

MEMORANDUM

Dane County and the Wisconsin Professional Police Association (WPPA), Supervisory Law Enforcement Unit, 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. Attendance Incentive Program- Earned Override (EO) Day.

Each employee/supervisor 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, excluding holiday duty-weekends, 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. (For purposes of this Memorandum, written notice includes notice provided in Telestaff)

B. Purchased Override (PO) Days.

An employee/supervisor 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, excluding holiday duty-weekends, 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.

C. Limitations (Paragraph A. and B.)

Under paragraph A and B, a combined total not to exceed one replaceable supervisor per division on first shift, two supervisors total on second shift and one supervisor total on third shift , 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 12th of October 2021

For union

Ryan Malone WPPA

For Dane County

[Signature]