



COUNTY BOARD AGENDA

The Grant County Board of Supervisors will meet at 10:00 a.m., Tuesday, September 15, 2026 in the County Board Meeting Room 264 in the Administration Building, 111 S. Jefferson Street, Lancaster, WI 53813 pursuant to the adjournment of the August 18, 2026 County Board Meeting.

Join Zoom Meeting

<https://co-grant-wi-gov.zoom.us/j/88358312235?pwd=8uaPFMc52N135cVjl7cZP0aBnALQ6z.1>

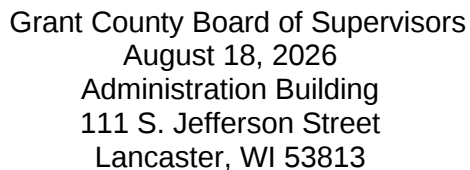
Dial by your location: (312) 626 6799

Meeting ID: 883 5831 2235

Passcode: 928620

Consideration will be given and/or action taken on any or all of the following items:

1. Call to Order
2. Pledge of Allegiance to the Flag
3. Open Meeting Law Certification
4. Roll Call
5. Approval of Agenda
6. Approval of Minutes
7. Administrator Report
8. Communications
9. Memoriam for Dwight Nelson
10. Employee Recognition
 - Kathy Ames
11. Appointments
 - Mark Stead, ADRC Board
12. Grants
 - State Local Cybersecurity Grant Program – Information Technology
 - County Transportation Grant – Veteran's Office
 - Opioid Fund – Treatment Court
13. 627th Zoning Amendment
 - RZ26-14 Kyle & Danielle Bartels Town of Potosi
14. Ordinance to Amend Chapter 315 entitled Zoning – Definition of Construction
15. Resolution 2026-20 In Support of Designating November 2-6, 2026 as Crash Responder Safety Week
16. Department of Social Services out of budget request – Insurance, Utilities and Juvenile Placement
17. Veteran's Office out of budget request – Termination Pay and Health Insurance
18. Discussion and Possible Action on proposed wage scale for implementation 01/01/2027
19. Holiday Policy update
20. Discussion and Possible Action on agreement for WPPA Union Contract
21. Dog Claims
22. Committee Reports
23. Future Agenda Items
24. Adjournment pursuant to the next County Board Meeting on October 20th, 2026 at 10:00 a.m.



Resolution 2026-16 in Support of an application for FY2027 Office of Emergency Communications PSAP Grant Funding for the Proposed Consolidation of Public Safety answering point operations between Grant County and the City of Platteville: Patrick Schroeder, seconded by Lynn Kirschbaum, made a motion to approve resolution 2026-16 in support of the application for the PSAP grant. Motion carried without negative vote.

Resolution 2026-17 recognizing Grant County Volunteers at the Grant County Fair: Kathy Kopp, seconded by Dan Durley, made a motion to approve resolution 2026-17 recognizing volunteers at the fair. Motion carried without negative vote.

Resolution 2026-18 Authorizing the Grant County Sheriff to conduct search, rescue and recovery operations in boundary waters under Wis. Stat. 59.27(11), 2.04 and 2.01((22)): Mike Timmerman, seconded by Brian Johnsrud, made a motion to approve resolution 2026-18 authorizing the Sheriff to conduct search, rescue and recovery. Motion carried without negative vote.

Discussion and Possible Action on creation of UCS Compliance Manager position: Gary Ranum, seconded by Mike Timmerman, made a motion to approve the creation of UCS Compliance Manager position.

Roger Lange, seconded by Carol Beals, made a motion to amend the motion to include consideration of the position during the 2027 and 2028 budget process. The amendment to the motion carried without negative vote.

The amended motion was then approved by voice vote (10-4).

Policy Updates

- **Vacation Policy:** Carol Beals, seconded by Roger Lange, made a motion to approve the vacation policy. Motion carried without negative vote.
- **Holidays Policy:** Dan Durley, seconded by Diane Nelson, made a motion to approve the holidays policy. Motion carried without negative vote.

Dog Claims: There were no dog claims.

Committee Reports

ADRC – Meeting will take place tomorrow.
Ag, Extension & Fair – Kathy Kopp gave a report.
CJCC – There was nothing to report.
CSZD – Joseph Mumm gave a report.
DMATS – Robert Keeney gave a report.
Executive – Robert Keeney gave a report.
GCEDC – Robert Keeney gave a report.
Health – JoAnn Wiederholt gave a report.
Highway – Mike Timmerman gave a report.
Library – There was nothing to report.
Orchard Manor – There was nothing to report.
Public Safety – Gary Ranum gave a report.
Social Services – There was nothing to report.
SWCAP – Carol Beals gave a report.
Unified Community Services – There was nothing to report.
Veteran's – Gary Ranum gave a report.
WI River Rail Transit – Gary Kjos gave a report.

Future Agenda Items: There were no future agenda items.

Adjournment: Dan Durley, seconded by Diane Nelson, made a motion to adjourn to September 15, 2026. Motion carried without negative vote.

RESOLUTION #2026-19
IN MEMORIAM OF DWIGHT NELSON

The Grant County Board of Supervisors, assembled this 15th day of September, 2026 issues the following commemoration:

WHEREAS, the death of Dwight Nelson from the City of Platteville, Grant County, Wisconsin has come to the attention of this body; and

WHEREAS, Dwight Nelson served on the Grant County Board of Supervisors from March 2003 to April 2022 representing the City of Platteville;

WHEREAS, his many friends and acquaintances will long cherish in memory his willingness to serve through public office and to assist in the interest and welfare of Grant County.

NOW, THEREFORE BE IT RESOLVED, that the Grant County Board of Supervisors commends the life and public service of Dwight Nelson and that this memorial be set forth at length upon the minutes of the meeting and that a copy, properly attested by the signature of the Chairperson and the Clerk, be sent to the family.

Robert C. Keeney,
County Board Chair

Tonya White,
County Clerk

**627th AMENDMENT TO THE
GRANT COUNTY ZONING ORDINANCE
September 15, 2026**

WHEREAS, a petition for map amendment was filed and a public hearing was held by the Grant County Conservation, Sanitation and Zoning Committee, meeting the requirements of Chapter 59.69 (5) (e) 2.

WHEREAS, a proof of publication and giving notice to each affected township clerk of such hearing is attached to this document. Chapter 59.69 (5) (e) 4

WHEREAS, the Conservation, Sanitation and Zoning Committee now recommends to the Board of Supervisors of Grant County the adoption of the following map amendments.

