



DOOR COUNTY

Resolution No. 2014-24

SALARIES OF ELECTIVE OFFICIALS

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD	X		
BRANN		X	
ENGLEBERT		X	
ENIGL	X		
FEUERSTEIN		X	
FISHER	X		
FONTAINE	X		
GUNNLAUGSSON	X		
HAINES			X
KOHOUT	X		
LIENAU	X		
MEYER	X		
MOELLER	X		
MULLIKEN	X		
NEINAS	X		
OLSON	X		
RUNQUIST	X		
SCHULTZ	X		
VIRLEE	X		
WIEGAND	X		
ZIPPERER			X
	16	3	2

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st Lienau Defeated

2nd Fontaine

Yes: 16 No: 3 Exc: 2

Reviewed by: [Signature], Corp. Counsel

Reviewed by: [Signature], Administrator

FISCAL IMPACT: The fiscal implication for 2015 would be a decrease to budget of \$2,875 and \$689 for 2016 comparing both to the current 2014 budget. The adopted rates will become part of the annual budget process. sms

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 25th day of March, 2014 by the Door County Board of Supervisors.

[Signature]
Jill M. Lau
County Clerk, Door County

1 **WHEREAS**, Sec. 59.22 Wis. Stats. requires that compensation for certain
2 elective county officials be established by the County Board of Supervisors
3 "...before the earliest time for filing nomination papers for (such) elective office."

4
5 **NOW, THEREFORE, BE IT RESOLVED**, That the Door County Board of
6 Supervisors does hereby establish the total annual compensation for the
7 enumerated elective officials, effective the first day of a term of office that begins
8 after the date this resolution is adopted, as follows:

Elective Official	2014 Rate	2015 Rate	2016 Rate	2017 Rate	2018 Rate
Sheriff	\$84,546.00	\$83,160.00	\$84,407.00	\$85,673.00	\$86,958.00
Clerk of Circuit Court	\$64,089.00	\$62,600.00	\$63,539.00	\$64,492.00	\$65,460.00

9
10
11
12
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14
15
16
17
18 **BE IT FURTHER RESOLVED**, That each elective official is entitled to
19 participate in the Wisconsin Retirement System ("WRS") if and as authorized by law.
20 Each elective official is required to pay their share of the total WRS required
21 contribution. Door County will pay only its share of the total required WRS
22 contribution. It is expressly recognized that these shares may change, when the
23 required WRS rate is adjusted, as authorized by law. These contributions will be
24 pre-tax.

25
26 **BE IT FURTHER RESOLVED**, That each elective official is conditionally
27 eligible for, and may elect to receive, health insurance through Door County's Group
28 Health Insurance Plan. This eligibility for health insurance coverage is expressly
29 subject to the same terms and conditions (e.g., premium contribution, deductibles,
30 co-pays, etc.) as full-time non-represented employees' of Door County.

31
32 **BE IT FURTHER RESOLVED**, That each elective official is eligible for, and
33 may elect to participate in, the fringe benefit package provided to full-time non-
34 represented employees of Door County. Such eligibility and participation is subject
35 to the same terms and conditions as full-time non-represented employees of Door
36 County.

37
38 **BE IT FURTHER RESOLVED**, That each elective official is eligible for
39 reimbursement of expenses consistent with 2.15 *Expense Reimbursement Door*
40 *County Administrative Manual*, and Sec. 59.22(3), Wis. Stats.

SUBMITTED BY:
Administrative Committee

[Signature] Daniel Austad, Chairperson

[Signature] Richard Virlee

[Signature] Leo Zipperer

[Signature] Kenneth Fisher

[Signature] Cletus Fontaine

[Signature] David Lienau

[Signature] John Neinas



DOOR COUNTY

Resolution No. 2014-25

**AUTHORIZING COMPENSATION INCREASE
FOR CERTAIN COUNTY EMPLOYEES**

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD	X		
BRANN	X		
ENGLEBERT	X		
ENIGL	X		
FEUERSTEIN		X	
FISHER	X		
FONTAINE	X		
GUNNLAUGSSON	X		
HAINES			X
KOHOUT	X		
LIENAU	X		
MEYER			X
MOELLER	abstained		
MULLIKEN	X		
NEINAS			X
O'CONNOR	X		
RUNQUIST	X		
SCHULTZ	X		
VIRLEE	X		
WIEGAND	X		
ZIPPERER			X
1-abstained	15	1	4

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve: Adopted

1st Lienau Defeated

2nd Fontaine 1-abstained

Yes: 15 No: 1 Exc: 4

Reviewed by: [Signature], Corp. Counsel

Reviewed by: [Signature], Administrator

FISCAL IMPACT: The monies were budgeted in 2014 for a salary increase pending the Wipfli Compensation Study. sms

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 25th day of March, 2014 by the Door County Board of Supervisors.

[Signature]
Jill M. Lau
County Clerk, Door County

1 **WHEREAS**, By adoption of Resolution 2013-74 on December 10,
2 2013, County Board approved and implemented the Wage Comparability
3 Study conducted by WIPFLI; and

4 **WHEREAS**, It is deemed appropriate (i.e., consistent with the
5 County's compensation philosophy) to provide a wage increase for non-
6 represented general municipal employees, except those employees
7 falling at or above the maximum established (i.e., 115%) for the newly
8 established pay ranges and those employees hired on or after January 1,
9 2014, in an amount equal to 1.66% of such employee's base wage
10 effective with the first payroll for 2014; and

11 **WHEREAS**, Sufficient funds were appropriated in the 2014 Budget for
12 this purpose.

13 **NOW, THEREFORE, BE IT RESOLVED THAT**, a wage increase for
14 non-represented general municipal employees, *except* those employees
15 falling at or above the maximum established (i.e., 115%) for the newly
16 established pay ranges and those employees hired on or after January 1,
17 2014, is hereby authorized in an amount equal to 1.66% of such
18 employee's base wage effective with the first payroll for 2014.
19
20
21

SUBMITTED BY: Administrative Committee

[Signature]
Dan Austad, Chairman

[Signature]
David Lienau

[Signature]
Cletus Fontaine

[Signature]
John Neinas

[Signature]
Leo Zipperer

[Signature]
Kenneth Fisher

[Signature]
Richard Virlee



DOOR COUNTY

Resolution No. 2014-26

**APPROVAL OF
2014-2015 COLLECTIVE BARGAINING AGREEMENT
EMS [EMT-PARAMEDIC] EMPLOYEES**

TO THE DOOR COUNTY BOARD OF SUPERVISORS:

WHEREAS, The collective bargaining agreement between Door County and the EMS [EMT-Paramedic] Employees expired on December 31, 2013; and

WHEREAS, Through collective bargaining a tentative collective bargaining agreement (See: Appendix A, attached hereto and incorporated herein by reference as if set forth in full) was reached between representatives of Door County and the EMS [EMT-Paramedic] Employees: and

WHEREAS, The tentative collective bargaining agreement is contingent upon, and shall not become effective until, official ratification by the collective bargaining unit and the Door County Board of Supervisors; and

WHEREAS, The EMS [EMT-Paramedic] Employees has ratified, or will ratify, the tentative collective bargaining agreement; and

WHEREAS, The Door County Negotiating Committee and Administrative Committee each recommends approval of the tentative agreement.

NOW, THEREFORE, BE IT RESOLVED, That the Door County Board of Supervisors does hereby approve the tentative agreement and authorize the execution and implementation of the January 1, 2014 - December 31, 2015, collective bargaining agreement between Door County and the EMS [EMT-Paramedic] Employees.

