

A G R E E M E N T

between

R A C I N E C O U N T Y

and the

S H E R I F F ' S D E P A R T M E N T

C O M M A N D S T A F F

2021-2024

INDEX

Article		Page
I.	Recognition	1
II.	Non-Discrimination	1
III.	Management Rights	1
IV.	Seniority	2
V.	Promotions	2
VI.	Tour of Duty	2
VII.	Hours of Work	2
VIII.	Overtime.....	3
IX.	Holiday Pay	3
X.	Wages.....	4
XI.	Vacations	4
XII.	Leave of Absence.....	6
XIII.	Disability Leave	7
XIV.	Insurance	8
XV.	Military Duty.....	9
XVI.	Retirement Program.....	9
XVII.	Funeral Leave	11
XVIII.	Grievance Procedure	11
XIX.	Dues Check-Off	11
XX.	Court Appearances	12
XXI.	Clothing Allowance	12
XXII.	Educational Credit Incentive Program	12
XXIII.	Rules	12
XXIV.	General Provisions.....	13
XXV.	Longevity	13
XXVI.	Duration	13
	Schedule "A" Wages.....	13

**AGREEMENT
between
RACINE COUNTY
and the
SHERIFF'S DEPARTMENT COMMAND STAFF**

This Agreement is made and entered into by and between Racine County (hereinafter referred to as the County) and the Racine County Command Staff Association (hereinafter referred to as the Command Staff or Association) for and on behalf of themselves and the employees in the bargaining unit hereinafter described; such Agreement to commence on January 1, 2021 and shall be in effect through December 31, 2024.

**ARTICLE I
RECOGNITION**

- 1.01 Racine County recognizes the Command Staff Association as the sole and exclusive bargaining representative for Lieutenants and Sergeants of the Racine County Sheriff's Department.

**ARTICLE II
NON-DISCRIMINATION**

- 2.01 Neither party to this Agreement, nor its membership will discriminate against or interfere with any employee on account of membership or non-membership in any labor organization.
- 2.02 Both parties hereto agree that there shall be no discrimination with respect to any employee because of race, religion, color, sex, national origin, marital status, sexual orientation or age.

**ARTICLE III
MANAGEMENT RIGHTS**

- 3.01 Except as otherwise provided herein, the management of the operations and the direction of the working forces, including the right to hire and the right to suspend, discipline or discharge for cause, the right to implement shift schedule and assignment changes and other actions necessary to carry out the functions of the Sheriff's Office in situations of declared local, state, and/or federal emergency, which is an unforeseen circumstance or combination of circumstances that calls for immediate action and does not include issues regarding staffing or personnel, and the right to transfer, promote or relieve employees from duty because of lack of work or other legitimate reasons, including, but not limited to emergency, the right to establish and make effective reasonable rules of conduct and the assignment of employees to a job, is vested in the County, together with all other functions of management, with the understanding that such rights of management will not be used for the purpose of discrimination against any employee.

ARTICLE IV SENIORITY

- 4.01 Seniority is the period of uninterrupted employment beginning with the latest date of hire.
- 4.02 If a position in this bargaining unit is eliminated, the least senior employee in that position will be allowed to "bump" the least senior employee in the next lower classification. The "bumped" employee will then be allowed to "bump" the least senior employee in the next lower classification. The person entering the new classification will then be the senior person in that classification. This process will continue until the lowest classification is reached. The employee in that classification will not be "bumped", and the previous "bumping" will not be implemented, until there is a non-promotional Deputy Sheriff position available. When such a position is available, all the employees affected will be "bumped".

The affected employees remaining in Command Staff positions will have their salaries frozen at their previous level until range adjustments would allow for a salary increase. The employee "bumped" into the Deputy Sheriff position will have his/her salary reduced to the maximum salary for that position.

If a vacancy occurs, or a new position is created in the Command Staff, within a two year period following the "bumping", the employees affected by the "bumping" will be returned to their previous positions, to the extent that the vacancy, or new position, allows for the reversal of the process. For example, if the vacant position is a Corporal position, only the employee "bumped" to Deputy Sheriff would be returned to his/her prior position.