NOW THEREFORE BE IT RESOLVED that the Grant County Board of Supervisors does ordain as follows. That the Zoning District Map for Grant County will be amended to reflect the following:

PETITION #RZ26-14: Rezone Request for Kyle & Danielle Bartels, PIN:052-01147-0010 to change the zoning classification from Farmland Preservation (FP) to Agricultural 2 (A2) for a non-farm residence. This is for ± 1.35 ac located in the SE ¼ of the NW ¼ of Section 13, T2N, R3W in Potosi Township.

Adopted by the Grant County Board of Supervisors this 15th day of September, 2026

Robert Keeney, County Board Chairman

Attest: Tonya White, County Clerk

Parcel Reference Map

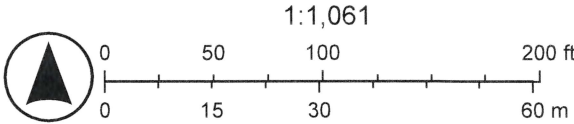


Grant County Rezone from FP to A2 for Kyle & Danielle Bartels
in Potosi Township, +/- 1.35 ac

Dean Ln

8/17/2026, 8:48:35 AM

 Tax Parcels



ORDINANCE NO. _____

AN ORDINANCE TO AMEND CHAPTER 315 ENTITLED “ZONING” OF THE GRANT COUNTY CODE.

NOW, THEREFORE, the Board of Supervisors of Grant County, Wisconsin, does ordain as follows:

Section I: Chapter 315 of the Grant County Code shall be and hereby is amended as follows:

Section 3.02(6) is hereby amended by replacing the existing language with the following:

(6) Definition: For purposes of this section, start of construction shall be when any earth disturbing activity takes place that will lead to the installation of footings, piers, posts, pilings or foundations. Earth disturbing activity for the purpose of soil evaluation or testing shall not be considered the start of construction. This is not intended to include agricultural fence installation. If the site is within the Floodplain or Shoreland setbacks, the Floodplain and/or Shoreland permits must be obtained prior to any earth disturbing activities.

Section II: The existing Section 3.02(6) is hereby renumbered as Section 3.02(7).

Section III: The existing Section 3.02(7) is hereby renumbered as Section 3.02(8).

Section III: This ordinance shall take effect upon its passage and publication or posting as required by law. All other sections of Chapter 315 of the Grant County Code not specifically amended under this ordinance shall remain in full effect as drafted.

Adopted and approved this ____ day of _____, 2026, by the Grant County Board of Supervisors.

BOARD OF SUPERVISORS BY:

Robert C. Keeney, County Board Chair

ATTEST: I, Tonya White, Grant County Clerk, do certify that the amendment to Chapter 315 of the Grant County Code has been approved by the Grant County Board of Supervisors at a meeting held on _____, 2026.

Tonya White, County Clerk

RESOLUTION NO. 2026-20

**RESOLUTION IN SUPPORT OF A PROCLAMATION DESIGNATING NOVEMBER 2,
THROUGH NOVEMBER 6, 2026, AS CRASH RESPONDER SAFETY WEEK IN
GRANT COUNTY**

WHEREAS, each year, Crash Responder Safety Week is set aside to recognize the often lifesaving work of our crash responders. This year's theme is "Move Over or Slow Down, Lives Are on the Line"; and

WHEREAS, all drivers on Wisconsin roadways have a responsibility to follow the laws (Move Over or Slow Down law- Stat. 346.072 and Wisconsin Act 115 – Banning Cell Phone Use in an Emergency Response Area) and take every precaution necessary to reduce the risk of secondary crashes; and

WHEREAS, in 2025, in Wisconsin emergency responders responded to over 128,000 traffic crashes. Of those, 2068 crashes occurred in work zones, resulting in 620 injuries and 7 fatalities; and

WHEREAS, in 2025 first responders from Grant County responded to 63 personal injury crashes and 7 crashes that resulted in fatalities; and

WHEREAS, at every crash scene, emergency responders – including fire, law enforcement, emergency medical service providers, and towing and transportation services – are at risk of being struck and injured, or even killed, in a secondary crash; and

WHEREAS, in 2025 a total of 36 first responders across the United States have been lost due to struck-by-incidents on our roadways; and

WHEREAS, our first responders play a key role in keeping our roadways and communities safe; let's do our part to keep them safe as well; and

WHEREAS, Grant County joins the Wisconsin Department of Transportation recognizing the need for public awareness and acknowledgment that we are all responsible for preventing secondary crashes that endanger the lives of our dedicated emergency personnel.

NOW THEREFORE, I, Robert Keeney, Chairman of the Grant County Board of Supervisors, do hereby proclaim November 2 through November 6, 2026, as:

CRASH RESPONDER SAFETY WEEK

in Grant County and urge all citizens to learn more about roadway crash safety and to recognize the hard work of our emergency responders.

Presented and recommended for passage on this 14th day of September, 2026, by the Public Safety Committee of the Grant County Board of Supervisors

Gary Ranum, Chair

Kathy Kopp, Vice Chair

John Beinborn

Brian Lucey

James McCartney

Adopted and approved this 15th day of September, 2026, by the Grant County Board of Supervisors.

BOARD OF SUPERVISORS BY:

Robert C. Keeney, County Chair

Out-of-Budget Spending Request

Insurance and Utility Expenses

Insurance costs and utility expenses were not included in the adopted 2026 budget. The following expenses require an out-of-budget appropriation:

Expense Category	Amount
General Liability and Umbrella	\$67,922.80
Auto Liability	\$1,636.08
Auto Physical Damage	\$537.88
Property Insurance – CSB	\$5,327.28
Volunteer Policy	\$651.55
Workers’ Compensation Insurance (estimated)	\$34,129.20
Utilities	\$30,000.00
Total Insurance and Utility Expenses	\$140,204.79

Juvenile Corrections Placement Expenses

Two juvenile corrections placements were not anticipated during development of the 2026 budget. The department has covered these costs by reallocating available funds from other out-of-home placement accounts and Alternate Care Professional Services, and using grant funds for other expenses.

These resources were sufficient to cover placement costs from March through July. However, no funding remains to cover anticipated costs from August through December.

The department reduced its out-of-home placement budget by \$200,000 in 2025 and 2026 in comparison to 2024 as previous year out of home placements cost were lower. High-cost corrections placements are used only as a last resort. For the two youth currently placed, all less expensive and restrictive options—including family placement, kinship care, foster care, treatment foster care, group homes, and residential treatment facilities—have been exhausted. The court is involved in these placement decisions.

