

# **COLLATERAL AGREEMENT**

**Between**

**Milwaukee County**

**and the**

**Milwaukee County Deputy Sheriffs' Association**

## **Concerning Changes to §3.03 and §3.04 of the Parties' Labor Agreement**

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After multiple days of negotiations for the purpose of making operational changes and updates to the Labor Agreement between Milwaukee County and the Milwaukee County Deputies Association, the Parties agree to the following changes to §3.03 and §3.04 of the Parties' Labor Agreement

### **§3.03 CALL IN PAY**

Any employee who is required to call in to work outside of regular shift hours or responding to subpoenas shall receive a minimum of three (3) consecutive hours of pay at overtime rates. Multiple call-ins shall not result in the payment of the minimum for each call when more than one response is within the three (3) hours until the actual hours worked exceed three (3) hours. An off-duty employee receiving a call or text from a supervisor shall be paid overtime on a per conversation/incident basis (not per call or message).

#### **(a) Hospital Watch Call-Ins.**

1. Call-ins for hospital watches are required and not voluntary.
2. Employees are required to call in one hour prior to the start of the hospital watch.
3. The employee shall call in and if not needed for a watch, they are paid at the standby rate and receive credit for a mandatory overtime assignment. If a hospital watch is added to the schedule during one hour of the call, Management may contact the employee within the one hour period to say they are needed for a watch and to report to work.
4. If the employee calls in, is needed for a watch, and reports to work, they receive a minimum of three hours pay in addition to the standby pay received for calling in.

### **§3.04 STANDBY PAY**

For purposes of this section, a "day" shall mean a period of twenty-four (24) hours measured from the employee's normal starting time. On scheduled days off, normal starting time shall be used to measure the day. Employees placed on standby status shall be paid one hour at the current rate for top step of deputy sheriff's pay rate per day.

Employees assigned to "Stand-by" or "On call" (e.g. specialty units, canine, CID for seven day stretches – 24hrs a day) should only be subject to mandatory overtime related to being called in pursuant to their stand-by status (i.e. not be subject to regular agency mandatory overtime during that timeframe of "Stand-By").

When employees are called in related to stand by/on call status, that shall count as an agency mandatory overtime. This rule would not apply in instances in which the entire agency is placed in a "stand by/on call" status.

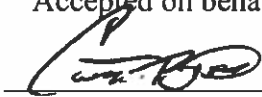
This agreement is subject to the approval of the Milwaukee County Board under Milwaukee

County General Ordinance § 80.04(3). The Milwaukee County Sheriff's Office agrees to submit this Collateral Agreement for approval of the Board at the next available session following execution of this Agreement.

Milwaukee County and the Milwaukee County Deputies' Association agree, if approved by the Milwaukee County Board, the language in this Collateral Agreement shall be incorporated into the next successor contract executed between the parties.

Executed this 14<sup>th</sup> day of June, 2023, in Milwaukee, Wisconsin.

Accepted on behalf of the Union:

  
Beno  
6/14/23

Accepted on behalf of the County:

