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Tentative Agreement between
MILWAUKEE DEPUTY SHERIFFS' ASSOCIATION
and
MILWAUKEE COUNTY
July 19, 2013

1. 2.01 DURATION OF AGREEMENT

One year deal for 2013.

2. 3.01 WAGES

Pay Period 12, 2013 (May 12, 2013) 1.5% across-the-board base rate of pay increase.

Pay Period 24, 2013 (October 27, 2013) 1.5% across-the-board base rate of pay increase.

3. 3.06 UNIFORM ALLOWANCE

Uniform allowance need not be paid by separate check.

4. 3.11 EMPLOYEE HEALTH AND DENTAL BENEFITS

Employees shall pay a monthly amount toward the monthly cost of health insurance as follows:

- \$100 per month toward the monthly cost of an Employee Only plan.
- \$125 per month toward the monthly cost of Employee and Child(ren) plan.
- \$200 per month toward the monthly cost of an Employee and Spouse plan.
- \$225 per month toward the monthly cost of Employee and Family plan.

Employees shall pay a monthly amount toward the monthly cost of dental insurance as follows:

- \$3 per month toward the monthly cost of an Employee Only plan.
- \$6 per month toward the monthly cost of Employee and Child(ren) plan.
- \$6 per month toward the monthly cost of an Employee and Spouse plan.
- \$6 per month toward the monthly cost of Employee and Family plan.

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5. 3.14 VACATION

During the first year of employment or rehire employees will be granted a proportional share of their hours of vacation entitlement based on the number of full calendar months remaining in the calendar year in which the employee was first hired or in which the employee was rehired, divided by 12 and rounded up to the nearest whole hour, and shall be granted their full vacation entitlement on January 1 of the calendar year after being hired or rehired by the county.

6. 3.16 SICK LEAVE

Effective January 1, 2013, any employee hired after the ratification of this Agreement shall not accrue more than 960 hours of leave under this section. Such new employees whose accrual balance under this section reaches 960 hours shall have further accrual of leave suspended until such time that the employee's total accrued leave is less than 960 hours, due to the use of such leave under this section.

7. 3.19 EARNED RETIREMENT

Effective upon the implementation date of the successor agreement payment of accrued paid leave hours (vacation, compensatory time, personal days and holiday accrued time) will be made in a lump sum at the time of retirement.

8. 3.20 CONTRIBUTION TO RETIREMENT SYSTEM

Effective the first day of the first pay period following ratification by the parties, each employee shall contribute 1/2 of the Annual Required Contribution (ARC) to the Employees' Retirement System as calculated by the Retirement System actuary.

A member of the MDSA shall always be on the Milwaukee County ERS Board in accordance with Chapter 201, Section 8.2 of the MCGO.

9. 3.21 RETIREMENT BENEFITS

Active employees on January 1, 2012, and employees hired on and after January 1, 2012, shall be eligible for a deferred vested pension if the employee's employment is terminated, other than for fault or delinquency on the employee's part, on or after the employee's completion of five (5) years of service.

10. Remove all language related to 2012-only provisions in Sections 3.01 Wages, 3.06 Uniform Allowance, 3.08 Hazardous Duty Allowance, 3.30 Layoff and Recall.

11. All other terms status quo.