

Agenda Item Report



Winnebago County
The Wave of the Future

DATE: December 14, 2021
TO: Winnebago County Board
FROM: Mike Collard, Director of Human Resources
RE: Ratification of Memorandum of Understanding with Deputies' Association

Background:

In response to changing conditions and difficulty with recruitment, a pay increase of \$3.00 per hour for sworn deputy positions in the category of Police Officer, GPS Deputy, Detective, Court Services Officer, and Sergeant, and for Correction Officers while performing Police Officer duties, has been negotiated with the Deputies Association. This agreement is reflected in a Memorandum of Understanding, which has been ratified by the union, and now is to be submitted for ratification by the County Board.

Policy Discussion:

The purpose of the pay increase is to address turnover and recruitment problems in the Sheriff's Office. Currently our patrol deputies earn the same rate as do our corrections deputies, which means our patrol officers' pay rates are lower than average with respect to our comparable counties, while our rates for corrections are substantially higher. In previous negotiations the union has not been willing to separate the pay rates for different categories of officers.

Requested Action:

To ratify of the Memorandum of Understanding with the Winnebago County Deputies' Association.

Committee Action:

Personnel & Finance Committee 12/2/2021, motion by Schorse, second by Cox, approved 3 – 0.

Judiciary & Public Safety Committee 11/8/2021, motion by Schorse, second by Ellis, approved 5 – 0.

Attachments:

- *Memorandum of Understanding*
- *Email from Business Agent Tom Schrank confirming ratification of the MOU by members of the Deputies' Association*

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 24 Compensation Plan be modified as follows:
 - a. Effective January 01, 2022, through December 31, 2023, the following full - time sworn deputy positions shall receive an additional increase of three (\$3.00) dollars per hour on January 01, 2022:
 - i. Police Officer; G.P.S. Deputy; Detectives; Court Services; Sergeant
 1. Deputies who are regularly assigned to GPS or Court Services shall be paid at Police Officer rate of pay.
 2. Correction Officer while performing Police Officer duties, (including GPS or Court Services), but excluding any training time for such duties, shall be paid at the Police Officer rate of pay for the time spent doing those duties.
 - ii. Appendix B shall be modified as follows:

APPENDIX B – COMPENSATION PLAN 2019-2020 WINNEBAGO COUNTY SHERIFF'S OFFICE

Rates are shown hourly pay rates in effect as the dates indicated.

	01/01/2021 2%	01/01/2022 2.25% plus \$3.00	01/01/2023 2.25%
Sergeant	\$35.10	\$38.89	\$39.77
Detective	\$35.10	\$38.89	\$39.77
Police Officer; G.P.S. Deputy; Court Services;	\$33.38	\$37.13	\$37.97
Corrections Officer	\$33.38	\$34.13	\$34.90

2. Insofar as Police Officers are concerned, the maximum hourly salary in each year shall be administered as follows:

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

Collard, Michael

From: Thomas Schrank <tschrank@wppa.com>
Sent: Tuesday, November 16, 2021 1:19 PM
To: Collard, Michael
Cc: Schroeder, Kyle; Christopherson, Todd
Subject: Article 24 Compensation Plan modificatiuon MOU
Attachments: Memorandum of Understanding wages pdf 11.5.21 final (1).pdf; Memorandum of Understanding wages pdf 11.5.21 final (1).pdf

Good afternoon Mike,

I am please to inform you the Association overwhelmingly approved the MOU for modification to Article 24 Compensation Plan as presented.

Myself and the Association look forward to hearing back from the County after their December 21, 2021 meeting and we stand ready to sign.

THE WISCONSIN PROFESSIONAL POLICE ASSOCIATION

Thomas A. Schrank
Business Agent

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Emergency 608-273-3840 follow prompt to be put in touch with the appropriate staff.

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