Estimated Fiscal Impact Salary & Wages:

2014 = \$703,078
2015 = \$710,981

**SUBMITTED BY:
Administrative Committee and Negotiating Committee**

Dan Austad

Dan Austad, Chairman

David Lienau

David Lienau

Cletus Fontaine

Cletus Fontaine

John Neinas

John Neinas

Leo Zipperer

Kenneth Fisher

Kenneth Fisher

Richard J. Virlee

Richard Virlee

Joel Gunnlaugsson

Joel Gunnlaugsson

ROLL CALL Board Members	Aye	Nay	Exc.
AUSTAD	X		
BRANN	X		
ENGLEBERT	X		
ENIGL	X		
FEUERSTEIN	X		
FISHER	X		
FONTAINE	X		
GUNNLAUGSSON	X		
HAINES			X
KOHOUT	X		
LIENAU	X		
MEYER			X
MOELLER	X		
MULLIKEN	X		
NEINAS			X
O'CONNOR	X		
RUNQUIST	X		
SCHULTZ	X		
VIRLEE	X		
WIEGAND	X		
ZIPPERER			X
	17	0	4

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve Adopted

1st *Gunnlaugsson* Defeated

2nd *Fisher*

Yes: 17 No: 0 Exc: 4

Reviewed by: *[Signature]*, Corp. Counsel

Reviewed by: *Muriel Murphy*, Administrator

FISCAL IMPACT: 2014 salary & wages were budgeted at \$688,754. The difference between what was budgeted & the negotiated amount in this resolution is \$14,324. The estimated salary & wages for 2015 are at \$710,981 and will be part of the 2015 budget process. sms

Certification:

I, Jill M. Lau, Clerk of Door County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 25th day of March, 2014 by the Door County Board of Supervisors.

Jill M. Lau

Jill M. Lau
County Clerk, Door County

2014-2015

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

DOOR COUNTY

AND

**DOOR COUNTY EMERGENCY SERVICES
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 4982**

JANUARY 1, 2014 THROUGH DECEMBER 31, 2015

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1 **AGREEMENT**

2
3 This Agreement, effective January 1, 2014, by and between the County of Door, hereinafter referred to as the
4 Employer, and the Door County Emergency-Services Employees (Full-Time EMT Paramedics) through its
5 exclusive collective bargaining representative, the International Association of Firefighters, Local 4982,
6 hereinafter referred to as the Union, for the purpose of maintaining harmonious labor relations between the
7 Employer and the employees, and for purposes of promoting the mutual interest of the employees of the Door
8 County Emergency Services and the Board of Supervisors of Door County. It is recognized by this Agreement
9 to be the duty of the Union and its members and the Board of Supervisors to cooperate fully for the
10 advancement of these conditions. This Agreement shall be binding on both parties.

11
12 **ARTICLE 1 - RECOGNITION**

13
14 The Employer recognizes the Union as the exclusive collective bargaining representative of Door County
15 Emergency Services (Full-Time EMT Paramedics) for the purposes of collective bargaining or other mutual
16 aid or protection. Employees excluded from representation include the Supervisory, Managerial and
17 Confidential Employees; and general municipal employees. This Section shall not be interpreted as authorizing
18 a "closed shop".

19
20 **ARTICLE 2 - PROBATIONARY PERIOD**

- 21
22 A. Probation: All newly hired employees shall be considered probationary employees for the first twelve
23 (12) months of their employment. A probationary employee may be terminated without recourse to the
24 grievance procedure. Probationary and any employee who does not pass the new standards training
25 requirements may be terminated without recourse to the grievance procedure. An employee shall be
26 eligible for all accrued benefits upon completion of his or her probationary period dating back to their
27 original hiring date. Sick leave shall be accumulated in accordance with Article IX - Sick Leave, Section
28 C. Probationary Employees. After six (6) months the employee shall pay fair share dues and be entitled
29 to union representation.
30
31 B. Regular Employees: A regular employee is hereby defined as a person hired to fill a regular full time
32 position, but shall be considered a regular employee only after he or she has completed the twelve (12)
33 month probation period and passed the new standards training requirements.
34

35 **ARTICLE 3 - UNION BULLETIN BOARD**

36
37 The Union is hereby granted permission by the Employer to post notices and announcements on the Squad
38 Room Bulletin Board of the Door County Emergency Services premises. Any other material for listing must be
39 approved by the Emergency Services Director. Copies of posted notices will be provided to the Department
40 Head by the Union Steward upon request and at the discretion of the Union.
41

42 **ARTICLE 4 - GRIEVANCE PROCEDURE**

- 43
44 A. Definition of a Grievance: The parties agree that prompt and just settlement of grievances is of mutual
45 interest and concern. Should a grievance arise, whether in reference to a question of interpretation of the
46 Agreement or to a question relating to safety and/or other matters, the grieving employee shall first bring
47 the complaint to the Steward or Grievance Committee of the Union within thirty (30) days after he or she
48 knew or should of have known of the cause of the complaint. If it is determined, after an investigation by
49 the Union that a grievance does exist, it shall be processed in the manner described below:
50

1 B. Grievance Procedure Steps:

2
3 Step 1: The steward shall attempt to resolve the matter with the Emergency Services Director. If the
4 grievance is not resolved in this manner, Step 2 shall be followed.

5
6 Step 2: The grievance committee shall attempt to resolve the matter with the Administrative Committee
7 or its successor. Should it not be possible to resolve the matter in the initial meeting with the
8 Administrative Committee, the committee shall reply in writing within fifteen (15) days. If the
9 grievance is not resolved in this manner, Step 3 shall be followed.

10
11 Step 3: The grievance shall be submitted to arbitration by giving notice in writing to the Employer
12 within thirty (30) days after the written reply of the Administrative Committee. Within five (5)
13 days of such notice, the Union shall request the Wisconsin Employment Relations Commission
14 (WERC) to provide an "inside panel" of five (5) staff arbitrators to each party. From the panel
15 provided, the parties will alternatively strike a name until one remains and that person shall be
16 the arbitrator.

17
18 C. Arbitration Hearing: The Arbitrator shall meet with the parties at a mutually agreeable date to review the
19 evidence and hear testimony from both parties. Each party shall pay their own cost of the proceedings.

20
21 D. Arbitration Award: The power of the Arbitrator is limited as follows: His or her function is limited to
22 interpreting and applying the provisions of this Agreement. He or she has no power to add to, subtract
23 from, or modify any of the terms of this Agreement.

24
25 E. Time Limitation: If it is impossible to comply with the time limits specified in the procedure because of
26 work schedules, illness, vacations, etc., these limits may be extended by mutual consent in writing.

27
28 F. Settlement of Grievance: Any grievance shall be considered settled at the completion of any step in the
29 procedure if all parties concerned are mutually satisfied. Dissatisfaction is implied in recourse from one
30 step to the next.

31
32 G. General: Any employee may process his or her grievance as above outlined, but the Union shall have
33 the right to be present and act in support of its position in the matter of the grievance.

34
35 Any employee shall have the right of the presence of a steward when his or her work performance or
36 conduct of other matters affecting his or her status as an employee are subject of a discussion for the
37 record.

38
39 The Union shall determine the composition of the Grievance Committee of the Union.

40
41 **ARTICLE 5 - CONDUCT OF BUSINESS**

42
43 A. Conduct of Business: The Union agrees not to conduct its business on department time except as in such
44 instances as permission is received from the Emergency Services Director. This Article shall not operate
45 so to prevent a Steward or Union Officer from participating in any grievances in accordance with the
46 proceedings outlined in this Agreement, nor to prevent certain routine business such as the posting of
47 Union notices and bulletins. The Union shall provide the Department Head with the names of its officers,
48 stewards, and members of the negotiating committee each time there is a change.

