

## MEMORANDUM

Dane County and the Wisconsin Professional Police Association (WPPA), Law Enforcement Employment Relations (LEER), are parties to a collective bargaining agreement ("Agreement") covering certain employees in the bargaining unit referred to herein as employee/supervisor and agree to the following additional term on a trial basis for the period noted:

### I. Terms of Agreement

#### A. Holiday Credit Conversion

Notwithstanding anything to the contrary in the Agreement between the parties, employees may convert and contribute up to twenty-nine (29) floating holiday hours to their vacation bank at any time during the payroll year. Such contributed hours shall be treated in all respects as banked vacation time once contributed.

#### B. Attendance Incentive Program- Earned Override (EO) Day.

Each employee who uses three (3) or less sick leave days in the prior payroll year shall have the right, regardless of overtime cost to the County, to use sixteen (16) hours of vacation, holiday, wellness or compensatory time for a previously scheduled work shift, upon forty-eight (48) hours written notice to the employer. Such time off shall be known as an earned override (EO) day, and shall be scheduled on a first-come-first- served basis.

#### C. Purchased Override (PO) Days.

An employee may, not more than two (2) times per year, elect to use twelve (12) hours of vacation, holiday, wellness or compensatory time to take off an eight (8) hour shift regardless of overtime costs to the County. The time off may be requested at any time, up to twenty-four (24) hours prior to the start of the shift. This day shall be known as a purchased override (PO) day.

#### D. Limitations (Paragraph B. and C.)

Under paragraph A and B, a combined total not to exceed three (3) persons per day on first shift, two (2) persons per day on each of the second and third shifts, may take time off.

- II. This Memorandum does not create a precedent, constitute a binding practice, or create any obligations beyond the term hereof.
- III. This Memorandum shall be effective beginning on the first day of the 2021 payroll year until the last day of the 2022 payroll year.
- IV. This Memorandum may be extended only by written agreement signed by the parties hereto.

Dated this day 8th of October 2021

For union

Bob Fisher

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For Dane County

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