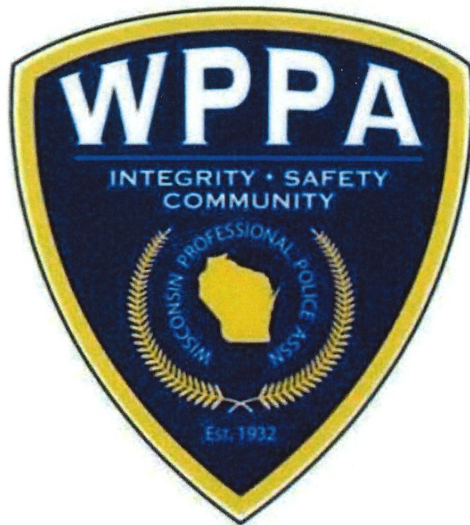


Agreement Between
Langlade County
And the
Langlade County Law Enforcement Association
WPPA/LEER



January 1, 2025 through December 31, 2027

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
ARTICLE 1 – RECOGNITION.....	1
ARTICLE 2 – MANAGEMENT RIGHTS.....	1
ARTICLE 3 – ASSOCIATION ACTIVITY.....	2
ARTICLE 4 – PROBATIONARY PERIOD.....	2
ARTICLE 5 – SENIORITY RIGHTS AND LAYOFFS.....	2
ARTICLE 6 – TRAINING.....	3
ARTICLE 7 – GRIEVANCE PROCEDURE.....	3
ARTICLE 8 – NO STRIKE AGREEMENT.....	4
ARTICLE 9 – WAGES.....	5
ARTICLE 10 – HOURS OF WORK.....	5
ARTICLE 11 – OVERTIME.....	6
ARTICLE 12 – PAY PERIOD.....	6
ARTICLE 13 – LONGEVITY.....	6
ARTICLE 14 – RETIREMENT.....	7
ARTICLE 15 – MEDICAL INSURANCE.....	7
ARTICLE 16 – UNIFORM ALLOWANCE.....	7
ARTICLE 17 – VACATIONS.....	8
ARTICLE 18 – HOLIDAYS.....	8
ARTICLE 19 – SICK LEAVE.....	9
ARTICLE 20 – FUNERAL LEAVE.....	10
ARTICLE 21 – LEAVE OF ABSENCE.....	10
ARTICLE 22 – SETTLEMENT OF PROHIBITED PRACTICE PROBLEMS.....	11
ARTICLE 23 – SEVERABILITY.....	11
ARTICLE 24 – ENTIRE MEMORANDUM OF AGREEMENT.....	11
ARTICLE 25 – AUTHORITY OF COUNTY AND/OR SHERIFF.....	12
ARTICLE 26 – FALSE ARREST INSURANCE.....	12
ARTICLE 27 – RETURN TO BARGAINING UNIT FROM CHIEF DEPUTY POSITION..	12
ARTICLE 28 – FAIR SHARE AGREEMENT.....	12
ARTICLE 29 – MISCELLANEOUS.....	13
ARTICLE 30 – DURATION.....	14
SCHEDULE A.....	15

AGREEMENT

This document forms an Agreement between the Langlade County Board of Supervisors, hereinafter called the "County" and the Law Enforcement Employee Relations Division of the Wisconsin Professional Police Association, hereinafter called the "Association" concerning wages, hours, and conditions of employment for and on behalf of its affiliated local, the Langlade County Deputy Sheriff's Association.

ARTICLE 1 – RECOGNITION

The County recognizes Wisconsin Professional Police Association/Law Enforcement Employee Relations Divisions as the sole and exclusive bargaining agent for all full-time Lieutenants, Sergeants and full-time Deputies in the Sheriff's Department for the purpose of engaging in conferences and negotiations establishing wages, hours and conditions of employment. Expressly excluded from the bargaining unit is the Sheriff, Chief Deputy Sheriff, un-sworn personnel, clerical, seasonal, temporary, and all managerial, supervisory and confidential employees.

ARTICLE 2 – MANAGEMENT RIGHTS

The County possesses the sole right to operate County government and all management rights repose in it, subject only to the provisions of this contract and applicable law. These rights include, but are not limited to the following:

- A. To direct all operations of the County;
- B. To establish reasonable work rules and schedules of work;
- C. To hire, promote, schedule and assign employees to positions within the County;
- D. To suspend, demote, discharge and take other reasonable disciplinary action, provided for just cause, against employees;
- E. To relieve employees from their duties because of lack of work or any other legitimate reasons;
- F. To maintain efficiency of County government operations;
- G. To take whatever action is necessary to comply with State or Federal law;
- H. To introduce new or improved methods or facilities;
- I. To change existing methods or facilities;
- J. To determine the kinds and amounts of services to be performed as pertains to County Government operation; and the number and kinds of classifications to perform such services;
- K. To contract out for goods or services;
- L. To determine the methods, means and personnel by which County operations are to be conducted;
- M. To take whatever action is necessary to carry out the situations of the County in situations of emergency;
- N. All new employees will be required to take a physical examination at County expense.