ARTICLE V PROMOTIONS

- 5.01 Promotions will be based on the Civil Service Ordinance for Racine County.
- 5.02 Any civil service promotional position within the Racine County Sheriff's Department may be tested for and filled by any civil service employee within the Racine County Sheriff Department, regardless of bargaining unit jurisdiction.

ARTICLE VI TOUR OF DUTY

- 6.01 The Sheriff may assign duties and shifts without regard to seniority except such assignments shall not be used to discriminate against an employee as specified in Article II of this contract.

ARTICLE VII HOURS OF WORK

- 7.01 The work week shall commence with the start of work on Saturday and end with the end of work on the following Friday. The normal work week shall be either:
- (a) Alternately, five (5) workdays of eight (8) hours and two (2) off days, and then five (5) work days of eight (8) hours and three (3) off days; or,

- (b) Five (5) day week, Monday through Friday, eight (8) hours per day. Individuals on this schedule will be referred to as "Schedule 4" employees.

For those individuals working schedule 4:

Kelly days will be earned one per month (or any fraction of a month) for each of the first seven months of each calendar year. Kelly days may be used in advance of earning them during a calendar, but must be "paid back" through payroll adjustments (vacation or compensatory time at the member's option) if the member transfers out of Group 4 or leaves County employment prior to earning the number of Kelly days actually used.

To assure the members in these positions their proper amount of time off, they will be permitted to take one (1) day off per month, not to exceed the number of days off per year as compared to those members working the 5-2, 5-3 work schedule. The County and the Association agree that the time off referred to in this section is governed by a mutually recognized and accepted past practice which includes taking the time off in the blocks of more than one (1) day.

ARTICLE VIII OVERTIME

- 8.01 Law enforcement related work "and Mandatory training" requires the employee to work beyond the normal shift, or on normal off days, shall be compensated with compensatory time off or pay, at the officer's discretion, at one and one-half hours for each hour of such overtime worked, but the granting of compensatory time off shall be subject to the efficient administration of the Department. Administrative work that requires the employee to work beyond the normal shift, or on normal off days, will not be compensated. Administrative work includes attendance at Racine County Board meetings, Racine County Board Committee meetings, Sheriff Department staff meetings, processing of paperwork and other similar tasks. All other work such as special team call-outs, crime scene call-outs, accident scene call-outs, court appearances (as defined in Article XX of this contract) and other similar work shall be law enforcement.
- 8.02 Individual employees may obtain a payout of up to one-third (1/3) of their accumulated compensatory time each calendar year, by making a written request on May 1st and/or November 1st of the calendar year. Forms for such requests will be available from the department payroll office. Individual employees who are within three (3) years of normal retirement age as established by the Wisconsin Retirement Fund may withdraw all of their accumulated compensatory time by providing notice as specified above.

ARTICLE IX HOLIDAY PAY

- 9.01 For those holidays listed below on which an employee does not work, eight (8) hours at his/her straight time rate will be paid for:

New Year's Day

Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
The Day following Thanksgiving Day
The Day before Christmas Day
Christmas Day
The Day before New Year's Day
Floating Holiday

- 9.02 When any of the above holidays falls on a Sunday, the holiday will be observed on the following day (Monday) and the above provisions will apply.
- 9.03 When any of the above holidays falls on a Saturday, it will be observed on the preceding day (Friday), and the above provisions will apply.
- 9.04 Command Staff members on leaves of absence shall not receive the holiday pay provided for in this section except for leaves of absence for illness or accident which would entitle the employee to sick leave pay on the scheduled work days before and after the holiday as provided in this Agreement.
- 9.05 When a "Schedule 4" Command Staff member performs law enforcement work on any of the holidays set forth above, he/she shall receive holiday pay plus compensatory time off or pay, at the officer's discretion, at the rate of one and one-half (1-1/2) times the hour or hours he/she worked.
- 9.06 The 5-2, 5-3 work week schedule as set forth in Article VIII above is computed so as to include the first ten (10) holidays listed in this Article.