Period	Placement Assumption	Calculation	Cost
August	2 juveniles	31 days × \$758/day × 2	\$46,996.00
September	2 juveniles	30 days × \$758/day × 2	\$45,480.00
October	2 juveniles	31 days × \$758/day × 2	\$46,996.00
November	1 juvenile	30 days × \$758/day	\$22,740.00
December	1 juvenile	31 days × \$758/day	\$23,498.00
Total Corrections Placement Expense			\$185,710.00

The estimate assumes one youth will return home at the end of October.

Total Out-of-Budget Request

Category	Amount
Insurance and Utility Expenses	\$140,204.79
Juvenile Corrections Placement Expenses	\$185,710.00
Total Request	\$325,914.79

Out-of-Budget Expenditure Request

Grant County – Out-of-Budget Spending Request (OBSR)

Request Date:

Requestor Name/Title/Dept:

Amount Requested (not-to-exceed): \$

One-time or Ongoing: ☐ One-time ☐ Ongoing (explain impact below)

Description & Justification

Purpose/What is being purchased:

Public purpose/program need:

Budget Impact (Required)

Current budget line to be charged (if known):

Available appropriation remaining in line: \$ (attach report or indicate source)

Reason it is “out of budget”:

- ☐ No appropriation exists for this object/program
- ☐ Appropriation exists but is insufficient
- ☐ New mandate/unplanned event
- ☐ Price increase/volume increase beyond adopted assumptions
- ☐ Other:

Proposed Funding Source (Choose one)

- ☐ Use of unassigned fund balance (specify fund and rationale): _____
- ☐ Grant / restricted funding (specify) _____
- ☐ Insurance/settlement proceeds (claim #): _____
- ☐ New revenue/fee increase (document authority & estimate): _____
- ☐ General Fund request

Approvals (Routing)

Dept Head:	Date:
Finance Director/County Auditor:	Date:
County Administrator:	Date:
Corporation Counsel (if required):	Date:

Committee/Board action required? ☐ No ☐ Yes (meeting date): _____

Resolution/Minutes reference: _____

Emergency Out-of-Budget Purchase Request (24 to 72-hour turnaround)

Emergency Out-of-Budget Expenditure Authorization (E-OB EA)

Incident/Event: ☐ Flood ☐ Facility failure ☐ Cyber incident ☐ Public safety ☐ Other

Date/time identified: _____ Required-by date: _____

Total estimated cost: \$ _____

Minimal Documentation

1. What happened/operational impact if not purchased:
2. Immediate action requested:
3. Vendor(s) contacted/price basis:
4. Funding plan (temporary if needed):
5. After-action requirement: "Within _____ days, department will submit full OBSR + supporting docs, and Finance will process budget amendment/transfer as required."

Emergency approval:

Dept Head:

Date/Time:

Finance Director/Auditor:

Date/Time:

County Administrator:

Date/Time:

County Board Chair:

Date/Time:

Attachments

- ☐ Department memo (1 page)
- ☐ Vendor quote/estimate
- ☐ Impact statement (one-time vs ongoing; future year implications)
- ☐ Draft resolution language

COTTINGHAM & BUTLER

Total Rewards Consulting

EXECUTIVE SUMMARY

Grant County, WI

August 2026

Background

Cottingham & Butler Total Rewards Consulting (TRC) partnered with Grant County, Wisconsin, to evaluate the effectiveness of the County's compensation structure, review compensation administration practices, and develop recommendations that support a sustainable, market-responsive compensation program. The project also included the integration of Unified Community Services (UCS) positions into the County's compensation framework and the development of tools and guidelines to support ongoing compensation administration. This project was not an assessment of current competitiveness, rather an assessment of organizational internal process and pay philosophy.

Project Approach:

The project included interviews and discussions with County leadership, department heads, and staff responsible for compensation administration. Feedback was gathered regarding the effectiveness of the current pay structure, recruitment and retention challenges, administrative processes, and desired compensation outcomes. Compensation administration workflows were also reviewed to identify opportunities for greater consistency, efficiency, and ease of administration.

To support integration of UCS positions, TRC reviewed the job evaluation results developed during the prior UCS compensation study and aligned those positions to the Grant County framework. As a secondary validation, market data previously measured for UCS positions was reviewed to ensure placement within the County structure produced market alignment.

Findings and Recommendations

During the department head meetings, the following trends were observed: leadership generally viewed starting pay rates as competitive; however, concerns were raised regarding employee progression after the control point, small cost-of-living adjustments, and limited opportunities for employees who had reached the top of the pay structure. Stakeholders generally supported maintaining a transparent step-based system while simplifying administration and creating more consistent opportunities for employee movement and recognition. Department heads were particularly concerned about the every other year step movement after the control point and the lack of movement for employees once they reach the top step of the structure in light of recent COLA adjustment amounts.

UCS Integration:

To integrate UCS positions into the County's compensation structure, TRC utilized the job evaluation scores of UCS positions completed during the 2024 compensation study and mapped positions to appropriate County grades based on job evaluation results. Following this initial placement, TRC

reviewed market data from the UCS compensation study (market data was aged to ensure accurate comparison) to assess alignment between County control points and external market rates. The final recommended grade placements reflect a balance between internal equity and external competitiveness, ensuring UCS positions are integrated consistently and appropriately within the broader County compensation framework. The updated grade order list integrating UCS into Grant Co can be found in Appendix A.

Overall Observations/Recommendations:

Throughout the project, County leadership emphasized the importance of maintaining a compensation program that supports recruitment and retention while remaining financially sustainable. In response to stakeholder feedback and the themes identified during interviews, TRC developed and evaluated alternative step structure designs intended to improve employee progression opportunities while maintaining affordability.

TRC recommends implementation of the revised step structure outlined in Appendix B. The recommended design includes ten steps, with 2.0% progression between Steps 1 through 6 (Control Point) and 1.5% progression between Steps 6 and 10. This approach provides meaningful employee movement while preserving the County's ability to maintain the structure through future market adjustments. TRC also recommends transitioning to a common January 1 step movement date for all employees rather than continuing anniversary-based step increases. This change significantly simplifies administration and improves consistency across the organization.

To assist the County in evaluating implementation options, TRC prepared multiple costing scenarios for the County. Two approaches emerged as the most sustainable: placing employees on the step that provides an increase over current pay or placing employees on the step that provides at least a 3.0% increase over current pay. After evaluating cost, employee impact, and long-term sustainability, County leadership indicated their intent to implement the revised structure by first aging the structure forward to reflect 2027 market conditions and then placing employees on the step that provides at least a 3.0% increase over their current pay.