The Association and the employees agree that they will not attempt to abridge these management rights and the County agrees it will not use these management rights to interfere with rights established under this Agreement. Nothing in this Agreement shall be construed as imposing an obligation upon the County to consult or negotiate with the Association concerning the above areas of discretion and policy.

ARTICLE 3 – ASSOCIATION ACTIVITY

- A. **Association Business**: Association business, whenever possible, shall be transacted outside the normal working hours. However, if this activity is necessary during working hours, the employees shall give a three (3) day advance notice of the occurrence to the Sheriff. They shall also keep time records when this activity occurs during working hours. Association officers shall be allowed to participate in the grievance procedure, in accordance with the terms of this Agreement. The Department Head reserves the right to designate where meetings on grievances shall occur. Such meeting shall not seriously interrupt the normal efficient operation of the Department or the County. The Bargaining Committee of the Association shall be limited to three (3) employees.
- B. **Bulletin Board**: A bulletin board will be provided by the County for notices of Association business, job vacancies or social events. The Association, upon notice from the County, shall promptly remove from such bulletin board any material which is libelous, political, or controversial in matter or in any way detrimental to the labor management relationship. The County retains ownership of the bulletin board, and in the event the Association fails to remove materials in violation of this Article, the County reserves the right to remove such bulletin board.
- C. **Association Officials**: The Association agrees to provide written notification to the Department Head with copies to the Personnel Committee and the County Clerk within seven (7) days following election or selection of officials including officials assigned to handle various aspects of the grievance procedure. The County agrees to advise the Association of the proper County officials assigned to handle personnel matters involving the Association.

ARTICLE 4 – PROBATIONARY PERIOD

New employees shall be classified as probationary employees and shall have no seniority until such time as they have accumulated one (1) year of continuous employment with the County as an employee of the Sheriff's Office and have successfully completed the recruit training for law enforcement officers as set up by the State of Wisconsin. Probationary employees shall be subject to discipline or dismissal without recourse to the grievance procedure.

ARTICLE 5 – SENIORITY RIGHTS AND LAYOFFS

- A. **Definition**: Seniority shall commence upon date of hire, subject to the provisions of Article 4 hereof, and shall be based upon the actual length of continuous service for which payment has been received by employee.
- B. **Termination of Seniority**: Seniority shall be deemed to have been terminated when an employee is no longer on the County payroll except for an authorized leave of absence: Seniority List: The employer shall keep a current seniority list of all employees. This list shall be kept up-to-date by the Employer and shall be kept on file in the Employer's office. It shall be available on the bulletin board for inspection.
- C. **Layoffs**: In reducing employee personnel, the last person hired shall be the first person laid off, and the last person laid off shall be the first person rehired provided the remaining employees are qualified to perform the available work.

- D. When a vacancy occurs within the rank of deputy shift selection shall be by seniority.
- E. Except deputy positions, whenever a vacancy occurs, or a new job is created, it shall be posted on the bulletin board in the Sheriff's Office for a period of six (6) working days. Each employee interested in applying for the job shall submit notice of his or her interest to the Sheriff by email. Full-time employees shall be selected by the Sheriff on the basis of seniority, skill, and ability. The employee who fills the position shall serve a six (6) month probationary period in the position and if the Sheriff determines that the employee has failed to demonstrate the ability to handle the position within said period, the employee shall be returned to his/her former job at his/her former rate of pay with no loss in benefits. Any employee may return to his/her former job at his/her former rate of pay during the first sixty (60) calendar days in the new position.

The Sheriff shall have the right to temporarily fill a job that is posted; however, such temporary filling of a job shall continue only for a reasonable time after the end of the six (6) days posting.

ARTICLE 6 – TRAINING

- A. **Training**: The County agrees that it will assume prime responsibility for training employees under the guidelines of the qualified personnel in the work in which they are assigned. Each employee assumes full responsibility for learning and knowing the material presented in training sessions and further agrees to maintain a level of professional competence and reasonable physical and mental fitness necessary to perform the work assigned.
- B. **Payment**: An employee required to participate in training in addition to his/her regular schedule shall continue to receive his/her regular pay so long as he/she is continuing in the training program. Reasonable expenses for food, lodging and necessary expenses of such training shall be paid by the County. Overtime shall be paid to employees participating in training sessions if required by the Fair Labor Standards Act.

