17%, or 12% if participating in the health risk
- 23 assessment program, to match the benefits for other County employees;
- 24 • Clarification of language regarding probationary employees; and
- 25 • Increasing maximum vacation carryovers from five to six days; and

26 **WHEREAS**, ratification of this Tentative Agreement would be in the best interests of Winnebago County; and

27 **WHEREAS**, the anticipated total cost of the pay increases called for by this Tentative Agreement for 2021 is
28 \$181,710, which will be transferred by the Personnel & Finance Committee from the Salary Contingency Account to
29 Sheriff's Office Operating Accounts, using funds previously allocated for this purpose in the 2021 adopted budget;

30 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
31 ratifies the Tentative Agreement attached hereto, and that the Winnebago County Executive and Winnebago County
32 Clerk are authorized to execute on behalf of Winnebago County a new collective bargaining agreement reflecting the
33 changes identified in the Tentative Agreement and covering the period January 1, 2021, through December 31, 2023.
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36 Respectfully submitted by:

37 **PERSONNEL & FINANCE COMMITTEE**

38 Committee Vote: **3 - 0**

39 Vote Required for Passage: **Two-Thirds of Membership**

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42 Approved by the Winnebago County Executive this ____ day of _____, 2020.

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Mark L Harris
Winnebago County Executive

Fiscal Note:

	<u>2021</u>	<u>2022</u>	<u>2023</u>
Percentage Wage Increase Over Previous Year	2.0%	2.25%	2.25%
Wage Increase Over Previous Year	\$147,563	\$169,329	\$173,138
Increase in Payroll-Related Fringe Benefits	<u>\$ 34,147</u>	<u>\$ 39,280</u>	<u>\$ 40,164</u>
Total Increase	\$181,710	\$208,609	\$213,302