There are some employees identified in the transition analysis who are considered "over max." This means their current pay exceeds Step 10 of the proposed structure. In these cases, TRC does not recommend reducing employees' existing base pay to align with Step 10 of their applicable grade. Rather, TRC recommends that the County consider providing non-base-building, one-time payments to employees who are over max. As part of the transition into 2027, these non-base-building payments would represent 3.0% of an employee's current base pay. In subsequent years, the County could consider tying these one-time payments to the annual COLA percentage for employees who remain over max. For example, if the County provides a 2.0% COLA increase, employees who are still over max would receive a 2.0% non-base-building, one-time payment.

Under this strategy, 2027 will serve as a transition year and the structure implementation will represent employees' wage movement for that year. TRC recommends resuming both annual cost-of-living adjustments and January 1 step progression beginning in 2028, subject to budget considerations.

Finally, compensation structures should be viewed as dynamic management tools that require ongoing review and maintenance. As labor markets evolve, the County may need to evaluate individual positions experiencing recruitment or retention pressures and make targeted adjustments when appropriate. In some situations, market conditions may also justify hiring qualified candidates above Step 1.

Ongoing Maintenance

We understand and appreciate the costs associated with a project such as this, and the effect it can have on an organization. In our experience, employers that treat compensation as a strategic component of its operations typically engage in practices noted below. These practices ensure that the system remains competitive and valid. We would also recommend that the County complete a market update to assess the competitiveness of its structure in relation to the market in an upcoming budget cycle.

- Rigorous adherence and discipline as it relates to the underlying assumptions and principles on which the pay plan is developed. In other words, all job changes should be documented and no reclassification requests should be granted unless the job evaluation system indicates as such, or there is a demonstrated market condition that would warrant such an adjustment.
- To that end, we recommend a process where any employee whose duties change substantially over the course of a year could ask for a classification review. In many instances, this coincides with the budget process to allow for the County to plan for any increase in compensation. This differs from a management-initiated reorganization, or new position creation, which could conceivably occur at any point in the year. As noted above, all duties—or changes in duties—should be documented prior to being evaluated.
- Annual adjustment of the pay structure based upon market conditions, changes in the cost-of-living, and the County's ability to pay for any resulting changes in base salary costs. While we understand that an organization's ability to increase the structure by any significant amount is limited, it is still necessary to adjust ranges periodically to keep up with the labor market and inflation.
- Periodic measurement of benchmark positions to the established marketplace. Such a review provides the assurance needed to maintain market competitiveness, to stay on top of "hot jobs", and to serve as a "health check" to ensure that the pay plan is functioning as intended

TRC is available to provide all of these services to the County to support its efforts to remain competitive.

Why Is Grant County Updating Its Pay Structure?

Grant County partnered with Cottingham & Butler's Total Rewards Consulting (TRC) to evaluate its current pay structure and pay administration practices. The goal of the review was to determine whether the existing structure continued to meet the County's needs and to identify opportunities for improvement.

Through this analysis, it became clear that updates to the pay structure would help address several concerns, including limitations with step progression after the control point and the long-term sustainability of the current design. As a result, the County developed a new pay structure that is intended to:

- Provide a more consistent and transparent progression system for employees.
- Support annual step movement throughout the entire pay range.
- Better align compensation practices with the County's long-term goals.
- Establish a sustainable framework for future compensation administration.

Why Is 2027 Considered a Transition Year?

The 2027 pay structure is not simply an update to the existing structure, rather, it is a new structure design. Because the structure itself is changing, employees cannot be moved directly from their current step to the same numbered step in the new structure (for example, Step 6 in the current structure does not automatically align with Step 6 in the new structure).

To transition employees into the new structure, Grant County and TRC evaluated multiple implementation approaches and associated costs. The selected approach represented the implementation that best balanced ensuring employees received a base pay increase for 2027 and was financially feasible for the organization.

How Will Employees Be Placed into the New Structure?

Employees will be placed into the new 2027 pay structure at the step that provides at least a **3% increase over their current base pay rate**.

Because employees' current pay rates vary, the impact will differ from employee to employee. Placement is based on current pay and the corresponding step in the new structure that provides at least the minimum increase. There are some employees identified in the transition analysis who are considered over max. **This means their current pay exceeds Step 10 of the proposed structure. In these cases, employees' base pay will not be reduced; however, because they are already above the maximum of the pay structure, they will not receive a base pay adjustment as part of the transition.**

It is important to note that the 2027 pay structure has already been adjusted to reflect 2027 pay rates. Therefore, the placement process itself serves as the mechanism for transitioning employees into the updated structure while providing a pay increase.

What Happens After 2027?

Beginning in 2028, the County anticipates returning to its regular compensation administration process. This is expected to include:

- Any approved cost-of-living adjustment (COLA), and
- Annual step movement, anticipated to occur on January 1.

Because the new structure includes annual step progression throughout all steps, employees will have a clearer and more consistent path for future pay growth.

Key Takeaway

The 2027 implementation is designed to accomplish two objectives simultaneously:

1. Transition employees into an updated pay structure that better supports the County's long-term compensation strategy.
2. Ensure employees receive a pay increase as part of that transition, with placement in the new structure based on the step that provides at least a 3% increase over current pay.

While individual outcomes will vary depending on current pay levels, the overall intent is to create a more sustainable, equitable, and transparent compensation structure for the future.