ARTICLE 7 – GRIEVANCE PROCEDURE

- A. **Definition of Grievance**: A grievance shall mean a dispute concerning the interpretation or application of this contract between the Association and the County. The Association may bring forth a grievance on behalf of any of its members.

- B. Steps of Grievance Procedure:

Step 1: The Association, or an employee, individually or with an Association representative, shall orally state his/her grievance to the Sheriff or Chief Deputy within ten (10) calendar days after he/she knew or should have known of the cause of such grievance. The Sheriff or Chief Deputy shall confer with the employee in relation to the grievance, after the Association representative is given the opportunity to be present at said conference. The Sheriff or Chief Deputy shall, within ten (10) calendar days, orally inform the employee and the Association representative of his/her decision. In the event of a grievance, the grievant shall continue to perform his/her assigned tasks and grieve his/her complaint later.

Step 2: If the grievance is not settled at the first step, within ten (10) calendar days of the Step 1 decision, the employee or his/her representative shall prepare a written grievance on the Association

grievance form and present it to the Sheriff. The Sheriff shall confer with the employee in relation to the grievance and the Association representative shall be afforded the opportunity to be present at this conference. Following said conference, the Sheriff shall respond within ten (10) calendar days in writing.

C. Arbitration:

1. Time Limit: If a satisfactory settlement is not reached in Step 3, the Association must notify the Personnel Committee, in writing, within ten (10) calendar days that they intend to process the grievance to arbitration.
2. Arbitration: Any grievance which cannot be settled through the above procedures may be submitted to arbitration. Either party may request the Wisconsin Employment Relations Commission to appoint a staff arbitrator to hear and decide the unresolved grievance.
3. Arbitration Hearing: The Arbitrator so appointed shall meet with the parties at a mutually agreeable date to review the evidence and hear testimony relating to the grievance. Upon completion of this review and hearing, the Arbitrator shall render a written decision to both the County and the Association, which shall be binding upon both parties.
4. Costs: Both parties shall share equally in the cost of the Arbitrator. If there is a transcript of the proceedings, the parties shall share, equally the cost of the transcript, which will include a copy for the Arbitrator. Any other expenses that are included shall be the responsibility of the party generating the expense. This shall include, but not limited to, attorney's fees, subpoena fees, witness fees, *etc.*
5. Authority of Arbitrator: The decision of the Arbitrator shall be limited to the subject matter of the grievance and shall be restricted solely to the interpretation of the terms of this contract. The Arbitrator shall not modify, add to, or delete from the terms of this contract.

ARTICLE 8 – NO STRIKE AGREEMENT

- A. Strike Prohibited: Neither the Association nor any officers, agents or employees will instigate, promote, encourage, sponsor, engage in or condone any strike, picketing, slow down, concerted work stoppage, or any other intentional interruption of work during the terms of this Agreement.
- B. Association Action: Upon notification by the County to the Association that certain of its members are engaged in a violation of this provision, the Association shall immediately in writing, order such members to return to work, provide the County with a copy of such an order, and a responsible official of the Association shall publicly order them to return to work. In the event that a strike or other violation not authorized by the Association occurs, the Association agrees to take all reasonable, effective and affirmative action herein shall be considered in determining whether or not the Association caused or authorized the strike.
- C. Penalties: Any or all of the employees who violate any of the provisions of this section may be discharged or disciplined by the County, including loss of compensation, vacation benefits and holiday pay. In an arbitration proceeding involving breach of this provision, the sole question for the arbitrator to determine is whether the employee engaged in the prohibited activity.

If the Association has either directly or indirectly authorized or sanctioned any strike, acts of work stoppage, slowdown or other breach of this provision, the Association shall be liable to the County for liquidated damages in the amount of Fifty (\$50.00) Dollars per day for each employee who refused to perform his/her regular duties. If other employees are made idle as a result of such prohibited actions, the Association shall be liable to the County for liquidated damages in the amount of One Hundred Fifty (\$150.00) Dollars per day for each day of the strike.

The County and the Association agree that the County, at its election, may seek payment of any liquidated damages owed under this provision either in state suit proceedings or through the arbitration procedures set forth herein.

In addition to penalties provided herein, the County may enforce any other legal rights and remedies to which by law it is entitled.