ARTICLE X WAGES

- 10.01 The County will pay the rates set forth in Schedule A attached.

ARTICLE XI VACATIONS

- 11.01 A Command Staff member will be eligible for vacation with pay in any anniversary year upon the condition that the Command Staff member has worked fourteen hundred (1400) straight time hours in the preceding anniversary year.
- 11.02 Time off for vacations and holidays, time off due to illness not to exceed the number of sick leave days claimed, and time off as the result of compensable occupational injury or illness shall be counted as time worked for the purposes of determining eligibility for

vacations.

11.03 The vacation schedule shall be according to the following schedule:

<u>Anniversary Date of Hire</u>	<u>Weeks of Vacation</u>	<u>Paid Hours of Vacation</u>
1st, 2nd, 3rd, 4th	3 weeks	120 hours
5th, 6th, 7th	4 weeks	160 hours
8th, 9th, 10th, 11th, 12th	4 weeks, 3 days	184 hours
13th and all subsequent anniversary dates	5 weeks	200 hours

11.04 Anniversary date of hire is computed from the employee's latest date of hire.

11.05 Vacation pay shall be determined on the basis of each Command Staff member's straight time rate of pay received by the Command Staff member at the time of vacation, times the number of hours of vacation to which the Command Staff member is entitled.

11.06 Effective in 2022, vacation days may be carried over from one anniversary year to another up to 80 hours without written approval. On an employee's anniversary date, the time keeping system will automatically adjust their balance down to 80 hours if they exceed an 80 hour balance. Maximum carryover is 80 hours.

11.07 A Command Staff member may not waive a vacation for the purposes of receiving payment in lieu thereof. During any emergency, however, the County may, at its option, require any Command Staff member to forego a vacation and receive vacation pay in lieu thereof.

11.08 Vacation pay may be paid to a Command Staff member in advance of the taking of a vacation.

11.09 A Command Staff member who quits or is discharged shall, at the time the Command Staff member leaves the employ of the County, be paid for any full vacation to which the Command Staff member is entitled but has not taken.

When a Command Staff member's services are terminated by death, there shall be paid to the spouse or estate that vacation pay to which the Command Staff member would have been entitled had the Command Staff member lived. Command Staff member's who retire under the Wisconsin Retirement Plan will receive prorated vacation benefits up to the date of retirement.

11.10 Vacations shall be selected on the basis of past practice of the Department.

11.11 Effective in 2022, the Command Staff will receive 20 hours of Command casual time per calendar year. There will be no carryover of these days from year to year, and unused casual days will not be paid out at the end of each year. Casual time must be scheduled by requesting the time off and obtaining approval in advance from the department head/supervisor. The approved use of casual time will not count as an occurrence for disciplinary purposes.

ARTICLE XII LEAVE OF ABSENCE

- 12.01 Application for leave of absence for personal reasons shall be in writing and submitted at least ten (10) days prior to the day the leave is to commence, except that the ten (10) days notice may be waived in case of emergency.
- 12.02 The granting of such leave and the length of such leave shall be contingent upon the reason therefore. No leave of absence will be granted for seeking or taking other employment, except that a Command Staff member seeking election to a public office may be granted a leave for such purpose.
- 12.03 A leave of not more than three (3) months will be granted for necessary absences due to personal illness or for disability due to accident. Extension of such a leave may be granted, provided that a physician's certificate is furnished as requested from time to time to substantiate the need for continuing the leave. A leave granted for illness or disability and extensions of the leave shall not exceed a total of one (1) year.
- 12.04 Application for leaves shall be made to the Sheriff. If the Sheriff approves such application, it shall be referred to the County Human Resources Director for approval or disapproval.
- 12.05 The Human Resources Director shall file his/her approval or disapproval with the County Clerk. A copy of such determination shall be sent to the Sheriff who shall notify the Command Staff member of the determination made.
- 12.06 The results of any action taken on a request for a leave of absence shall be sent to the applicant within three (3) working days of the determination.
- 12.07 All leaves of absences granted shall be without pay. Employees granted personal leaves of absence, other than sickness or disability, that extend beyond a period of thirty (30) days are required to pay the costs of their monthly health and life insurance premiums during the period of extended leave. Arrangements for payment of such premiums must be made with the County Clerk's Office.
- 12.08 Failure on the part of any Command Staff member to comply with any of the provisions set forth above in this section shall result in the complete loss of seniority rights.