49
50 B. Presentation of Grievances: The Employer hereby agrees that time spent in the presentation of grievances
51 and negotiations shall not be deducted from the pay of delegated employee representatives of the Union.

52

- 1 C. Contacts By Business Agent: Business agents representatives of the Union, having business with
2 individual officers or individual members of the Union, may confer with such officers or individual
3 members of the Union during working hours for a reasonable time provided that permission is first
4 obtained from the Emergency Services Director. No overtime pay or call-in time shall be allowed for said
5 meetings. In cases of emergencies, the Emergency Services Director may rescind or terminate said
6 meeting permission.
7

8 **ARTICLE 6 - SENIORITY**
9

- 10 A. Definition of Seniority: It shall be the policy of the department to recognize the seniority principle. On
11 any particular question or decision, when all other factors involved are equal, seniority will be recognized.
12 Seniority time shall consist of total calendar time elapsed since the date of original employment with the
13 Employer provided however, that no time prior to a discharge for cause or a quit shall be included, and
14 provided, that seniority shall not be diminished by temporary layoffs or leaves of absence or contingencies
15 beyond the control of the parties to this Agreement.
16

17 No Seniority will accrue while an employee is on leave of absence including time spent in any elected
18 position within or without county government. This provision will not apply to persons on medical leave
19 of absence, disability leave, maternity leave, or family leave.
20

- 21 B. Layoff: In the event of a layoff, employees shall be laid off in inverse order according to their length of
22 service and whenever so laid off, shall possess reemployment rights as hereinafter defined. For purposes
23 of clarification, if a reduction of employee personnel is made, the last person hired shall be the first person
24 laid off and the last person laid off shall be the first person called. Employees shall receive a minimum
25 notice of one (1) week's time prior to the lay off.
26

- 27 C. Recall: Upon recall the employee shall notify the County within one (1) week of his or her intentions and
28 shall report for work at the end of one (1) week after receiving notice of recall unless illness or other
29 justifiable circumstances prevent him/her from doing so. The employee shall be considered notified when
30 such notice is delivered to the last known address of the employee by personal delivery or certified mail.
31 Recall period is limited to two (2) years.
32

- 33 D. Employees on Layoff: If the County decides to employ additional employees, either in vacancies or in
34 new positions subject to the provisions of this Agreement, former employees who have been laid off may
35 be reemployed in such vacancies, provided that such employees have the necessary qualifications under
36 the particular job classification.
37

- 38 E. Job Posting: Whenever any vacancy occurs due to retirement, quit, new position, or for whatever reasons,
39 the job vacancy shall be posted. The vacancy shall be posted on the Squad Room bulletin board for a
40 minimum of six (6) working days. The job requirements, qualifications, and wage rates shall be a part of
41 the posting, and sufficient space shall be provided for interested parties to sign said posting.
42

- 43 F. Trial Period: All else being equal, the applicant with the longest service record shall be given the first
44 opportunity to qualify for the vacancy. Said applicant shall demonstrate his or her ability to perform the
45 job during a training period of ninety (90) days, and if he or she is deemed qualified by the Employer, he
46 or she shall be permanently assigned to fill the vacancy. Should such employees not qualify or should he
47 or she desire to return to his or her former position, he or she shall be reassigned to his or her former
48 position without loss of seniority.
49

- 50 G. Qualification Disputes: If there is any dispute or difference of opinion as to the qualifications of an
51 employee, the Union Committee may take the matter up for adjustment through the grievance procedure.
52

1 H. Loss of Seniority: Seniority shall be lost if an employee:

- 2
3 1. Is discharged for just cause;
4
5 2. Retires or voluntarily quits;
6
7 3. Is absent without notice for three (3) consecutive work days;
8
9 4. Upon recall, fails to notify the County within one (1) week of his or her intentions or fails to report for
10 work at the end of one (1) week following receipt of notice of recall unless illness or other justifiable
11 circumstances prevent him or her from doing so; or
12
13 5. Fails to return to work from a leave of absence within seven (7) days of expiration of said leave, unless
14 physically unable to return to work.
15

16 **ARTICLE 7 - VACATIONS**

17
18 A. Vacation Schedule: All regular employees shall be entitled to paid vacation based on continuous years of
19 service. Such employees shall accrue and have available for use vacation as follows:
20

21 Two thirds (2/3) of one day (sixteen [16] hours) per month upon commencement of employment, eight (8)
22 days (one hundred ninety-two [192] hours) per year, except that no vacation may be taken during the first
23 twelve (12) months of employment.
24

25 One (1) day (twenty-four [24] hours) per month after seven (7) years of continuous service, twelve (12)
26 days (two hundred eighty-eight [288] hours) per year.
27

28 One and one-third (1-1/3) days (thirty-two [32] hours) per month after fifteen (15) years of continuous
29 service, sixteen (16) days (three hundred eighty-four [384] hours) per year.
30

31 One and two-thirds (1-2/3) days (forty [40] hours) per month after twenty-four (24) years of continuous
32 service, twenty (20) days (four hundred eighty [480] hours) per year.
33

34 B. Continuous Service: Service shall include all of the time, which an employee has in continuous
35 employment status in any position within the County employment. Any absence, including layoff of more
36 than thirty (30) calendar days in a year shall not be considered continuous service. Military leave or leave
37 due to sickness or injury arising out of County employment shall be counted as continuous service.
38

39 C. Limit on Accumulation: On and after January 1, 1999 no employee will be eligible to accrue additional
40 vacation while the employee's accumulated vacation bank consists of one and one-half (1 1/2) times the
41 employee's annualized vacation accrual.
42

43 D. Earned Vacation: For computation of the months of employment, an employee hired prior to or on the
44 fifteenth (15th) of the month shall be considered employed as of the first (1st) day of that month. An
45 employee hired after the fifteenth (15th) day of the month shall be considered employed as of the first
46 (1st) of the following month.
47

48 Vacation accrued in one month will become available for use as of the beginning of the following month.
49 Vacation which is accrued in the month in which the employee completes the service is necessary for a
50 vacation accrual rate increase, will be accrued at the increased rate.
51

52 E. Holidays: A holiday falling within an employee's vacation period shall be paid as normal holiday pay.

1
2 F. Seniority: Vacations submitted to the Emergency Services Director by March 1st shall be granted by
3 seniority, whereas vacation submitted after March 1st shall be granted on a first come first serve basis.
4 Vacation shall be granted at any time of the year at the employee's option, but there shall be only one (1)
5 person on vacation at a time from each division. Employees will be allowed to take vacation in increments
6 of one (1) hour at a time if requested seven (7) days in advance.
7

8 G. Death of Employee: Vacation compensation due an employee who may die shall be paid to his or her
9 beneficiaries at hourly rate C in Appendix A. This shall not apply to any employee during the employee's
10 probationary period.
11

12 ARTICLE 8 - HOLIDAYS

13
14 All Employees shall be granted the following paid holidays each year:

15	New Year's Day	Friday after Thanksgiving Day
16	Memorial Day	Christmas Eve Day
17	Independence Day	Christmas Day
18	Labor Day	
19	Thanksgiving Day	
20		

21
22 Employees who work on a holiday shall be paid at the rate of time and one-half (1-1/2) Rate D Appendix A, in
23 addition to their holiday pay.
24

25 If an employee works on Easter Sunday, the employee shall be paid at the rate of time and one half (1-1/2),
26 Rate D in Appendix A.
27