Grant County, WI										
Grade	1	2	3	4	5	6	7	8	9	10
Q	\$53.48	\$54.67	\$55.86	\$57.05	\$58.24	\$59.43	\$60.32	\$61.21	\$62.10	\$62.99
P	\$49.41	\$50.50	\$51.60	\$52.70	\$53.80	\$54.90	\$55.72	\$56.54	\$57.37	\$58.19
O	\$46.72	\$47.76	\$48.79	\$49.83	\$50.87	\$51.91	\$52.69	\$53.47	\$54.24	\$55.02
N	\$44.01	\$44.99	\$45.96	\$46.94	\$47.92	\$48.90	\$49.63	\$50.37	\$51.10	\$51.83
M	\$41.32	\$42.24	\$43.16	\$44.07	\$44.99	\$45.91	\$46.60	\$47.29	\$47.98	\$48.66
L	\$38.62	\$39.48	\$40.34	\$41.19	\$42.05	\$42.91	\$43.56	\$44.20	\$44.84	\$45.49
K	\$35.91	\$36.71	\$37.51	\$38.31	\$39.10	\$39.90	\$40.50	\$41.10	\$41.70	\$42.30
J	\$33.21	\$33.95	\$34.69	\$35.43	\$36.17	\$36.90	\$37.46	\$38.01	\$38.56	\$39.12
I	\$31.11	\$31.80	\$32.49	\$33.19	\$33.88	\$34.57	\$35.09	\$35.60	\$36.12	\$36.64
H	\$28.34	\$28.97	\$29.60	\$30.23	\$30.86	\$31.49	\$31.96	\$32.43	\$32.90	\$33.38
G	\$27.52	\$28.13	\$28.74	\$29.36	\$29.97	\$30.58	\$31.04	\$31.50	\$31.96	\$32.41
F	\$24.55	\$25.09	\$25.64	\$26.18	\$26.73	\$27.27	\$27.68	\$28.09	\$28.50	\$28.91
E	\$22.36	\$22.86	\$23.36	\$23.85	\$24.35	\$24.85	\$25.22	\$25.59	\$25.97	\$26.34
D	\$20.87	\$21.33	\$21.79	\$22.26	\$22.72	\$23.18	\$23.53	\$23.88	\$24.23	\$24.58
C	\$19.32	\$19.75	\$20.18	\$20.61	\$21.04	\$21.47	\$21.79	\$22.12	\$22.44	\$22.76
B	\$16.33	\$16.69	\$17.06	\$17.42	\$17.78	\$18.15	\$18.42	\$18.69	\$18.96	\$19.23
A	\$14.98	\$15.31	\$15.65	\$15.98	\$16.31	\$16.65	\$16.90	\$17.15	\$17.40	\$17.65

Grade	Position Titles	FLSA		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
R			Hourly	\$ 64.80	\$ 66.24	\$ 67.68	\$ 69.12	\$ 70.56	\$ 72.00	\$ 73.08	\$ 74.16	\$ 75.24	\$ 76.32
			Bi-Weekly	\$ 5,184.00	\$ 5,299.20	\$ 5,414.40	\$ 5,529.60	\$ 5,644.80	\$ 5,760.00	\$ 5,846.40	\$ 5,932.80	\$ 6,019.20	\$ 6,105.60
	Nurse Practitioner	Exempt											
Q			Hourly	\$ 53.48	\$ 54.67	\$ 55.86	\$ 57.05	\$ 58.24	\$ 59.43	\$ 60.32	\$ 61.21	\$ 62.10	\$ 62.99
			Bi-Weekly	\$ 4,278.40	\$ 4,373.60	\$ 4,468.80	\$ 4,564.00	\$ 4,659.20	\$ 4,754.02	\$ 4,825.60	\$ 4,896.80	\$ 4,968.00	\$ 5,039.20
	Administrator (Orchard Manor)	Exempt											
	Director of Social Services	Exempt											
	Director/Health Officer	Exempt											
	Finance Director/County Auditor	Exempt											
	Highway Commissioner	Exempt											
	IT Director	Exempt											
	UCS Agency Director	Exempt											
P			Hourly	\$ 49.41	\$ 50.50	\$ 51.60	\$ 52.70	\$ 53.80	\$ 54.90	\$ 55.72	\$ 56.54	\$ 57.37	\$ 58.19
			Bi-Weekly	\$ 3,952.80	\$ 4,040.00	\$ 4,128.00	\$ 4,216.00	\$ 4,304.00	\$ 4,391.71	\$ 4,457.60	\$ 4,523.20	\$ 4,589.60	\$ 4,655.20
	Vacant												
O			Hourly	\$ 46.72	\$ 47.76	\$ 48.79	\$ 49.83	\$ 50.87	\$ 51.91	\$ 52.69	\$ 53.47	\$ 54.24	\$ 55.02
			Bi-Weekly	\$ 3,737.60	\$ 3,820.80	\$ 3,903.20	\$ 3,986.40	\$ 4,069.60	\$ 4,152.62	\$ 4,215.20	\$ 4,277.60	\$ 4,339.20	\$ 4,401.60
	Assistant Director (Health)	Exempt											
	Chief Deputy	Exempt											
	Director of Nursing	Exempt											
N			Hourly	\$ 44.01	\$ 44.99	\$ 45.96	\$ 46.94	\$ 47.92	\$ 48.90	\$ 49.63	\$ 50.37	\$ 51.10	\$ 51.83
			Bi-Weekly	\$ 3,520.80	\$ 3,599.20	\$ 3,676.80	\$ 3,755.20	\$ 3,833.60	\$ 3,911.90	\$ 3,970.40	\$ 4,029.60	\$ 4,088.00	\$ 4,146.40
	Administrator (CSZ Dept.)	Exempt											
	Human Resources Manager	Exempt											
M			Hourly	\$ 41.32	\$ 42.24	\$ 43.16	\$ 44.07	\$ 44.99	\$ 45.91	\$ 46.60	\$ 47.29	\$ 47.98	\$ 48.66
			Bi-Weekly	\$ 3,305.60	\$ 3,379.20	\$ 3,452.80	\$ 3,525.60	\$ 3,599.20	\$ 3,672.82	\$ 3,728.00	\$ 3,783.20	\$ 3,838.40	\$ 3,892.80
	Assistant Finance Director	Exempt											
	Captain	Exempt											
	Captain/Jail Administrator	Exempt											
	Director (ADRC)	Exempt											
	OM RN Nurse Manager	Exempt											
	UCS Behavioral Health Clinical Supervisor	Exempt											
	UCS CCS Service Director	Exempt											
	UCS Emergency Services Supervisor	Exempt											
L			Hourly	\$ 38.62	\$ 39.48	\$ 40.34	\$ 41.19	\$ 42.05	\$ 42.91	\$ 43.56	\$ 44.20	\$ 44.84	\$ 45.49
			Bi-Weekly	\$ 3,089.60	\$ 3,158.40	\$ 3,227.20	\$ 3,295.20	\$ 3,364.00	\$ 3,432.91	\$ 3,484.80	\$ 3,536.00	\$ 3,587.20	\$ 3,639.20
	Child Support Administrator	Exempt											
	Director of Emergency Management	Exempt											
	Health Nurse, BSN	Exempt											
	Occupational Therapist	Exempt											
	OM MDS Coordinator	Not Exempt											
	OM Resident and Program Manager/QIDP	Exempt											
	OM RN	Not Exempt											
	OM Social Services Manager	Exempt											
	Patrol Superintendent County	Exempt											
	Patrol Superintendent State	Exempt											
	Physical Therapist	Exempt											
	Sergeant	Not Exempt											
	Social Worker Supervisor	Exempt											
	Speech Language Pathologist	Exempt											
	UCS Finance Manager	Exempt											
	UCS RN	Exempt											