- 12.09 In the event a Command Staff member is the Sheriff elect, his/her tenure as a Command Staff member shall terminate upon executing and filing the official bond and official oath as Sheriff unless prior thereto the Command Staff member requests in writing from the Sheriff a leave of absence for the period he/she holds the Office of Sheriff. The Sheriff shall grant such request. Such Command Staff member shall be reinstated upon completion of the duties as Sheriff and the time spent as Sheriff shall count as tenure as though such Command Staff member had not been on such leave of absence provided, however, that his/her tenure of the Office of Sheriff is not terminated for reasons of conduct unbecoming an Officer or for improperly performing the duties as an Officer of the law; and if his/her tenure of the Office of Sheriff is terminated for such reasons, he/she shall be granted a hearing in the manner provided by Section 59.21(8)(b) of the Wisconsin Statutes; and he/she shall not be reinstated as a Command Staff member Sheriff unless so ordered after such hearing.
- 12.10 Command Staff members who are selected to represent the Command Staff Association at conventions, conferences, seminars or other Command Staff functions will be granted a leave of absence for the period required, so long as this does not interfere with the efficient operation of the Department.
- 12.11 Any Command Staff member who is elected or appointed to a public office in Municipal, County, State or Federal Government, shall be granted a leave of absence without pay, for whatever length of time is required by the Command Staff member's appointment or term of office, so long as such office or appointment does not conflict with the duties and operations of the Sheriffs Department.

ARTICLE XIII DISABILITY LEAVE

The County's disability leave policy has been established to allow employees to be away from their jobs for personal illness or injury without suffering undue loss of income. Disability leave is defined as those days that an employee is absent from work for verifiable reasons of personal illness or injury.

- 13.01 Effective March 1, 1992, the sick leave program of accumulating four (4) hours per biweekly pay period is eliminated. Employees will be allowed to retain sick leave days that were accumulated prior to March 1, 1992. Employees who retire or terminate employment shall be paid for the accumulated sick leave hours at the rate of twenty percent (20%) of the Schedule 4 Lieutenant hourly salary. Effective with the approval of the 2010 – 2011 contract by both parties, employees who retire or terminate employment shall be paid for the accumulated sick leave hours at the rate of twenty-five percent (25%) of the Schedule 4 Lieutenant hourly salary. In the event of the death of an employee, the County shall make the same sick leave payment to the employee's estate.

- 13.02 Accident/Sickness Disability Coverage

a) The short term and long term disability programs set forth by the Racine County Human Resources Policy Manual shall apply to members of the Command Staff.

b) When an employee becomes eligible for long term disability benefits, his/her position will not be filled on a permanent basis until six months have elapsed. If the employee is given a full medical release by his/her physician prior to the expiration of this period, the employee will be reinstated to his/her original position. This period will not exceed one year from the first day of disability.

13.03 To qualify for short term disability benefits, an employee must report to his/her supervisor no later than two hours before the earliest time for which he/she is scheduled to report to work.

13.04 Each employee claiming disability benefits is subject to verification of the illness by a County representative. Any claim for disability pay of five (5) days or more must be accompanied by a doctor's certificate, stating the specific illness, period of treatment, and date that the employee may return to work.

Certification may also be required when an employee has a record of repetitious usage of short durations of disability leave over an extended period of time. The Department Manager or Human Resources Director may require an employee to take a medical examination upon returning from disability leave or on such occasions that it is in the best interest of the County. The medical examination shall be given by a physician designated by the Human Resources Director and at no cost to the employee.

13.05 False or fraudulent use of sick leave shall be cause for disciplinary action up to and including dismissal.

13.06 An employee on vacation who presents an acceptable medical certificate giving the dates of illness may have that portion of his/her vacation leave converted to disability leave.