28 In addition to the regular holidays, all regular employees shall be granted three (3) floating holidays. Said
29 floating holidays may be used as the employee requests provided seven (7) days notice is given to the
30 Emergency Services Director prior to its use.
31

32 Employees shall be paid holiday pay at Rate C in Appendix A.
33

34 ARTICLE 9 - SICK LEAVE

35
36 A. Accumulation: All regular full time employees shall earn sick leave. Sick leave shall accrue at the rate of
37 one (1) day for each calendar month of service. Unused sick leave shall accumulate from month to month
38 in the employee's sick leave account.
39

40 B. Non-Accumulation: Sick leave shall not accrue during any period of absence without pay or during any
41 month taken off on sick leave.
42

43 C. Probationary Employees: Sick leave shall be earned during the period of original probationary
44 employment, however, such sick leave shall not be used, until after the first six (6) months of
45 employment.
46

47 D. Sick Leave Use: Each non-probationary employee who has earned sick leave credits shall be eligible for
48 sick leave for any period of absence from employment which is due to illness, bodily injury (except where
49 the injury or illness is compensable under the Worker's Compensation Law) or exposure to a contagious
50 disease.
51

52 E. Emergency Care of Family Members: Employees may use accrued sick leave for temporary emergency

1 care if ill or injured members of the immediate family, as herein defined, for a period of time not to exceed
2 five (5) work days for any one illness or injury. The use of said sick leave may be extended if unusual
3 circumstances dictate and prior approval is obtained from the Department Head. Immediate family shall
4 be defined as children of the employee or spouse or other persons in the employee's care and residing in
5 the employee's household.
6

7 F. Medical & Dental Appointments: Employees may use accrued sick leave for personal and for children of
8 the employee or spouse or other persons in the employee's care and residing in the employee's household,
9 medical or dental appointments which cannot be scheduled at times other than work hours. To qualify for
10 such use the employee shall give the Department Head three (3) workdays advance notice of such
11 appointment, except in the case of an emergency. Use of sick leave for this purpose is limited to four (4)
12 hours per incident, except in cases of emergency, or outside of the County.
13

14 G. Death of Immediate Family Member(s): Where death occurs in the immediate family of an employee,
15 accrued sick leave may be used. Immediate family is defined as and limited to:

16
17 The parents, stepparents, grandparents, foster parents, children, stepchildren, grandchildren, foster
18 children, brothers (and their spouses), and sisters (and their spouses) of the employee or spouse; the
19 spouse; aunts and uncles of the employee or spouse; son-in-law or daughter-in-law of the employee or
20 spouse; or other relatives of the employee or spouse residing in the household of the employee.
21

22 Use of accrued sick leave for death in the immediate family is limited to three (3) workdays, however,
23 extension may be granted by the Department Head if mitigating circumstances warrant such extension.
24

25 H. Death of Extended Family Member(s): Employees may use one (1) day of accrued sick leave to attend the
26 funeral of nieces, nephews, or cousins of the employee or spouse.
27

28 I. Medical Certificate: In the event that the Employer has reason to believe that an employee is abusing sick
29 leave privileges or may not be physically fit to return to work, the Employer may require a medical
30 certificate or other appropriate verification for absence covered by this Article. If the medical certificate
31 verifies that the employee was not abusing sick leave or is physically fit for work, the Employer shall pay
32 the cost of the medical certificate. Abuse of sick leave shall subject the employee to disciplinary action.
33 On the Employer's request for such certification or verification, the Doctor shall be so designated by the
34 County.
35

36 The Department Head may require a medical certificate to justify the granting of sick leave in excess of
37 three (3) days duration.
38

39 J. Notice of Sick Leave: Employees shall notify the Department Head or immediate supervisor of his/her
40 intent to use sick leave at least one (1) hour prior to the normal starting time for the work day, to be
41 eligible for sick leave use.
42

43 K. Approved Leave: Previously accumulated sick leave shall not be terminated by approved leave.
44

45 L. Active Employment: Sick leave benefits cannot be exercised at any time the employee is not in the active
46 employment of the County.
47

48 M. Layoff: When an employee in regular status is laid off, any unused accumulated sick leave allowance
49 shall be restored, provided he or she is re-employed by any agency of the County within one (1) year.
50

51 N. Holidays: In the event a holiday falls on a regular work day within the week(s) taken as sick leave, such
52 holiday shall not be charged as sick leave.

- 1
2 O. Payout: Upon leaving County employment, all hours of accrued unused sick leave shall be converted to
3 cash at fifty percent (50%) of the hourly Rate C in Appendix A, then in effect, provided the employee has
4 completed twenty (20) years of service to the County. Payment shall be made at the next regular pay
5 period following such date of leaving, (and shall be paid on the recorded information filed with the County
6 Clerk).

7
8 Upon retirement from County employment, all hours of accrued/accumulated unused sick leave shall be
9 converted to cash at fifty percent (50%) of the Employee's hourly Rate C in APPENDIX A then in effect,
10 provided the Employee has completed fifteen (15) years of continuous service. The Employee shall have
11 the option of converting the sick leave into cash, or to purchase hospitalization and medical insurance at
12 the premium rates offered to the other county employees. The cash payment option shall be made at the
13 next regular pay period following such date of retirement, and shall be paid on the recorded information
14 filed with the County Clerk, unless the Employee requests to take the insurance option provided in this
15 section.

- 16
17 P. Termination: Except as otherwise provided in this Article all unused accumulated sick leave shall be
18 canceled upon termination of employment.

- 19
20 Q. Work Suspension: For any day on which work is suspended, while an employee is on sick leave, such day
21 shall be construed as a day of sick leave.

22
23 **ARTICLE 10 - INDEMNIFICATION**

24
25 The Employer shall authorize competent legal counsel to defend actions of any type or nature brought against
26 any employee covered by this Agreement for any act or act(s) of omission alleged to have occurred while in the
27 course of his or her employment and while within the scope of employment or out of any alleged breach of his
28 or her duty as an employee, provided that the employment of such legal counsel is authorized by the Employer's
29 Insurance Carrier when it is necessary to obtain such Insurance Carrier authorization so as not to jeopardize any
30 Employer Insurance Coverage.

31
32 In the event that the Employer refuses to authorize the employment of legal counsel as provided for above, it
33 shall indemnify the employee for all expenses incurred by the employee for the appointment of such counsel.

34
35 **ARTICLE 11 - LEAVE OF ABSENCE**

- 36
37 A. Extended Illness and Disability Leave:

- 38
39 1. Length of Leave: Employees with prolonged illness or disability due to injury, shall be granted an
40 unpaid leave of absence for up to thirty (30) calendar days.

41
42 The employee may request an extension of such leave not to exceed thirty (30) additional days.

- 43
44 2. Notice of Leave: An employee electing such leave shall forward such request to the Administrative
45 Committee in writing.

- 46
47 3. Medical Certificates: At the outset, the employee shall be required to furnish the County with a
48 physician's statement estimating how long the illness or disability due to injury will continue. The
49 Administrative Committee may require the employee to be examined by a physician designated by the
50 Committee and in such instance the County shall pay the cost of such examination.