[illegible]

[illegible]

Grade	Position Titles	FLSA		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
F			Hourly	\$ 24.55	\$ 25.09	\$ 25.64	\$ 26.18	\$ 26.73	\$ 27.27	\$ 27.68	\$ 28.09	\$ 28.50	\$ 28.91
	Accounting Assistant	Not Exempt											
	Administrative Assistant II	Not Exempt											
	Deputy Clerk of Court	Not Exempt											
	Deputy County Clerk	Not Exempt											
	Deputy County Treasurer	Not Exempt											
	Deputy Register in Probate	Not Exempt											
	Deputy Register of Deeds	Not Exempt											
	Head Cook (ADRC)	Not Exempt											
	OM Administrative Assistant II	Not Exempt											
	OM Assistant Dietary Manager	Not Exempt											
	OM Certified Medication Aide or Technician	Not Exempt											
	OM Housekeeping Supervisor	Not Exempt											
	Programs Assistant	Not Exempt											
	UCS Administrative Professional	Not Exempt											
	UCS Administrative/Billing Support Specialist	Not Exempt											
	UCS Bookkeeper	Not Exempt											
	UCS Prevention Specialist	Exempt											
E			Hourly	\$ 22.36	\$ 22.86	\$ 23.36	\$ 23.85	\$ 24.35	\$ 24.85	\$ 25.22	\$ 25.59	\$ 25.97	\$ 26.34
	Administrative Assistant I	Not Exempt											
	CNA (Health)	Not Exempt											
	General Laborer Non CDL	Not Exempt											
	Maintenance Worker	Not Exempt											
	OM Activity Aide (CNA)	Not Exempt											
	OM Administrative Assistant I	Not Exempt											
	OM CNA	Not Exempt											
	OM CNA -Transport Appts	Not Exempt											
	OM Dietary Cook	Not Exempt											
	UCS Prevention Specialist Trainee	Not Exempt											
D			Hourly	\$ 20.87	\$ 21.33	\$ 21.79	\$ 22.26	\$ 22.72	\$ 23.18	\$ 23.53	\$ 23.88	\$ 24.23	\$ 24.58
	Bus Driver	Not Exempt											
	Meal Site Manager	Not Exempt											
	Office Assistant	Not Exempt											
	Public Health Aide	Not Exempt											
	Special Events Deputy	Not Exempt											
	Taxi Driver	Not Exempt											
	UCS Peer Specialist	Not Exempt											
C			Hourly	\$ 19.32	\$ 19.75	\$ 20.18	\$ 20.61	\$ 21.04	\$ 21.47	\$ 21.79	\$ 22.12	\$ 22.44	\$ 22.76
	Assistant Cook	Not Exempt											
	Bailiff (Clerk of Court)	Not Exempt											
	Custodian	Not Exempt											
	Dispatcher Trainee	Not Exempt											
	Jailer Trainee	Not Exempt											
	Logistics Worker Non-Medical (Emergency Management)	Not Exempt											
	OM Activity Aide	Not Exempt											
	OM Dietary Aide	Not Exempt											
	OM Housekeeping Aide	Not Exempt											
	OM Housekeeping/Laundry Aide	Not Exempt											
	OM Nursing Aide	Not Exempt											
	Seasonal Laborer - Highway	Not Exempt											
	Seasonal Laborer - Parks	Not Exempt											
	Van Driver	Not Exempt											
B			Hourly	\$ 16.33	\$ 16.69	\$ 17.06	\$ 17.42	\$ 17.78	\$ 18.15	\$ 18.42	\$ 18.69	\$ 18.96	\$ 19

Holidays

The following shall be observed as holidays each year:

- New Year's Day
- **Spring Holiday (Friday before Easter)** ~~Friday Afternoon before Easter (12:30 p.m. to 4:30 p.m.)~~
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- December 24th
- December 25th

When holidays fall or are celebrated on a regular workday, eligible employees will receive 8 hours' pay at the straight-time rate for the hours they would normally work on their regular schedule.

If an employee is regularly scheduled to work more than eight (8) hours on a holiday, the department head may permit the employee to use accrued leave, adjust the work schedule within the workweek, or otherwise manage the schedule consistent with operational needs.

If any of the foregoing days listed shall fall on a Saturday, that holiday shall generally be observed on the preceding Friday. If any of those days fall on Sunday, that holiday shall generally be observed on the following Monday. In the case of 24-hour-per-day service agencies, holidays shall be recognized according to a plan approved by the respective Governing Committee and the Executive Committee. The County Board Chair may change holiday scheduling.

Regular part-time employees are eligible for holiday pay on a pro-rated basis according to the percentage of full-time they regularly work.

In order to receive holiday pay, employees shall work the full scheduled day before and the full scheduled day after each observed holiday unless vacation, discretionary or comp time (scheduled or unscheduled) has been approved. Sick leave accruals may be utilized upon receipt of approved doctor's note. ~~To be eligible for holiday pay, an employee must work his or her last regularly scheduled workday immediately preceding the holiday and his or her regularly scheduled workday immediately following the holiday.~~ No payment shall be made for employees out on workers' compensation, or unpaid medical or personal leave. Holidays falling in the paid sick leave period will not be considered as counting against sick leave time.

Limited-term and part-time employees are not eligible for holiday pay. Non-exempt employees required to work a scheduled holiday shall be compensated at time and one-half for actual hours worked on the scheduled holiday, plus applicable holiday pay.

Estimated Cost to moving the Friday before Easter from a paid ½ day to a full paid holiday:

Based on current payroll data, converting the Friday before Easter from a half-day to a full-day paid holiday is estimated to increase Holiday Worked premium costs by approximately **\$21,000 annually**, using Memorial Day as a full-day holiday comparison. Actual annual costs may vary depending on operational staffing needs, employee work schedules, and the applicable collective bargaining agreements and payroll rules. This estimate does not necessarily include any additional straight-time holiday pay, overtime/backfill, or related payroll costs.

Agreement between

GRANT COUNTY

and the

GRANT COUNTY SHERIFF'S DEPARTMENT

ASSOCIATION

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION



~~2025-2026~~ 2027-2029

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AGREEMENT

THIS AGREEMENT is between GRANT COUNTY, hereinafter referred to as the “County,” and WISCONSIN PROFESSIONAL POLICE ASSOCIATION/LAW ENFORCEMENT EMPLOYEE RELATIONS DIVISION, hereinafter referred to as the “Association,” pursuant to the sections of the Wisconsin Statutes as may be pertinent hereto.