ARTICLE 9 – WAGES

- A. Effective January 1, 2025, to and including December 31, 2027, employees shall be paid the wages set forth in Appendix "A" of this Agreement.
- B. Acting Pay: The senior officer serving as Officers in Charge (OIC) in the absence the shift Sergeant shall receive the First-Year rate of pay as their base rate for time actually worked as the OIC.
- C. Upon effective date of this agreement all employees shall receive their wages through automatic payroll direct deposit.
- D. The compensation, sick leave and/or vacation benefit for any new employee and/or any existing employee may deviate from the compensation rate, sick leave and/or vacation benefit as forth in this Agreement based upon actual prior years of full-time law enforcement service, by the mutual agreement of the County and the Association as evidenced in writing. [Example: New Employee "A" is placed at the 2 year step for vacation (96 hours)] to recognize prior years of law enforcement service. For any employee subject to this provision, any future adjustments to compensation, sick leave and/or vacation benefit for that employee shall be subject to the terms of the collective bargaining agreement. [Example: New Employee "A" would move to the 5 year step for vacation (144 hours) after three full years of employment.]

ARTICLE 10 – HOURS OF WORK

- A. Five/Two Work Schedule: The normal scheduled work day shall be eight and a half (8.5) consecutive hours for those employees working the 5-2 schedule. The normal scheduled work period shall be prepared by the Department Head and posted 14 days in advance.
- B. Four/Four Work Schedule: The normal scheduled work day shall be twelve (12) consecutive hours for those employees working the 4-4 schedule. The normal scheduled work week shall be prepared by the Department Head and posted two weeks in advance.

ARTICLE 11 – OVERTIME

- A. Overtime Pay: The regular weekly shift as described in Article 10, Hours of Work, will be averaged out to 42.115 hours per week for pay period purposes. Hours worked in excess of an officer's normal work schedule will be paid at time-and one-half or, at the officer's discretion, may be accrued as compensatory time off in accord with the provisions of Paragraph D below.
- B. Call Time: When an employee is called to duty outside the employee's normal work schedule, the employee shall receive a minimum of two (2) hours pay at time and one-half. An employee shall not be entitled to this minimum call-in pay when the employee is required to report early for work that is continuous to the employee's regular shift or is required to remain after the employee's regular shift as a continuation of the employee's regular shift.
- C. Overtime Assignment: All full-time deputies shall have equal consideration in filling the work schedule to cover unscheduled sick leave and vacation, and will be paid as overtime pay at the rate of time and one-half for such work.
- D. Compensatory Time Off: Compensation for overtime work may be taken as compensatory time off at the rate of one and one-half times the number of overtime hours worked. An officer may accumulate up to a maximum of forty-eight (48) hours of compensatory time off at any one time. Overtime as a result of the regular work schedule may not be utilized for compensatory time off purposes. A maximum of forty-eight (48) hours may be carried over from one calendar year to another. Unused compensatory time off, not carried over into the new calendar year, shall be separated from the present base pay and paid once a year during the month of December.
- E. Veterans: Veterans shall receive an additional 12 hours of compensatory time off each year.

Use of compensatory time off must be approved by the Sheriff or the Sheriff's designee. In unusual and unanticipated extenuating circumstances, an officer may request pay out of the officer's accrued compensatory time off.

ARTICLE 12 – PAY PERIOD

Pay days will be determined by the County within the confines of state law. The present practice of pay days shall be continued until such time as the County determines that a change is necessary. In such a case, advance notice will be given to the members of the bargaining unit before the change is effective.

ARTICLE 13 – LONGEVITY

Employees with the required years of service shall receive longevity payments and said payment shall be computed on the following basis:

- After 2 years of service - \$5 per month
- After 5 years of service - \$15 per month
- After 10 years of service - \$20 per month
- After 15 years of service - \$25 per month
- After 20 years of service - \$30 per month

ARTICLE 14 – RETIREMENT

The employees will pay 2% of the employee's share of the Wisconsin Retirement contribution. The County agrees to pay the remaining employee's share of the employee's gross earnings at the rate as set forth by the Wisconsin Retirement System after completion of the probationary period in addition to the County's share. Employees without Wisconsin Retirement System service, hired after July 1, 2011, shall pay the full employee share of the WRS contribution.