13.07 An employee who is receiving Worker's Compensation may use disability pay to make up the difference between the Worker's Compensation payment and his/her regular wage.

ARTICLE XIV INSURANCE

14.01 At no cost to the employee, the County will provide a group life insurance and AD&D policy equal to one times an employee's annual salary rounded to the nearest \$1000 for each full time employee. In no event shall the amount of coverage provided by Racine County exceed \$150,000. To be eligible for this benefit, the employee must complete and return proper enrollment forms within thirty (30) days of the date of eligibility. Employees failing to enroll within this thirty (30) day period can only subsequently enroll during the County's annual open enrollment period. In this case they may be subject to evidence of insurability and could be declined.

14.02 The County will provide health insurance for all bargaining unit members consistent with the health insurance provided uniformly to all other County employees at the same level of

employee/employer premium contribution.

ARTICLE XV MILITARY DUTY

- 15.01 Command Staff member's entering military services shall be reinstated in accord with the applicable provisions of state and federal law.
- 15.02 A Command Staff member who is a member of a national guard or other military reserve unit and who may be called for reserve training or emergency duty shall be granted leave up to a maximum of two (2) weeks during any calendar year for such and shall be paid the difference between his/her military reserve pay and his/her regular rate of pay.

ARTICLE XVI RETIREMENT PROGRAM

- 16.01 A Command Staff member may be forced to retire after the age of 55 where ill health seriously impairs his/her ability to perform his/her present job or any other job suitable for the Command Staff member open with the unit. The County shall bear the burden of proof in a grievance procedure where retirement is forced.
- 16.02 Effective January 1, 2013, employees will pay a percentage of each payment of earnings equal to the full amount of the employee's share of the WRS payment as approved by the Department of Employee Trust Funds from time to time, consistent with General Employees (Currently 6.65% effective January 1, 2013).
- 16.03 Any Command Staff member retiring under the Wisconsin Retirement Plan shall be entitled to be continued under the County's group health insurance plan by paying a percentage of the premium based on years of service. Any such Command Staff member who exercises his/her right to continue under said group policy as stated in this provision, shall be required to pay his/her share of the cost of such insurance coverage to the County Clerk at least thirty (30) days prior to the due date of the insurance premium. Such retired employees are also required to purchase coverage under Medicare Part B for themselves and their spouse, when the employee and/or spouse is age sixty-five (65). The percentage contributions are as follows:

Over 25 years of service	5%
20, 21, 22, 23, 24 years of service	10%
15, 16, 17, 18, 19 years of service	20%
10, 11, 12, 13, 14 years of service	25%
5, 6, 7, 8, 9 years of service	40%
1, 2, 3, 4 years of service	50%

Effective with the ratification of the 2005-2006 contract any employee retiring under the Wisconsin Retirement System shall be entitled to be continued under the County's group health insurance plan by paying a percentage of the premium based on years of service. The following premium requirements apply to all employees retiring on or after the ratification of the 2005-06 contract. The other provisions specified above continue to apply.

Over 25 years of service	5%
--------------------------	----

20, 21, 22, 23, 24 years of service	10%
15, 16, 17, 18, 19 years of service	20%
10, 11, 12, 13, 14 years of service	25%

After the date of the ratification of the 2005-06 contract, employees retiring with less than 10 years of service will not be eligible for County retirement insurance.

Effective January 1, 2013, any employee retiring under the Wisconsin Retirement System shall be entitled to be continued under the County's group health insurance plan by paying a percentage based on years of service. The following premium requirements apply to all employees retiring on or after January 1, 2013. The other provisions specified above continue to apply.

Over 20 years of service	15%
15, 16, 17, 18, 19 years of service	20%

After January 1, 2013, employees retiring with less than 15 years of service will not be eligible for County retirement insurance.

The above contribution rates do not apply to employees on long term disability, who will be required to contribute 15% until normal retirement age, regardless of length of service.

For members hired by the Sheriff's Department on or after June 1, 1998, this benefit will end upon the retiree, or covered spouse, reaching the age of eligibility for Medicare or any successor program. Refer to Article 14.03.