- 51
52 B. Health Insurance: An employee on an unpaid leave of absence in excess of one (1) calendar month shall, if

1 he or she so desires, be permitted to continue group hospital insurance coverage while on the unpaid leave
2 of absence. The cost of his or her own and the County's share or such contribution for such continued
3 coverage shall be paid by the employee to the County Treasurer's office. The County Treasurer shall in
4 turn pay the premium to the insurance carrier(s).
5

6 C. Maternity Leave: Employees who become pregnant shall be granted a maternity leave of absence during
7 the period between the date the employees doctor certifies that the employee is medically incapable of
8 performing her normal duties and date the employee's doctor certifies that she is medically capable of
9 renewing normal working duties. Employees may be entitled to the use of accumulated sick leave
10 benefits during such maternity leave only on the actual working days missed. In order to be eligible for
11 such maternity leave, the employee shall notify her department head at least three (3) months prior to her
12 expected date of delivery of her wish to take a maternity leave of absence. Short-term pregnancies shall
13 be exempt from the notice requirements of this paragraph.
14

15 D. Military Leave: Employees shall be entitled to military leave as now, or hereafter authorized by law to
16 participate in National Guard or other military training. While on such leave, an employee may receive
17 the difference between his or her regular pay and his or her military pay for a period of not more than
18 fifteen (15) days. For any military leave of fifteen days or less, no employee shall lose accrued seniority,
19 sick leave or vacation benefits.
20

21 Leaves of absence without pay shall be granted for military service in time of war, national or state
22 emergency, as proclaimed by the proper authorities, with reinstatement at the expiration of such leave.
23

24 E. Other Leaves: Employees may be granted leaves of absence without pay at the sole discretion of the
25 Administrative Committee of the Door County Board of Supervisors.
26

27 An employee with at least six (6) months of continuous service who finds it necessary to temporarily leave
28 the active employment of the County shall submit a written request to the Administrative Committee not
29 less than two (2) weeks prior to the commencement of such leave.

30 The request shall state the duration of the absence, the purpose of the leave and an address at which the
31 employee can be reached during the leave.
32

33 F. Return from Leave: Upon return from leave of absence, the employee will be assigned to his or her former
34 position.
35

36 G. Sick Leave and Vacation Benefits: No sick leave or vacation benefits will accrue during any unpaid leave
37 of absence with the exception of military leave.
38

39 ARTICLE 12 - TERMINATION

40
41 Any employee leaving the department except for legitimate reasons, such as sickness, vacation, or granted
42 personal leave, shall be considered a terminated employee. The employer will notify the Union Steward in
43 writing when a bargaining unit employee terminates County employment and the reason for termination.
44

45 The Employer shall pay a terminated employee all of the monies due the employee on the next regular pay day
46 following his or her termination; such pay shall include all unused earned vacation and earned holiday pay at
47 Rate C in APPENDIX A. Any employee intending to terminate his or her employment with the County must
48 give at least two (2) weeks written notice of that intention to the Department Head.
49

50 ARTICLE 13 - SEVERABILITY

51
52 The provisions of this Agreement are deemed to be severable to the extent that if and when a court or

1 governmental agency of competent jurisdiction adjudges any provision of the Agreement to be in conflict with
2 any law, rule or regulation issued thereunder, such decision shall not affect the validity of the remaining portion
3 of this Agreement, such remaining provision shall continue in full force and effect. It is further provided that in
4 the event any provision or provisions are so declared to be conflicting with such law, rule or regulation, both
5 parties shall meet within thirty (30) days for the purpose of renegotiating the provision or provisions so
6 invalidated.

7
8 **ARTICLE 14 - STRIKES AND LOCKOUTS**
9

10 The Union agrees for itself and its members that there shall be no picketing, strikes, sympathetic strikes or sit-
11 downs for any reason whatsoever or any other work interruption or interference with the affairs of the Door
12 County Emergency Services and the County agrees that there shall be no lockout during the life of this
13 Agreement, it being the mutual desire of the parties to provide for uninterrupted and continuous service.
14

15 **ARTICLE 15 - WORKERS COMPENSATION**
16

17 The Employer provides that any regular full time employee who is injured on the job and entitled to Workers
18 Compensation benefits, shall receive his or her normal weekly pay based on a normal work week provided that,
19 in return for the receipt of such pay, he or she endorses over to the County his or her benefit checks. It is
20 mutually agreed that this provision applies only to those employees who are injured in the course of their
21 employment of the County and who, as a result of such injury, are disabled from work for a period of at least
22 thirty (30) days. The Employer shall commence paying to the injured employee his or her normal weekly pay
23 on the first (1st) day of the employee's disability. The liability for full payment of wages by the Employer
24 under this provision is limited to six (6) months.
25

26 **ARTICLE 16 - CALL-IN, OVERTIME, AND TRAINING TIME**
27

- 28 A. Call-in Premium Pay: If an employee is called in outside their normal schedule for employer approved
29 ambulance/ paramedic response or to provide coverage at the station, the employee shall be paid one and
30 one-half (1-1/2) times Rate B in APPENDIX A.
31

32 Employees shall be paid one and one-half (1-1/2) times Rate B in APPENDIX A if while on unscheduled
33 overtime, the employee is dispatched to an ambulance/paramedic response, providing that the unscheduled
34 overtime is for less than twelve (12) hours. The paragraph does not apply to overtime resulting from an
35 employee taking vacation.
36

37 Minimum Call-in Time: There shall be a minimum of two and one half (2-1/2) hours for all call-in time,
38 except if the call-in is the result of an employee taking vacation in increments of less than one (1) day.
39

- 40 B. Overtime: Employees shall be paid one and one-half (1-1/2) times Rate C in APPENDIX A for all hours
41 outside of their normal schedule in ARTICLE 17 - (unscheduled overtime). Employees shall be paid one
42 and one-half (1-1/2) times Rate D in APPENDIX A for all hours within their normal schedule ARTICLE
43 17 in excess of forty (40) hours per week (scheduled overtime). When totaling schedule time to calculate
44 how much time qualifies as overtime, all paid leave as identified in this contract shall be considered as
45 time served under the schedule.
46

- 47 C. Training Time: Time spent in actual training, (e.g., course, meeting, program or session) that is required,
48 or that is voluntary and approved by the employer, constitutes compensable hours of work.
49

50 Time spent outside the employee's regular working hours and in actual training shall be paid at time and
51 one-half (1½) Rate C in Appendix A. Time spent outside the employee's regular working hours and
52 voluntary and approved training shall be paid at Rate D in Appendix A.

1
2 Home to work travel does not count as hours worked and is not compensable. Time spent traveling from
3 the work place to the training site is compensable. Time spent traveling for the work place to the training
4 site shall be paid at time and one-half (1½) Rate C in Appendix A. Time spent traveling from the
5 workplace to the training site for voluntary and approved training shall be paid at Rate D in Appendix A
6

7 **ARTICLE 17 - WORKDAY & WORKWEEK**

8
9 The normal schedule for personnel shall be as follows:

- 10
11 one (1) day on, one (1) day off,
12 one (1) day on, one (1) day off,
13 one (1) day on, four (4) days off
14

15 The regularly established workday shall start at 7:00 a.m. and this starting time shall be recognized as the
16 beginning of a twenty-four (24) hour day.
17

18
19 **ARTICLE 18 - WISCONSIN RETIREMENT SYSTEM [WRS]**

20
21 A. WRS Contributions [Sec. 111.70(4)(mc)5, Wis. Stats.]:

- 22
23 1. For an Employee who is initially employed as a public safety employee by the Employer on or
24 after July 1, 2011:
25
26 a) Employee will pay the same contribution as general municipal employee's required
27 contributions; and
28 b) Employer will pay the employer's required contributions.
29
30 2. For an Employee who is initially employed as a public safety employee by Employer before
31 July 1, 2011, the Employee will pay as follows:
32
33 a) Effective January 1, 2014, the employee's required contribution is one percent (1%);
34 b) Effective July 1, 2014, the employee's required contribution is an additional one percent
35 (1%); and
36 c) Effective January 1, 2015, the employee's required contribution is an additional two
37 percent (2%).
38 d) Employer will pay the employer's required contributions and any remaining share of the
39 employee's required contributions.
40

41 **ARTICLE 19 – INSURANCE**

42
43 A. Health Insurance

44
45 The parties acknowledge ongoing litigation regarding the meaning of plan design and agree to abide
46 by the decisions of courts of competent jurisdiction in this regard.
47

48 B. Health Insurance Premium Contribution(s)

- 49
50 1. Employee will pay 12.8% of the total premium of the health care coverage plan.
51 2. Employer will pay 87.2% of the total premium of the health care coverage plan.