ARTICLE 15 – MEDICAL INSURANCE

- A. Group Coverage: The employees are eligible to enroll in the health plan(s) offered by the County. During the term of this contract, employees shall be responsible to contribute the monthly premiums that apply to the health plan for which they enroll.
- B. Probationary Employees: Medical insurance shall be provided to all employees when they are eligible to participate as determined by the insurance carrier. The County's contribution to the cost of the premium of the group hospital and medical insurance shall not be required until ninety (90) days of the probationary period have been served.
- C. Effective 1/01/2017, upon retirement or severing the employment relationship, the member is no longer eligible for coverage under the County's health insurance plans as a "retired employee". The member will be allowed to continue health insurance coverage as required by law (i.e., Cobra continuation) and upon payment of the applicable premiums. The member may also continue to receive benefits as a dependent/family member of an employee who is enrolled in family coverage. Any retired employee who is enrolled in a County health insurance plan as of 12/31/2016 shall remain eligible to continue retiree coverage upon payment of applicable premiums.

ARTICLE 16 – UNIFORM ALLOWANCE

Officers required to wear uniforms pursuant to their regularly assigned duties shall receive a clothing allowance of six hundred fifty dollars (\$650.00) annually. Members of the Special Response Team (SRT) will receive a clothing allowance of three hundred and fifty dollars (\$350.00) for a total uniform allowance of one thousand dollars (\$1,000) annually. Payment and administration of the clothing allowance shall be made in accordance with existing policies; dry cleaning will be reimbursed within the annual clothing allowance. The Uniform Allowance is to be paid out on a separate check.

If a uniform is soiled or damaged in the line of duty as determined by the Sheriff or Chief Deputy, the County will repair or replace the soiled or damaged uniform. Purchases from the clothing and equipment allowance shall be consistent with the Sheriff's Office Uniform Policy. The Sheriff will have the final determination on the condition of the uniform.

One off-duty pistol in an officer's career may be purchased from his/her clothing and equipment allowance. If a justifiable need can be shown to the Sheriff, subsequent off-duty pistols may be purchased with his/her clothing and equipment allowance.

The department issued body armor shall be replaced at no cost to the employee upon the manufacture's expiration date, and at the threat level equal to or greater than required to include the

department issued weapon.

Officers assigned to work in plain clothes for a period of three (3) months or more shall be permitted to purchase plain clothes from their uniform allowance, but shall be responsible for any tax liability pursuant to the IRC.

ARTICLE 17 – VACATIONS

A. Vacation Benefits: All full-time employees shall receive the following vacation benefits:

<u>Vacation Benefit</u>	<u>Completed Years of Service</u>
24 Hours	At date of hire*
48 Hours	1 Year
96 Hours	2 Years
144 Hours	5 Years **
168 Hours	10 Years
192 Hours	15 Years
240 Hours	20 Years
288 Hours	25 Years

* If employment is terminated within the first year (probationary period), then the employee is not entitled to payout of unused vacation.

**Employees at the 7 years of service vacation level as of 1/1/19 are grandfathered at that level until they reach the next level of service (10 years).

B. No Accumulation: Vacations shall not accumulate from year to year.

C. Severance: Employees who retire or resign from County service and give two (2) weeks' notice of such retirement and the beneficiaries of employees who die in County employment; will be compensated at their regular rate for earned and unused vacation accumulated to their credit.

D. Scheduling: Choice of vacation time shall be by seniority. The employee shall give the Sheriff his/her choice of vacation by March 15 of each year, except in cases of emergency where the employee needs vacation due to unusual circumstances. The Sheriff also has the right to re-schedule, due to emergency.

E. No Waiver: An employee may not waive a vacation and take vacation pay in lieu of vacation.

ARTICLE 18 – HOLIDAYS

Each full-time employee shall receive 88 hours at the normal base hourly rate each year as holiday pay in accordance with the following schedule:

New Year's Day	Good Friday	Easter
Memorial Day	Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving	Christmas Eve Day
Christmas Day	New Year's Eve Day	

The holiday pay shall be separated from the present base pay and paid once a year during the month of December.

If an employee voluntarily works for another employee, when the employee who volunteered to work has a scheduled day off, he/she shall receive an extra four (4) hours pay for every eight (8) hours worked, or six (6) hours of pay for every twelve (12) hours worked, if this particular day is a scheduled holiday. If an employee who is scheduled to work on a holiday voluntarily works for another employee for that holiday, he/she shall get the extra four (4) hours pay for every eight (8) hours worked, or six (6) hours of pay for every twelve (12) hours worked, along with four (4) hours or six (6) hours pay, depending upon the shift worked, that he/she receives for his/her scheduled shift to work on that holiday.

Personnel required to work on those ten (10) holidays as set forth above, shall be granted an additional four (4) hours pay or six (6) hours pay depending upon the shift worked computed at straight hourly base rate.

