

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 2 year trial period beginning in 2020 of the recruitment process of outside employees to the Monroe County Sheriff's Department from another Police or Sheriff's Department in Wisconsin and as a result of this trial schedule certain articles of the CBA will be modified as follows.

This agreement is made this 12th day of December 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 recruitment change on a 2-year trial basis beginning on or about January 1, 2020 or a mutually agreed upon date, and ending on December 31, 2021 unless extended as is provided hereinafter; and

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

1. The County has the right to hire an external candidate to a full-time position as defined in ARTICLE 4. WAGES (Patrol Sergeant, Investigator, Patrol Officer, or Bailiff) at the rate of pay for those who have completed one year of employment with Monroe County if they have the following qualifications:
 - a. Currently employed as a full-time law enforcement officer and have a minimum of three (3) years of continuous service as a full-time law enforcement officer excluding academy time.
 - b. Employment must be with an agency of similar or greater jurisdictional responsibility or agency size, unless an exception is made at the discretion of the Sheriff.
 - c. Currently certified as a Wisconsin Police Officer.

2. In addition to the conditions mentioned above for hiring a candidate at the higher rate of pay per union contract Monroe County would reserve the right to hire a staff member at a higher rate of vacation accrual based on the policy outlined in ARTICLE 13. VACATIONS if the candidate would have the following qualifications:
 - a. Currently employed as a full-time law enforcement officer and have a minimum of the years of continuous service as a full-time law enforcement officer excluding academy time to mirror the requirements of Monroe County's staff as outlined in Article 13 (A, B, C, D, and E).
 - b. Employment must be with an agency of similar or greater jurisdictional responsibility or agency size, unless an exception is made at the discretion of the Sheriff.
 - c. Currently certified as a Wisconsin Police Officer.
3. All qualifications would have to be approved by the Monroe County Sheriff.

On behalf of Monroe County




Wes Revels
Sheriff




Ed Smudde
Personnel Director

Monroe County PPA



David Sundvall
Union President- MCPPA



Mike Backus
WPPA

**MEMORANDUM OF UNDERSTANDING
MONROE COUNTY
and
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 modified work schedule for Detectives and as a result of this trial schedule certain articles of the CBA will be modified as follows.

This agreement is made this 12th day of December 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 impact of the trial work schedule on the operations of the Monroe County Sheriff's Department and its sworn officers, and the services provided to the public will be monitored on an on-going basis throughout this trial period; 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:

ARTICLE 5. HOURS

(Amend to include the following)

Section 1. The normal working hours for full-time detectives shall be eighty (80) hours per pay period.

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.

The normal pay period for detectives shall consist of eight 9-hour days and one 8 hour day. This will allow for a day off during the week for every two week pay period. Friday's will be the agreed upon day off, alternated every other week, unless a different day is submitted and approved or assigned by the Sheriff, Chief Deputy or Administrative Lieutenant for that pay

period. Any hours worked outside of the normal shift hours or weekends will still be considered overtime. If a holiday falls on a scheduled day off, staff will receive 8 hrs. of holiday pay per Article 7. HOLIDAYS, Section 2.

Date of final signature 12/12, 2019

FOR THE COUNTY:



Wes Revels, Sheriff



Ed Smudde, Personnel Director

FOR THE UNION:



David Sundvall, MCPPA President



Mike Backus, WPPA Representative