1
2 C. Summary of Benefits And Coverage (“SBC”)
3

- 4 1. An SBC is attached hereto for informational purposes only.
5 2. This SBC is based on the Employer's 2014 health care coverage plan design and selection.
6

7 D. Dental Coverage
8

- 9 1. Effective January 1, 1995, the dental insurance plan was amended to increase the lifetime
10 maximum payment under Class III (orthodontia) to one thousand two hundred dollars (\$1,200).
11 2. Employer is responsible for payment of the single plan premium and family plan premium.
12

13 E. Injury or Illness:
14

15 Any employee off work because of injury or illness up to one (1) year shall continue to have group
16 insurance coverage with the County contributing or paying the same premium amounts as set forth in
17 Paragraph B above. Such continuation of coverage is dependent upon the employee contributing his or her
18 share of the premium.
19

20 F. State Life Insurance Plan:
21

22 The Employer agrees to offer employees enrollment in the Group Life Insurance Plan for State and Local
23 Government Employees administered by the Wisconsin Department of Employee Trusts, "Basic" and
24 "Additional" plans. The Employee shall also be entitled to purchase spouse and dependent coverage.
25

26 G. Retirees:
27

28 Upon retirement, with eligibility for benefits under the Wisconsin Retirement Service, employees shall be
29 eligible for continued coverage under the Employer's family or single health insurance plan as long as the
30 employee submits payment of the full monthly premium to the County Treasurer's Office on or before the
31 last day of the month preceding the month of coverage.
32

33 H. Section 125 Flexible Spending Account (FSA):
34

35 Employer shall offer an FSA to employees. This is a form of cafeteria plan benefit, funded by salary
36 reduction, which reimburses employees for expenses incurred for certain qualified benefits.
37

38 The FSA is offered for dependent care assistance and medical care reimbursements. These benefits are
39 subject to: an annual maximum, an annual “use-it-or-lose-it” rule, and a grace period, all consistent
40 with the Internal Revenue Code.
41

42 Employer will cover the costs of administering the FSA.
43

44 I. Health Risk Assessment Program (HRA)
45

46 The HRA will have the following attributes:

- 47 → Participation shall be voluntary.
48 → HRA's will be offered during normal working hours and may be completed on work time without
49 reduction in pay or benefits.
50 → Employer will contribute the sum of \$150 annually per adult health plan participant to a
maximum of two adult plan participants (a maximum of \$300 annually) to the participating

1 employee's FSA provided the employee or the employee and their covered spouse complete an
2 approved HRA..

3 → No additional pay or benefits shall be offered to those who are unavailable on the date(s) the
4 assessment is offered and who complete the assessment at a different time.

5
6 J. Supplemental Insurance

7
8 AFLAC supplemental insurance will be made available to employees, at employees' sole cost and
9 expense.

10
11 **ARTICLE 20 - PAYDAY**

12
13 The Employer agrees to establish a bi-weekly payday system. The paycheck shall include information of hours
14 worked and deductions made. Payday shall be every other Friday. If a payday falls on a holiday, the payday
15 shall be the day prior to the holiday. There shall be a one (1) week holdback of wages.

16
17 **ARTICLE 21 - MAINTENANCE OF BENEFITS**

18
19 The Employer agrees to maintain in substantially the same manner such present benefits not specifically
20 referred to in this Agreement. Such benefits are coffee and lunch breaks, time off for approved schooling, and
21 schooling required for maintaining certifications as required by employer, safety equipment supplied, mileage
22 for use of personal cars, lodging and meals out of County on County business, and written approval of outside
23 jobs that do not conflict with duties.

24
25 **ARTICLE 22 - FAIR SHARE AGREEMENT**

26
27 A. Fair Share Agreement

- 28
29 1. "Fair-share agreement" means an agreement between a municipal employer and labor
30 organization that represents public safety employees under which all or any of the public safety
31 employees in the collective bargaining unit are required to pay their proportionate share of the cost
32 of the collective bargaining process and contract administration measured by the amount of dues
33 uniformly required of all members [Sec. 111.70 (1)(f) Wis. Stats.].
34
35 2. Once each month the Employer will deduct the amount of monthly dues as certified (in writing) by
36 the Union from the earnings of each employee affected by this fair-share agreement and pay the
37 amount deducted to the Union consistent with Sec. 111.70 (2) Wis. Stats. Employer will also
38 transmit, along with the deducted amount, a listing of employees from whom deductions were
39 made
40
41 3. Changes in the amount of dues to be deducted shall be certified (in writing) by the Union thirty
42 (30) days before the effective date of the change.

43
44 B. Errors:

45
46 If an error is discovered with respect to any deductions under this Article, the Employer shall correct said
47 error by appropriate adjustment in the next paycheck of the employee(s) or in the next submission of funds
48 to the Union.

49
50 C. Hold Harmless:

51
52 The defense of such claims, demands, suits, damages, costs, attorneys' fees or other forms of liability shall

1 be under the control of the Union and its attorneys, but nothing in this sections shall be interpreted to
2 preclude the County from participating in any legal preceding concerning the application or interpretation
3 of this Article through representatives of its own choosing and at its own expense.
4

5 **ARTICLE 23 - CLOTHING ALLOWANCE**
6

7 The Employer shall provide all uniform articles at no cost to the employee, including the initial allotment of
8 uniforms for new hires.
9

10 The employees shall turn in worn or unserviceable article(s) to the Emergency Services Director for
11 replacement. All uniform articles purchased by the Employer shall remain the property of the Employer and
12 shall be returned to the Employer upon termination of employment with Door County.
13

14 Uniforms shall be as established by the Medical Services Committee.
15

16 The Employer shall provide a two hundred dollar (\$200.00) biennial boot allowance for each employee, which
17 shall be expended for boot purchases within the biennium. The first biennium shall start January 1, 1995 and
18 end December 31, 1996.
19

20 **ARTICLE 24 - DISCIPLINARY PROCEDURE**
21

22 The following disciplinary procedure is intended as a legitimate management device to inform employees of
23 work habits, etc. which are not consistent with the aims of the Employer's public function, and thereby to
24 correct those deficiencies.
25

26 Any employee may be disciplined, demoted, suspended or discharged for just cause. It is understood that just
27 cause for immediate discharge includes, but is not limited to being under the influence of intoxicants or
28 controlled substance on duty, dishonesty, flagrant insubordination or flagrant misconduct. This expression of
29 specific reasons for discharge shall not preclude discharge for other reasons normally considered just cause.
30

31 The normal sequence of disciplinary action for offenses shall be:
32

- 33 1. Letter of Criticism
 - 34 2. Letter of Reprimand
 - 35 3. Suspension
 - 36 4. Termination
- 37
38
39
40

41 A written warning shall be considered effective for not longer than a nine (9) month period.
42

43 Any discharged employee may appeal such action through the grievance procedure and shall initiate grievance
44 action by immediate recourse to Step 3, within ten (10) days of notice of discharge.
45