ARTICLE 19 – SICK LEAVE

- A. Each full-time employee shall earn twelve (12) hours of sick leave each month and all unused sick leave shall be accumulative to a maximum of nine hundred and sixty (960) hours. Sick leave used shall be subtracted as used.
- B. Employees who abuse sick leave shall be subject to disciplinary action. Any employee obtaining sick leave benefits by fraud, deceit or falsified statement shall be subject to disciplinary action, up to an including discharge.
- C. Any employee that is off work under sick leave for three (3) or more shifts shall present a certificate from a doctor, if requested by the County Sheriff.
- D. In the event of death of an employee while still employed by the County, all unused accumulated sick leave remaining in his/her account shall be converted to cash, at the hourly rate then in effect, and paid to the employee's spouse, or, if none, to the surviving children or estate. When an employee retires or is forced to retire due to disability, he/she shall be paid an amount equal to fifty percent (50%) of all unused accumulated sick leave remaining in his/her account. An employee in good standing who separated from employment with Langlade County Sheriff's Office after 20 years of employment shall receive 50% of all unused accumulated sick leave remaining in his/her account with a maximum payout of up to \$ 10,000. The term "separate" is defined as the act of terminating, ending or severing the employment relationship with an employee who is in good standing (i.e., for non-disciplinary reasons).
- E. In the event of serious illness requiring hospitalization, or death in an employee's immediate family, the employee shall be allowed to use sick leave, not to exceed twenty-four (24) hours. (Immediate family shall include spouse, children, children's spouses, mother or father, sister or brother, or step-parents of the employee or the employee's spouse).
- F. In the event of "on the job" injury, the county will guarantee one (1) year full pay. One hundred percent (100%) disability will be determined by doctor's ruling only. Upon receipt by the employee of their worker's Compensation check, the check shall be signed and turned over to the County

Treasurer. After one (1) year pay from the County, continuation of payment shall be made by Worker's Compensation or Social Security if employee is eligible for disability. Employees absent from work on Worker's compensation leave shall not accrue sick leave or vacation with the exception that the County shall maintain its contribution towards the cost of the employee's health insurance premiums for a maximum period of one (1) year with any particular Worker's Compensation injury while the employee is on Worker's Compensation leave.

- G. An employee off work on sick leave shall be paid an amount equal to the same number of hours normally worked per day at the time the sick leave is used. The combination of work hours and sick leave cannot in any case exceed an employee's normal work day, unless a prescheduled medical appointment is involved or the employee's use of sick leave is approved by the department head.
- H. The employee may be eligible for leave under the County's Return to Work Policy consistent with the terms of that policy, which is subject to change.
- I. Transfer from PTO/Extended Leave to Traditional Vacation / Sick Leave Schedule: Employees who transfer from other County employment to the Law Enforcement Union will maintain their overall seniority as a County employee for purposes of determining vacation accruals and longevity only. An employee who transfers will also be allowed to move up to 40 hours from their PTO bank to their vacation bank, the remainder will be paid out to the employee. The 40 hours banked must be utilized within the first year of the transfer or be lost on the employee's anniversary date of hire as a deputy. Any balances in the employee's extended leave bank will be converted over to sick

ARTICLE 20 – FUNERAL LEAVE

- A. In the event of a death in the immediate family, the employee shall be given funeral leave with pay, not exceeding three days to attend the funeral and to take care of necessary arrangements. The immediate family shall include spouse, children, stepchildren, sister, brother, children's spouses, parents, and parents-in-law, and stepparents.
- B. Each employee shall receive two days off to attend the funeral of a relative other than a member of immediate family. This leave shall be limited to the funeral of grandparents, grandchildren, brother-in-law or sister-in-law, aunt and uncle. The employee must attend the funeral or services to be eligible for such leave and provide a signed statement of relationship for the use of such leave. Such days off shall be deducted from sick leave.
- C. Each employee shall receive four (4) hours off with pay to attend the funeral of a County Employee or retired County Employee formerly employed in the building of the employee taking off. The County shall have discretion to limit the number of employees off in cases of emergency.

ARTICLE 21 – LEAVE OF ABSENCE

- A. A written leave of absence, without pay, for periods not in excess of six (6) months in any year may be granted by the Employer to any full-time employee providing said employee does not accept employment elsewhere or become self-employed. The employee, to whom written leave of absence has been granted, shall be entitled, at the expiration of the time stated in such leave, to be reinstated to the position in which he/she was employed at the time the leave was granted.