WHEREAS, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer- employee relationship which exists between them and to enter into an agreement covering rates of pay, hours of work and conditions of employment.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter contained, the County and the Association, acting through their duly authorized representatives, hereby agree as follows:

ARTICLE 1 - RECOGNITION

1.01: The County recognizes the Association as the exclusive bargaining representative for all full-time non-supervisory public safety law enforcement deputies of the Grant County Sheriffs Department, excluding confidential employees, jailers, dispatchers, sergeants, captain, chief deputy and sheriff.

ARTICLE 2 - MANAGEMENT RIGHTS

2.01: It is agreed that the management of the County and the Sheriffs Department and the direction of deputies and employees are vested exclusively in the County and the Sheriff, and that this includes, but is not limited to, the following:

- a) To direct and supervise the work of deputies and employees;
- b) to hire, promote, transfer or layoff deputies and employees or demote, suspend, discipline or discharge officers and employees pursuant to the provisions of this Agreement;
- c) to plan, direct and control operations;
- d) to determine the amount and quality of work needed, by whom it shall be performed and the location where such work shall be performed;
- e) to determine to what extent any process, service or activities of any nature whatsoever shall be added, modified, or obtained by subcontract;

- f) to change any existing service practices, methods and facilities which primarily relate to the formulation and implementation of public policy;
- g) to schedule the hours of work and assignment of duties; and
- h) to make and enforce rules.

2.02: The County's and Sheriff's exercise of the foregoing functions shall be limited only by the express provisions of this contract and the County and Sheriff have all the rights which they had at law except those expressly bargained away in this Agreement.

ARTICLE 3 - FAIR SHARE

3.01: The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form where the Employee is knowingly and affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues (the "combined dues").

The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the 15th of each month.

Authorization of dues deduction by a member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association and with the understanding that the deduction will cease as reasonably as practical after receipt of written notice of revocation.

No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with either the WPPA or local Association Constitution and By-Laws. The Employer agrees to notify the WPPA office in Madison in writing of the name of any new hire into the bargaining unit. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

It is expressly understood and agreed that WPPA/LEER will refund to the Employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the Employer harmless

against any and all third-party claims, demands, suits, order, judgments or any other forms of liability against or incurred by the Employer, including all costs of defense and attorney fees, which may arise out of Employer's compliance with this Article.

ARTICLE 4 - GRIEVANCE PROCEDURES

The grievance procedure is as follows:

4.01: Grievance. A grievance is defined to be a controversy between any employee or the Association and the Employer as to a matter involving the interpretation or application of this Agreement.

4.02: Procedure. Grievances shall be processed in the following manner:

Step 1 - In the event of a grievance, the employee shall perform his or her assigned work task and grieve his or her complaint later. An employee, believing he or she has cause for a grievance, shall orally present his or her grievance to his or her immediate supervisor within ten (10) days of the incident, or within ten (10) days of his or her securing knowledge thereof.

Step 2 - If the grievance is not settled within forty-eight (48) hours after such discussion to the satisfaction of the grievant, the grievant shall reduce such grievance to writing and submit it to the Sheriff, with a copy to the Personnel Director, within twenty (20) days after such incident. The Sheriff shall set a time for discussion of the grievance with the Association which shall be within five (5) days from the time of the presentation to him or her of the written grievance by the grievant. Within ten (10) days after such meeting, the Sheriff shall notify the Association of his or her determination.

Step 3 - If the grievance is not settled as provided under Step 2 above, the grievance may be submitted in writing to the Executive Committee within seven (7) days. Within ten (10) days of the receipt of the written grievance, the Executive Committee shall set a hearing date with the Association, steward and grievant. Within ten (10) days after such hearing, the Executive Committee shall notify the parties in writing of its determination.

Step 4 - If a satisfactory settlement is not reached as outlined in Step 3 above, either party may submit the matter to the Wisconsin Employment Relations Commission for arbitration within ten (10) days. The written request shall ask the Wisconsin Employment Relations Commission to appoint an arbitrator from its staff. The award of the arbitrator shall be final and binding. The costs of the arbitrator shall be split between the parties. Each party shall bear its own attorneys' fees.

4.03: The arbitrator shall have no authority to grant wage increases or wage decreases.

4.04: The arbitrator shall expressly confine himself or herself to the precise issues submitted to arbitration and shall have no authority to determine any other issue not so submitted to him or her or to submit observations or declarations of opinion which are not directly essential in reaching determination.

4.05: The arbitrator shall take such evidence as in his or her judgement is appropriate for the disposition of the dispute. Statements of position may be made by the parties, and witnesses may be called. The arbitrator shall have initial authority to determine whether or not the dispute is arbitrable. Once it is determined that a dispute is arbitrable, the arbitrator shall proceed in accordance with this Article to determine the merits of the disputes submitted to arbitration.

4.06: Expenses relating to the calling of witnesses, transcripts or for the obtaining of depositions or any other similar expense associated with such proceeding shall be borne by the party at whose request such expenses are required. In the event one (1) party obtains a transcript, the other party shall not have a copy unless the other party pays one-half ($\frac{1}{2}$) the cost of the court reporter and transcripts.

4.07: A grievant may initiate, present and process his or her grievance with or without the Association representative (s).

4.08: A grievance affecting a group or class of employees may be submitted in writing by the Association to the Sheriff, with a copy to the Personnel Director directly and the processing of such grievance shall commence at Step 2. Grievances not processed through the Association shall have no precedential effect on the Association. The County shall notify the Association of the existence of any grievance and the outcome.

4.09: Forms for written grievances shall be provided by the Business Agent when requested.

4.10: Arbitrator's decisions as to their jurisdiction are subject to de novo review by the WERC and courts.

4.11: Should any of the time limits imposed on the employee or the Association pass without action, the grievance will be barred unless the time is extended by mutual agreement in writing.

4.12: Grievances may be moved to the next step by the grievant or the Association if the Employer does not respond in a timely manner.

4.13: All times set forth in this Article, unless otherwise specified, are working days and are exclusive of Saturdays, Sundays and any holiday recognized by this Agreement. All time requirements set forth in this Article may be waived or extended by mutual written agreement of the parties.

ARTICLE 5 - DISCIPLINE AND DISCHARGE

5.01: Employees shall not be suspended, disciplined or discharged without just cause.