46 Any suspended employee may appeal such action through the grievance procedure and shall initiate grievance
47 action by immediate recourse to Step 3.
48

49 Suspensions shall not be for less than two (2) days, but for serious offenses or repeated violation, suspension
50 may be more severe. No suspension shall exceed thirty (30) calendar days. Notice of discharge or suspension
51 shall be in writing and a copy shall be provided the employee and the Union.
52

1 The Employer and the Union mutually agree that in order to further the efficient operations of the Door County
2 Emergency Services and to promote the welfare and safety of the employees, negligent abuse of equipment
3 shall not be tolerated. It is further agreed that the penalties for negligent abuse of equipment committed by an
4 employee shall be as follows:
5

- 6 1. First offense: One (1) week suspension without pay;
7
- 8 2. Second offense: Two (2) weeks suspension without pay;
9
- 10 3. Third offense: Termination from employment.
11

12 Grievance procedures previously set forth in this agreement are available to the employees on any question
13 involving negligent abuse of equipment. It is further agreed that the penalties provided for above apply in
14 situations of failure to use safety devices.
15

16 **ARTICLE 25 - LONGEVITY**

17

- 18 A. Recognition of Service: In recognition of continuous years of service by employees, the County has
19 established a longevity pay plan. Eligibility for longevity pay is based continuous service with the County
20 in a full time position, and will not be paid unless the employee has thirty-six (36) months of continuous
21 employment accrued prior to the December 16 cut off date.
22

23 Longevity checks will be issued on December 9th of each year or the next succeeding payday. A separate
24 check will be issued for wages and longevity.
25

- 26 B. Eligibility: Determination of eligibility for longevity pay shall be counted from the date of first hiring of
27 "Anniversary Date" until termination. If an anniversary date falls on or between the first (1st) and fifteenth
28 (15th) day of the month, credit shall be given for the full month. If an anniversary date falls between the
29 sixteenth (16th) and last day of the month, eligibility for longevity pay shall not begin until the following
30 month.
31

32 If the separation is on or prior to the fifteenth (15th) of the month, no credit shall be given toward
33 longevity pay in that month. Separation after the sixteenth (16th) of the month shall be credited as a full
34 month toward the longevity payment.
35

- 36 C. Leave: Military leave or County employment related injury or illness leave shall not require the
37 determination of a new anniversary date for the purposes of longevity pay. Other leave in excess of thirty
38 (30) days shall require the determination of a new anniversary date.
39

- 40 D. Rate of Longevity Pay: Longevity shall be paid at the rate of one dollar and fifty cents (\$1.50) per month
41 for every year of continuous service commencing with the employees anniversary date as previously
42 stated.
43

- 44 E. Termination: Termination of employment by the county shall cancel all accrued longevity credits.
45

46 **ARTICLE 26 - PAYROLL DEDUCTION**

47

- 48 A. Savings Plan: The Employer agrees to provide, through payroll deduction, for the employees participation
49 in a savings plan with any designated Institution located within Door County, subject to the following:
50

- 51 1. Employee shall pay for the actual cost of administration, not to exceed one dollar (\$1.00) per person
52 during the term of this contract year.

2. A minimum of twenty-five (25) percent of the total bargaining unit's membership shall participate prior to commencement of payroll deductions.
3. Enrollment is for a period of six (6) months, January 1 through June 30, and July 1 through December 31 inclusive, without cancellation during the six-month period.
4. Any employee wishing a payroll deduction must give the County Clerk at least two (2) weeks notice in advance of the first (1st) deduction. Thereafter, changes in the amount deducted shall also require two (2) weeks prior notice.

B. 457 Deferred Compensation Plan: A deferred compensation plan shall be maintained as previously agreed to by the parties.

ARTICLE 27 - MANAGEMENT RIGHTS

The County possesses the sole right to operate County government and all management's rights repose in it. The business and the direction of the County Emergency Services and its working forces is vested exclusively in the County of Door And the Emergency Services Director of Door County and includes, but is not limited to the following:

To hire, expand, direct and control all operations of the Door County Emergency Services, to direct and supervise the work of the employees of the Door County Emergency Services, to determine by whom work shall be performed and the location where such work shall be performed; to determine to what extent any service shall be added, modified or eliminated; to make and enforce reasonable rules; and to take whatever action may be necessary to carry out the functions of the County in situations of an emergency nature.

The Employer's exercise of the foregoing functions shall be limited by the other provisions of this Contract. The County has all the rights it has by law except those expressly bargained away in this Agreement.

ARTICLE 28 - WAGES

Appendix "A", attached entitled "Wages and Classification" is made a part of this Agreement.

ARTICLE 29 - NEGOTIATION PROCEDURES

By July 1st of any year in which the agreement expires or any subsequent year, the Union shall give notice of its request for changes in the Agreement or for such other requests as it may offer in the negotiations in writing to the Door County Board.

ARTICLE 30 - YMCA

Effective upon ratification of the 2003 - 2004 collective bargaining agreement, the Employer will establish a business membership (e.g. *YMCA Business Plus Membership*) with the Door County YMCA. The Employer shall not contribute any sum toward Employees' YMCA membership.

The parties acknowledge that this type of membership is no longer available from the YMCA. If this (or similar) type of membership becomes available, such will be offered to Employee's.

1 **ARTICLE 31 - DURATION OF CONTRACT**

2
3 This Agreement shall be in effect on January 01, 2014, and shall remain in full force and effect to, and
4 including, December 31, 2015, and shall be automatically renewed from year to year unless negotiations are
5 instituted by giving written notice on or before July 1 of any anniversary thereof.
6

7 All references to "year" in this agreement shall mean calendar year unless stated otherwise.

8
9 Accepted and Agreed this ____, day of March, 2014.

Door County

**EMS Employees (EMT / Paramedic)
International Association of Firefighters**

Joel Gunnlaugsson Date
Negotiating Committee

Aaron LeClair Date
Union Bargaining Team

Maureen Murphy Date
County Administrator

Brandon Schopf Date
Union Bargaining Team

Kelly Hendee Date
Human Resources Director

Amy Jeanquart Date
Union Bargaining Team

Dan Williams Date
EMS Director

Michael J. Woodzicka Date
Field Service Representative - IAFF

Grant P. Thomas Date
Corporation Counsel

CALCULATION OF EMERGENCY SERVICES WAGE SCHEDULE FOR 2013-2015

EMERGENCY SERVICES 2014 - 2015 WAGES

01/01/2013 Rates @ 1.0% inc.	Step 1	Step 2	Step 3		Step 4	Step 5	Step 6
	Start	One Year	Two Year		Three Year	Four Year	Five Year
Rate A	\$48,064.31	49,513.89	51,069.30	51,847.01	52,624.71	54,180.12	55,629.70
Rate B	\$23.11	\$23.80	\$24.55		\$25.30	\$26.05	26.75
Rate C	\$16.36	\$16.85	\$17.38		\$17.91	\$18.44	18.93
Rate D	\$14.44	\$14.88	\$15.35		\$15.81	\$16.28	16.72

07/01/2013 Rates @ 3.0% inc.	Step 1	Step 2	Step 3		Step 4	Step 5	Step 6
	Start	One Year	Two Year		Three Year	Four Year	Five Year
Rate A	\$49,506.24	50,999.31	52,601.38	53,402.42	54,203.45	55,805.53	57,298.59
Rate B	\$23.80	\$24.52	\$25.29		\$26.06	\$26.83	27.55
Rate C	\$16.85	\$17.36	\$17.90		\$18.45	\$18.99	19.50
Rate D	\$14.88	\$15.32	\$15.81		\$16.29	\$16.77	17.22