- B. Leave of absence shall be automatically granted all employees who are called or volunteer for military service. The terms and conditions of reinstatement and wage and benefit rights shall be in compliance with state and federal statutes.
- C. Employees who are obligated to attend the annual two-week National Guard Camp and weekend duty will be compensated for their regular rate of pay and the employee shall submit their National Guard pay to the County.
- D. No benefits shall accrue to the employee while taking a leave of absence except that he/she shall continue to accrue seniority and not lose any previously earned seniority.
- E. Administrative Leave: While placed on administrative leave with pay, the deputy shall receive the regular rate of pay calculated at 42.115 hours per work week.

ARTICLE 22 – SETTLEMENT OF PROHIBITED PRACTICE PROBLEMS

In the event either party desires to file a prohibited practice charge with the Wisconsin Employment Relations Commission against the other for any reason authorized under state law, it shall so notify the other party in writing by certified mail summarizing the specific details surrounding the potential charge. Such charge may not be filed for a period of thirty (30) days following delivery to the other party and upon receipt of this notice, the parties agree to meet and confer in an attempt to resolve the dispute during the thirty (30) day period.

ARTICLE 23 – SEVERABILITY

If any Article or part of this Memorandum of Agreement is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or part should be restrained by such tribunal, the remainder of this Memorandum of Agreement shall not be affected thereby and the parties shall enter into immediate negotiations for the purpose of arriving at mutually satisfactory replacement of such Article or part.

ARTICLE 24 – ENTIRE MEMORANDUM OF AGREEMENT

- A. Amendments: This Agreement constitutes the entire Agreement between the parties and no verbal statements or past practices shall supersede any of its provisions. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.
- B. The parties further acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the areas of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunities as set forth in this Agreement.
- C. Ordinances, Resolutions and Rules: To the extent that any provision of this Agreement are in conflict with any existing ordinances, resolution or rules, of the County, this Agreement shall be controlling over matters affecting wages, hours and working conditions.

ARTICLE 25 – AUTHORITY OF COUNTY AND / OR SHERIFF

The authority of the County and/or Sheriff where the exercise of same affects wages, hours or working conditions, shall be subject to the provision of this Agreement including, but not limited to, the protection as to tenure covered by Article 2, Subsection D.

ARTICLE 26 – FALSE ARREST INSURANCE

In cases where officers performing services in the line of duty are sued for actions they have taken and where it is determined that the officer acted in good faith and within the scope of his/her employment, the County will provide legal counsel at the County's expense pursuant to the provisions of Wis. Stats. 895.46.

ARTICLE 27 – RETURN TO BARGAINING UNIT FROM CHIEF DEPUTY POSITION

When a current bargaining unit employee is appointed to the position of Chief Deputy, said person shall cease to be a member of the non-supervisory bargaining unit. All seniority rights earned as a non-supervisory employee shall be held at the level in place on the date of employment as a Chief Deputy. If the employee leaves the position of Chief Deputy and requests to be returned to his or her former position of Deputy within the bargaining unit, said employee shall be placed into a vacant position if available within the rank and pay step that he or she held immediately prior to the appointment as Chief Deputy. Should no position be open, the employee desiring to return to the bargaining unit shall be granted seniority in accordance with his or her prior service in the bargaining unit and be allowed to bump the person with the least seniority and assume said position. This Agreement and the right to return to a former position if vacant or to bump into another position is subject to the following conditions: (1) the employee is able to safely and adequately perform the duties of the position that the employee is assuming; and (2) the employee did not vacate the Chief Deputy position voluntarily or as result of misconduct.

ARTICLE 28 – FAIR SHARE AGREEMENT

- A. **Fair Share:** Membership in the Association is not compulsory. An employee may join the Association and maintain membership therein consistent with its constitution and By-laws. No employee will be denied membership because of race, color, sex, age, religion, disability or handicap, national origin, marital status or ancestry. This Article is subject to the duty of the Wisconsin Employment Relations commission to suspend the application of this Article wherever the commission finds that the Association has denied an employee membership because of race, color, creed, sex, age, religion, disability or handicap, national origin, marital status or ancestry.
1. The Association will represent all of the employees in the bargaining unit, members and non-members; fairly and equally and therefore all employees shall pay their proportionate share of the cost of the collective bargaining process and contract administration by paying an amount to the Association equivalent to the uniform fair share required of members of the Association.
 2. The employer agrees that it will deduct from the earnings of all employees in the collective bargaining unit covered by this Agreement, the amount of money certified by the Association as being the monthly fair share uniformly required of all employees. Changes in the amount of the fair share to be deducted shall be certified by the Association thirty (30) days before the effective date of change. Deductions shall be made each month. And the total amount shall be paid to the Association.