For employees hired on, or after, June 1, 2009, the following retiree premium payment schedule will apply

20 years & over of service	15%
15, 16, 17, 18, 19 years of service	20%

16.04 At no cost to the Command Staff member, the County will provide a life insurance policy in the sum of \$1,500 to Command Staff members who retired under the Wisconsin Retirement Plan prior to December 31, 1979. Command Staff members who retire after that date will receive a \$5,000 life insurance policy.

16.05 Insurance/Retirement: When a Command Staff member is forced to retire because of a duty disability, he/she will be eligible to continue to participate in the insurance program at the 90/10 rate regardless of how many years of service the Command Staff member has. When the affected Command Staff member reaches his/her normal retirement age, the following schedule will apply:

Over 25 years of service	5%
20, 21, 22, 23, 24 years of service	10%
15, 16, 17, 18, 19 years of service	20%
10, 11, 12, 13, 14 years of service	25%
5, 6, 7, 8, 9 years of service	40%
1, 2, 3, 4 years of service	50%

For application of the above schedule a Command Staff member who is forced to retire because of a duty disability will continue to accumulate years of service during the period of duty disability prior to normal retirement age.

Effective January 1, 2009, the County will provide a life insurance policy in the sum of \$50,000 to Command Staff members whose death is duty related.

ARTICLE XVII FUNERAL LEAVE

- 17.01 If a funeral occurs in the immediate family of a Command Staff member, the County will reimburse the Command Staff member for wages lost for up to three (3) days of absence from work. The "immediate family" shall include the spouse of the Command Staff member, parents or parents-in-law, step-father or step-mother, children or step-children, brothers and sisters, son-in-law or daughter-in-law, grandparents or grandchildren, brother-in-law or sister-in-law, except that for a grandparent-in-law, the reimbursement shall be one (1) day. A Command Staff member so bereaved would be required to furnish proof of such bereavement, if requested.
- 17.02 When a Command Staff member is on vacation or scheduled off time and a death occurs as outlined in 17.01, such leave shall not be construed as part of such vacation period or scheduled off time.

ARTICLE XVIII GRIEVANCE PROCEDURE

- 18.01 The County non-represented employee grievance policy will be used to settle any grievances.
- 18.02 When items of concern involving contract issues arise, the County agrees to contact the Command Staff Association and attempt to resolve the issues with Officers of the Command Staff Association.

ARTICLE XIX DUES CHECK-OFF

- 19.01 Membership in the Association is not compulsory. Any employee under Section 1.01 may join the Association and maintain membership. The Association will represent all of the employees in the bargaining unit, members and non-members, fairly and equally. The County agrees to deduct the amount of moneys certified by the Association from the pay of employees who individually sign a dues deduction authorization form supplied by the Association affirmatively consenting to the deduction of dues from the employee's paycheck.

Withheld amounts shall be forwarded to the Association within ten (10) days following the actual withholding together with a record of the amount and the names of those members for whom deductions have been made.

It Shall be the Associations responsibility to obtain dues authorization forms from new employees who choose to authorize dues deductions and provide the forms to the County's Finance Department no less than thirty (30) days prior to the date on which the dues deductions are to commence. Authorization of dues deductions by an employee may be revoked by the employee at any time upon written notice to the County's Finance Department or the Association. It is expressly understood and agreed that the Association will refund to

the County, or the employee involved any dues erroneously deducted by the County and paid to the Association.

19.02 The Association agrees to indemnify and hold the County harmless from any and all claims, demands, suits or other forms of liability that may arise out of the County's compliance with the provisions of this Article.

ARTICLE XX COURT APPEARANCES

20.01 Command Staff members will be compensated at their regular rate of pay while assigned to required Court appearances during their regular working hours.

20.02 Any Command Staff member who is called to Court as a witness on his/her day off or outside his/her working hours shall be paid for such witness time worked at a rate of time and one half (1-1/2). This would include recesses of the Court if the Command Staff member is required to remain available for testimony. Recesses for lunch are not included in worked time. Any such witness time pay shall not be for less than a minimum of two (2) hours.