01/01/2014 Rates @ 2.0% inc.	Step 1	Step 2	Step 3		Step 4	Step 5	Step 6
	Start	One Year	Two Year		Three Year	Four Year	Five Year
Rate A	\$50,496.37	52,019.30	53,653.41	54,470.47	55,287.52	56,921.64	58,444.57
Rate B	\$24.28	\$25.01	\$25.79		\$26.58	\$27.37	28.10
Rate C	\$17.19	\$17.71	\$18.26		\$18.82	\$19.37	19.89
Rate D	\$15.17	\$15.63	\$16.12		\$16.61	\$17.10	17.56

12/01/2014 Rates @ 1.0% inc.	Step 1	Step 2	Step 3		Step 4	Step 5	Step 6
	Start	One Year	Two Year		Three Year	Four Year	Five Year
Rate A	\$51,001.33	52,539.49	54,189.94	55,015.17	55,840.40	57,490.85	59,029.01
Rate B	\$24.52	\$25.26	\$26.05		\$26.85	\$27.64	28.38
Rate C	\$17.36	\$17.88	\$18.44		\$19.01	\$19.57	20.09
Rate D	\$15.32	\$15.79	\$16.28		\$16.78	\$17.27	17.74

01/01/2015 Rates @ 1.0% inc.	Step 1	Step 2	Step 3		Step 4	Step 5	Step 6
	Start	One Year	Two Year		Three Year	Four Year	Five Year
Rate A	\$51,511.34	53,064.88	54,731.84	55,565.32	56,398.80	58,065.76	59,619.30
Rate B	\$24.77	\$25.51	\$26.31		\$27.11	\$27.92	28.66
Rate C	\$17.53	\$18.06	\$18.63		\$19.20	\$19.76	20.29
Rate D	\$15.48	\$15.94	\$16.45		\$16.95	\$17.45	17.91

07/01/2015 Rates @ 2.0% inc.	Step 1	Step 2	Step 3		Step 4	Step 5	Step 6
	Start	One Year	Two Year		Three Year	Four Year	Five Year
Rate A	\$52,541.57	54,126.18	55,826.48	56,676.63	57,526.78	59,227.08	60,811.69
Rate B	\$25.26	\$26.02	\$26.84		\$27.66	\$28.47	29.24
Rate C	\$17.88	\$18.42	\$19.00		\$19.58	\$20.16	20.70
Rate D	\$15.79	\$16.26	\$16.77		\$17.29	\$17.80	18.27

LETTER OF AGREEMENT
[Overtime]

This Letter of Agreement is entered into this ____ day of March, 2014, by and between Door County (hereafter referred to as "Employer") and Door County Emergency Services (EMT's / Paramedics) IAFF, Local 4982 (hereafter referred to as "Bargaining Unit").

When overtime becomes available due to vacation, posting or sick leave, employees who regularly work full-time hours (including the Director and Deputy Director) shall have priority over employees who do not work regular full-time hours to fill those schedules. Distribution of this overtime shall be based on Article VI, A, but acknowledging department seniority of the Director and Deputy Director for this section only.

In the best interest of timely response to secondary emergency situations, readily available and properly trained personnel who do not regularly work full-time hours may be utilized for call-in. However, employees who regularly work full-time hours shall have priority when equally available.

Accepted and agreed this ____ day of March, 2014.

Bargaining Unit:

Employer:

Michael J. Woodzicka, Field Service Repr., IAFF

Dan Williams, EMS Director

Aaron LeClair, Union Bargaining Team

Kelly Hendee, Human Resources Director.

Brandon Schopf, Union Bargaining Team

Joel Gunnlaugsson, Supervisor, District 21

Amy Jeanquart, Union Bargaining Team

Maureen Murphy, County Administrator

Grant P. Thomas, Corporation Counsel

LETTER OF AGREEMENT

Labor Management Task Force [Health Insurance]

This Letter of Agreement is entered into this ____ day of March, 2014, by and between Door County (hereafter referred to as "Employer") and Door County Emergency Services (EMT's / Paramedics) IAFF, Local 4982 (hereafter referred to as "Bargaining Unit").

The Employer and Bargaining Unit agree to establish a Labor-Management Task Force ("Task Force") to address health insurance related concerns. The general parameters of the Task Force are as follows:

- The Bargaining Unit will select up to two (2) representatives as members of the Task Force. The Field Service Representative may participate, and will not be counted as one of the two (2) Bargaining Unit members, on the Task Force.
- The principles of participation and consensus will be paramount as to decision making.
- The Employer, at Employer's sole cost and expense, will retain a consultant in the field of health care to conduct analysis, identify issues, and to guide and facilitate discussion.
- Focus of the Task Force is to: conduct an extensive and ongoing review of health insurance issues; discuss, work through and resolve "real" tasks and issues; enhance collaboration between Employer and Bargaining Unit; and propose solutions to ongoing health insurance problems.
- All parties involved in the Task Force are encouraged to invite representatives from the insurance and health care related industries to advance the discussions.

By inviting participation from both labor and management, and by striving for consensus, the parties seek to establish recommendations that will be better informed and more readily accepted.

The parties' intent is to fully comply with Sec. 111.70(4)(mc)6, Wis. Stats. The Task Force is not tantamount to collective bargaining.

This Task Force's proposals are not binding. Any Task Force proposal that is subject to collective bargaining will be forwarded to the Employer's and Bargaining Unit's respective representatives for discussion and decision.

The term of this Letter of Agreement is two years, commencing January 1, 2014, and expiring December 31, 2015.

This agreement shall expire without establishing a precedent or practice, unless extended upon the mutual written consent of the parties.

Accepted and agreed this ____ day of March, 2014.

Bargaining Unit:

Employer:

Michael J. Woodzicka, Field Service Repr., IAFF

Dan Williams, EMS Director

Aaron LeClair, Union Bargaining Team

Kelly Hendee, Human Resources Director.

Brandon Schopf, Union Bargaining Team

Joel Gunlaugsson, Supervisor, District 21

Amy Jeanquart, Union Bargaining Team

Maureen Murphy, County Administrator

Grant P. Thomas, Corporation Counsel

LETTER OF AGREEMENT

Labor – Management Council [Health and Fitness Standards / Assessments]

This Letter of Agreement is entered into this ____ day of March, 2014, by and between Door County (hereafter referred to as “Employer”) and Door County Emergency Services IAFF, Local 4982 (hereafter referred to as “Bargaining Unit”).

The parties are interested in working cooperatively regarding minimum health and fitness standards, pre-placement and periodic assessments, and to identify how such may impact wages, hours, and conditions of employment. Toward that end a Labor - Management Council will be formed to meet, discuss, and make non-binding recommendations regarding such standards and assessments, and their impact.

The term of this Letter of Agreement is two years, commencing January 1, 2014, and expiring December 31, 2015.

This agreement shall expire without establishing a precedent or practice, unless extended upon the mutual written consent of the parties.

Accepted and agreed this ____ day of March, 2014.

Bargaining Unit:

Employer:

Michael J. Woodzicka, Field Service Repr., IAFF

Dan Williams, EMS Director

Aaron LeClair, Union Bargaining Team

Kelly Hendee, Human Resources Director.

Brandon Schopf, Union Bargaining Team

Joel Gunnlaugsson, Supervisor, District 21

Amy Jeanquart, Union Bargaining Team

Maureen Murphy, County Administrator

Grant P. Thomas, Corporation Counsel