3. As to new employees, such deductions shall commence in the first pay period following the completion of one month of employment.
 4. The employer shall not be required to submit any amounts to the Association under this article for employees otherwise covered who are on layoff, leave of absence or other status in which they receive no pay for the pay period normally used by the Employer to make such deductions.
- B. Dues Deductions: The County agrees to deduct monthly dues from the pay of employees who individually sign voluntary check off authorization forms supplied by the Association which shall include the following statement:

“I, the undersigned, hereby authorize the County to deduct Association Dues from my wages each and every month and direct that such amount so deducted be sent to the Treasurer of the Association for and on my behalf. The authorization shall be irrevocable and shall automatically renew itself for successive years unless I give *{sic}* thirty (30) days written notice to the County and the Association of my desire to change the amount or revoke the dues deduction at the end of such thirty (30) days period or at the end of such year.”

NAME:

DATE:

The County agrees to deduct the appropriate amount form each pay period of each employee requesting such deduction following receipt of the above enumerated statement and shall remit the total of such deduction to the Treasurer of the Association within ten (10) days of the date such deduction where made with a list of the names that the deductions have been deducted from.

The Association shall indemnify and save Langlade County harmless against any and all claims, costs, fees, demands, suits, orders, judgments, or other forms of liability that shall arise out of or by reason of the County's compliance with this Article.

ARTICLE 29 – MISCELLANEOUS

Employees utilizing personal vehicles to conduct County business including, without limitation, the transportation of individuals or County property on the County's behalf, shall provide the County with a copy of their current driver's license and proof of automobile insurance coverage, such as an insurance card, when required by the County

ARTICLE 30 – DURATION

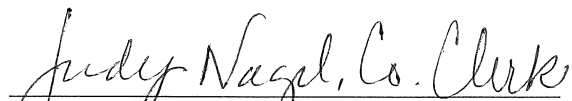
- A. Current Agreement – Renewal: The Provisions of this Agreement shall become effective as of January 1, 2025, and shall continue in full force and effect until December 31, 2027.

Dated this 22nd day of August, 2025.

**LANGLADE COUNTY
AUTHORIZED REPRESENTATIVE**



County Board Chair



County Clerk

**LANGLADE COUNTY LAW ENFORCEMENT
ASSOCIATION**

LCCEA President/Union Rep

Kevin R Sorenson

Kevin R Sorenson, Business Agent
WPPA/LEER

SCHEDULE A
HOURLY WAGE RATES

January 1, 2025 - 3%

					\$0.25	\$0.50	\$0.75
Classification	Start	1st Year	2nd Year	3rd Year	5th Year	7th Year	10th Year
Lieutenant	\$35.03	\$35.73	\$35.91	\$36.09	\$36.53	\$36.96	\$37.40
Patrol Sergeant/Detective							
Sergeant	\$32.25	\$32.85	\$33.00	\$33.18	\$33.60	\$34.03	\$34.45
Deputy	\$28.55	\$29.78	\$30.30	\$30.51	\$30.92	\$31.32	\$31.74

January 1, 2026 - 3%

					\$0.25	\$0.50	\$0.75
Classification	Start	1st Year	2nd Year	3rd Year	5th Year	7th Year	10th Year
Lieutenant	\$36.08	\$36.80	\$36.98	\$37.17	\$37.88	\$38.58	\$39.29
Patrol Sergeant/Detective							
Sergeant	\$33.22	\$33.84	\$33.99	\$34.18	\$34.86	\$35.56	\$36.26
Deputy	\$29.41	\$30.67	\$31.21	\$31.43	\$32.10	\$32.77	\$33.46

January 1, 2027 - 3%

					\$0.25	\$0.50	\$0.75
Classification	Start	1st Year	2nd Year	3rd Year	5th Year	7th Year	10th Year
Lieutenant	\$37.16	\$37.91	\$38.09	\$38.29	\$39.27	\$40.25	\$41.24
Patrol Sergeant/Detective							
Sergeant	\$34.21	\$34.85	\$35.01	\$35.20	\$36.16	\$37.14	\$38.12
Deputy	\$30.29	\$31.59	\$32.15	\$32.37	\$33.32	\$34.27	\$35.24

- * Schedules implemented at the beginning of a payroll period.
- * Wage step increases applied upon completion of that year on anniversary date.
- * When promoted to a new classification, the employee shall be compensated at the step that affords an increase in pay from the previous classification step.
- * Shift Differential payments of \$.25 per hour shall be made for all hours worked between 3:00 pm and 7:00 am
- * Field Training Officers shall receive a differential of \$2.00 for each hour actively training another employee