

# MEMORANDUM OF UNDERSTANDING

Between

**WISCONSIN PROFESSIONAL POLICE ASSOCIATION, LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION (“WPPA-Law Enforcement Employee Relations Division”)**

and

**DANE COUNTY (“Employer”)**

Employer and the Wisconsin Professional Police Association (WPPA), Law Enforcement Employee Relations Division, are parties to a collective bargaining agreement ("Agreement") covering certain employees in the bargaining unit and agree to the following additional terms in regard to sick leave accumulation:

I. Section 13.01 (d) of the Agreement shall be amended as follows:

(d) Those retiring employees with sick leave credit balances, not to exceed one thousand eight hundred (1,800) hours, shall have such credits converted to a monetary value (hours of credit at retirement times normal hourly rate of pay or conversion rate of pay (as defined below) received immediately prior to retirement) to be applied to the difference between the Employer contribution and the premium level referred to in sub (a) above with any remaining sick leave credits at age 65 or death if the latter precedes age 65 for the retiring employee be applied as provided for in Article XV, 15.06 of this Agreement.

The Department of Administration will determine the average hourly rate of filled management employees, the “Average Manager Hourly Rate” for each payroll year. The “Conversion Rate” for an employee will be the greater of their current normal hourly rate or the Average Manager Hourly Rate.

II. Section 13.01 (e) of the Agreement shall be amended as follows:

(e) Accrued Sick Leave Credit. Subject to the provisions set forth below, all employees covered by this Agreement who die while a County employee or who actually retire from County service and apply (within sixty (60) days of last paid), for retirement annuity from the Wisconsin Retirement Fund and/or Social Security, which annuity must exceed \$10 per month, shall have their sick leave credits not to exceed one thousand eight hundred (1,800) hours (at the time of their retirement or death) converted to a monetary value (hours of credit times normal hourly rate of pay or conversion rate of pay received immediately prior to retirement) which total shall be available in subsequent years to pay such hospital, surgical and dental insurance costs as may be charged such employees and their dependents by the company or companies as set forth in 13.01(a).

III. Section 15.01(b) of the Agreement shall be amended as follows:

(b) The maximum accumulation of sick leave shall not exceed one thousand eight hundred (1,800) hours on the last day of each contract year.

IV. Section 15.06(a) of the Agreement shall be amended as follows:

(a) Accrued Sick Leave Credit for Retiring Employee. All employees covered by this Agreement who actually retire from County service and apply (within 60 days of last day paid) for a retirement

annuity from the Wisconsin Retirement Fund, which annuity must exceed ten dollars (\$10.00) per month, shall have their sick leave credit balance, not to exceed one thousand eight hundred (1,800) hours, converted to a monetary value (hours of credit at retirement times normal hourly rate of pay or the conversion rate (as defined in 13.01 d) received immediately prior to retirement), upon reaching age 65 which total shall be available to pay such Medicare plus costs as may be charged such employee and their dependents by the company or companies carrying Dane County's Group Hospital and Surgical Insurance.

V. Section 15.06(b) of the Agreement shall be amended as follows:

(b) Accrued Sick Leave Credit for Surviving Spouse. In the event that an employee covered by this Agreement dies during the course of their employment and is survived by a spouse, their accrued sick leave credits, not to exceed one thousand eight hundred (1,800) hours, at the time of death, shall be converted to a monetary value (hours of credit times normal hourly rate of pay or the conversion rate of pay received immediately prior to death) which shall be available toward the payment of health insurance premiums for the surviving spouse. In the event that the retired employee shall precede their spouse in death and there remains at that time to their credit a balance, such balance shall be used to purchase health and accident insurance for the surviving spouse so long as the spouse is alive and there remains a balance in the fund.

VI. Addendum B, Section 5.1 is amended as follows:

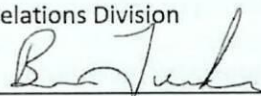
5.1 Sick Leave: An employee who retires with Dane County shall receive a Benefit for the number of hours of unused accumulated sick leave held by the retiring employee on his or her date of retirement, based on the following formula: Total hours of accumulated sick leave to a maximum of 1,800 x regular hourly rate of pay or conversion rate of pay (as defined below) at time of retirement.

VII. This Memorandum is effective beginning on the first day of the 2021 payroll year and shall expire on December 17, 2022.

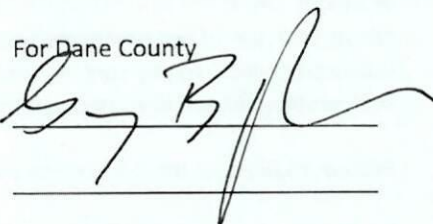
VIII. This agreement shall not be construed as creating a binding precedent or practice by either party and shall not be considered as creating any future obligations on either party to act in similar circumstances.

Dated this day 28th of October 2021

For WPPA- Law Enforcement Employee  
Relations Division

  
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Bryan Adams, WPPA

For Dane County

  
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