ARTICLE XXI CLOTHING ALLOWANCE

21.01 Effective January 1, 1997, the clothing allowance of \$425 will be folded into the annual salary, prior to the general salary increase, for all command staff positions.

21.02 In the event the Sheriff implements a total uniform change, each affected member of the Command Staff shall receive a one time payment with an amount to be determined to help defray the costs of the change.

ARTICLE XXII EDUCATIONAL CREDIT INCENTIVE PROGRAM

22.01 Effective January 1, 1998, the fifty cents (\$.50) per credit per month payment is deleted for all classifications, except Corporal. The 120 credit payment (\$720 per year) will be added to base salary for all classifications, except Corporal. Effective January 1, 1999, these payments are deleted for Corporals.

ARTICLE XXIII RULES

The Sheriff may prepare departmental rules for the general administration and efficient operation of the Department. Command Staff are required to conduct themselves in accord with such rules. Command Staff members who violate these rules are subject to disciplinary action or discharge. No employee within the bargaining unit shall be disciplined or discharged except for cause. Any action taken hereunder is subject to challenge through use of the grievance procedure.

**ARTICLE XXIV
GENERAL PROVISIONS**

- 24.01 Any items not covered under this Agreement shall be covered by the County Human Resources Policy Manual for non-represented employees. Any new members entering the Command Association bargaining unit after December 31, 2018 who requests to give up his/her rank to fill a Deputy position, must remain in the Deputy position for a minimum of six months to be eligible to receive retiree health insurance benefits of the Deputy Association Agreement. Should they not complete the 6 months, they would still be eligible to receive retiree health benefits as described in the Command Association Agreement.
- 24.02 If any provisions of this Agreement shall be held invalid due to existing or future federal or state legislation, the remainder of the Agreement shall not be affected thereby.
- 24.03 By mutual consent evidenced by a written agreement duly executed by the parties, this Agreement can be modified or changed by adding new provisions or deleting existing provisions.

**ARTICLE XXV
LONGEVITY**

- 25.01 Effective January 1, 1998, longevity payments are eliminated and the amount of \$200.00 per month (\$2400.00 annually) is added to the salary for each classification specified in Schedule A.
- 25.02 Such longevity of service payments shall become effective in the first pay period following the Command Staff member's anniversary date of employment which would make the Command Staff member eligible for such payments.

**ARTICLE XXVI
DURATION**

- 26.01 This Agreement shall become effective on January 1, 2021 and shall remain in effect through December 31, 2024 and shall continue in effect from year to year thereafter unless either party gives written notice to the other party indicating a desire to terminate or amend the agreement.

Such written notice shall be given no later than August 1 prior to said expiration date or any annual anniversary thereof. Such a time period can be extended by mutual agreement of the parties.

SCHEDULE A
WAGES

JANUARY 1, 2021 WAGE RATES

Classification	Salary
Lieutenant	\$45.88
Sergeant	\$43.63

JANUARY 1, 2022 WAGE RATES

Classification	Salary
Lieutenant	\$49.70
Sergeant	\$47.45

JANUARY 1, 2023 WAGE RATES

Classification	Salary
Lieutenant	\$50.94
Sergeant	\$48.63

Wendy M. Christensen
Wendy M. Christensen
Racine County Clerk 4/22/2022

Date 4-26-2022
Certified to be correct as to form

By *[Signature]*
Racine County Corporation Counsel

JANUARY 1, 2024 WAGE RATES

Classification	Salary
Lieutenant	\$52.47
Sergeant	\$50.09

REVIEWED BY FINANCE DIRECTOR

[Signature] 4/22/22
Sign Date

This labor contract has been reviewed and approved by both the Union and Racine County.

Signed by Union Representatives:

Name: *[Signature]* VP

Date: 4-29-22

Name: _____

Date: _____

Name: _____

Date: _____

Signed by Racine County:

Name: *[Signature]*

Date: 04-28-2022

Name: _____

Date: _____

Name: _____

Date: _____