

**TENTATIVE AGREEMENT  
BETWEEN  
MILWAUKEE COUNTY  
AND THE  
MILWAUKEE DEPUTY SHERIFFS' ASSOCIATION**

**November 10, 2017**

1. **Section 2.01 DURATION OF AGREEMENT**

Amend dates to reflect a four (4) year agreement, January 1, 2015 through December 31, 2018.

2. **Section 3.01 Wages**

Effective Pay Period 1, 2015, the wages of bargaining unit employees shall be increased by 2.0%.

Effective Pay Period 1, 2016, the wages of bargaining unit employees shall be increased by 2.0%.

Effective Pay Period 1, 2017, the wages of bargaining unit employees shall be increased by 1.75%.

Effective Pay Period 1, 2018 the wages of bargaining unit employees shall be increased by 1.0% and effective Pay Period 14 the wages of bargaining unit employees shall be increased by 1.0%.

All MDSA members employed during the years of 2015, 2016, or 2017 shall receive retroactive salary payments. This includes any employee who retired prior to the agreement being ratified and approved by the parties.

3. **3.11 EMPLOYEE HEALTH AND DENTAL BENEFITS**

**3.11 EMPLOYEE HEALTH AND DENTAL BENEFITS**

- (1) All employees shall be covered by the Milwaukee County Health Insurance Plan.
- (2) Employees covered by the Milwaukee County Health Insurance Plan shall pay a monthly amount toward the monthly cost of health insurance as described below:
  - (a) Freeze employee contribution at the 2014 level for 2015, 2016 and 2017.
  - (b) Employees shall pay one hundred forty dollars (\$140.00) per month toward the monthly cost of an Employee only plan effective January 1, 2018.

- (c) Employees shall pay one hundred-sixty-six dollars (\$166.00) per month toward the cost of an Employee + Child/Children plan effective January 1, 2018.
  - (d) Employees shall pay two hundred thirty-three dollars and fifty cents (\$233.50) per month toward the cost of an Employee + Spouse/Partner plan effective January 1, 2018.
  - (e) Employees shall pay two hundred sixty dollars (\$260.00) per month toward the cost of an Employee + Family plan effective January 1, 2018.
- (3) Employees are also eligible to participate in any offered Milwaukee County Wellness Plan under the same terms as non-represented employees.
- (4) The County shall provide dental coverage. All eligible bargaining unit employees enrolled in the Milwaukee County Dental Benefit Plan shall pay as described below:
- (a) Freeze employee contributions for 2015, 2016 and 2017.
  - (b) Employees shall pay twelve dollars (\$12.00) per month toward the monthly cost of an Employee only plan effective January 1, 2018.
  - (c) Employees shall pay twenty dollars (\$20.00) per month toward the cost of an Employee + Child/Children plan effective January 1, 2018.
  - (d) Employees shall pay twenty dollars (\$20.00) per month toward the cost of an Employee + Spouse/Partner plan effective January 1, 2018.
  - (e) Employees shall pay twenty dollars (\$20.00) per month toward the cost of an Employee + Family plan effective January 1, 2018.

Employees may opt not to enroll in the Dental Benefit Plan.

**3.11 (9)** Delete the following:

~~The County shall provide a Dental Insurance Plan equal to and no less than is currently available to employees.~~

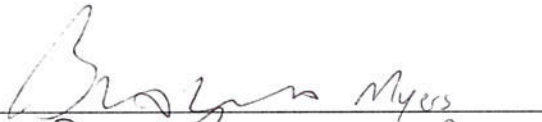
4. **Limited Duty.**

The County withdraws its request to terminate the past practice regarding limited duty and shall maintain the status quo.

5. All other terms status quo.


Dated this 13<sup>th</sup> day of November , 2017

**MILWAUKEE DEPUTY SHERIFFS' ASSOCIATION**

  
By: Bret Myers, Vice President MDSA

Dated this 13 day of November , 2017

**MILWAUKEE COUNTY**

  
By: Chief Human Resources Officer