5.02: When disciplinary action is taken against an employee, the employee will receive written notice of such action at the time it is taken, and a copy will be mailed to the Association. Such notice shall include the primary reasons on which the Employer's action is based.

5.03: This Article supersedes the Grant County Employee Handbook, section titled, Disciplinary Actions, as to this unit; such section does not apply to this unit.

5.04: Probationary employees may be disciplined and discharged without recourse. The Association will be given a copy of any written discipline of a probationary employee.

5.05: An employee wishing to implement the grievance procedure to take issue with discipline imposed must, prior to implementing the grievance procedure, waive any right he or she may have to proceed under §59.26 of the Wisconsin Statutes. Such waiver shall be in writing and shall be delivered in person or by first class mail to the Sheriff or the Chair of the Executive Committee prior to the commencement of the grievance procedure.

5.06: Drug Free Workplace and Alcohol and Other Drug Abuse Policy. The Grant County Sheriffs Department is committed to an alcohol and drug free workplace. Grant County reserves the right to enforce reasonable policies related to alcohol and other drug abuse.

ARTICLE 6 - VISITATION PRIVILEGES

6.01: The Business Representative of the Association shall have reasonable access during working hours to the office where employees are stationed, provided, however, that the Business Representative shall not at any time interfere with employees or interrupt their work. The Business Representative shall contact the Sheriff in advance of any visit whenever possible.

ARTICLE 7 - ASSOCIATION ACTIVITIES

7.01: The County recognizes the right of the Association to designate a job steward and/or alternate to handle such Association business as may from time to time be delegated to them by the Association. Stewards and/or alternates have no authority to take strike action or any other action interrupting the County's business in violation of law or this Agreement.

7.02: All stewards and/or alternates shall be allowed reasonable time off without loss of pay for the purpose of meeting with management to adjust grievances where such could not reasonably be done after hours.

7.03: The County agrees to provide suitable space on County property for an Association bulletin board. The County and the Association agree such bulletin board will be used for exclusive and proper business of the Association.

ARTICLE 8 - PROBATION

8.01: All newly hired employees shall serve a one (1) year probationary period commencing on the first day of employment with the Sheriffs Department, provided, however, that probation may be extended if the employee is in recruit school at the end of the one (1) year period until successful graduation and furthermore, probation may be extended to complete a course which is required to be completed as a condition of employment and which was designated before hire. During the probationary period employees may be terminated at the Sheriff's or County's discretion without the protection of § 59.26 of the Wisconsin Statutes. The Association enters into this agreement regarding § 59.26 only to the extent allowed by law and

the agreement regarding § 59.26 is not violated by the Union's provision of legal counsel to any probationary employee proceeding under § 59.26, Wisconsin Statutes.

ARTICLE 9 - SENIORITY, LAYOFF AND RECALL

9.01: Unit seniority shall be determined from the date of hire. Unit seniority terminates in the event of quit, discharge or retirement. If more than one (1) employee is hired on the same date, seniority among such employees shall be based on eligibility list placement.

9.02: In the event of a layoff or reduction in the number of employees, the employee with the least amount of seniority selected by the County for the layoff will be initially selected for the layoff or reduction, provided that the County or the Sheriff may deviate from seniority where the person who would be laid off by seniority has a special skill which in the reasonable judgement of the County or the Sheriff should be retained.

9.03: Seniority shall consist of the total calendar time of full time employment in bargaining unit. An employee who leaves the bargaining unit, for another position within the Sheriff's Office, will maintain seniority she or he had at the time of leaving, but will not accrue further seniority in her or his former bargaining unit position unless she or he returns to the bargaining unit.

9.04: Employees initially selected for layoff may take the layoff, but are subject to mandatory recall.

9.05: Employees transferred out of the unit retain seniority to the same extent as unit employees under paragraph 9:03.

9.06: The Employer shall maintain re-employment lists of all employees who are laid off. Such lists shall be in order of the employee's seniority at the time of the reduction with the most senior being number one (1) on the list. Employees on the reemployment list shall maintain re-employment rights for two (2) years from the date of the layoff, or the length of an employee's unit seniority, whichever is less. Employees shall be recalled from the reemployment list in accordance with their seniority to the classifications in which they previously worked and for which they are in the reasonable judgement of the County and the Sheriff still qualified. Notice of re-employment shall be sent by the Employer to the employee's last known address and the employee shall be required to respond affirmatively within one (1) week from the date of

mailing of notification. Employees who do not affirmatively respond to such re-employment notices shall be dropped from the re-employment list and all employment rights shall be lost.

9.07: For the purpose of shift assignment, permanent vacancies shall be offered to employees in order of seniority prior to posting of any unit job openings under Article 10 of this Agreement.

ARTICLE 10 - JOB POSTING

10.01: Unit job openings shall be posted for a period of seven (7) days, and a copy of the posting shall be provided to the steward. The most qualified applicant shall be selected provided that if two (2) or more applicants are equal in qualifications, seniority shall be the determining factor. All applicants must meet the qualifications established by the Employer or by law, including physical requirements.

10.02: Employees who are on probation are eligible to apply for posted job openings.

ARTICLE 11 - LEAVE OF ABSENCE

11.01: The County may grant personal and/or medical leaves of absence without pay to its employees. Personal and/or medical leave of absence requests shall contain, in writing by the employee, the reason(s) why the employee needs a leave of absence and the date the employee intends to return to work. All approved leaves of absence will be binding.

11.02: ~~This Contract shall be administered in conformance with State and Federal Law regarding family and medical leave.~~ **An employee on an approved leave of absence shall comply with all terms and conditions of the approved leave and applicable County policy and applicable law. (i.e., ADA, FMLA, WFEA).**

ARTICLE 12 - SICK LEAVE

12.01: Sick leave may only be used for illness or injury to the employee, or the employee's child, spouse or parent(s).

12.02: (a) Sick leave shall accrue at the rate of eight hours per month and may accumulate to an unlimited amount.

(b) For employees hired on or after January 1, 1998, sick leave will accrue to a maximum of one hundred and twenty (120) days (nine hundred and sixty [960] hours). After an employee has reached the maximum accumulation of one hundred and twenty (120) days, any additional sick leave accumulated thereafter shall be placed in an individual Catastrophic Sick Leave Account (CSLA). Sick leave in the CSLA may only be used when an employee is absent from work because of illness or injury and the employee's regular sick leave has been exhausted. Upon resignation, retirement, termination or death of an employee, CSLA shall be forfeited. This subsection b shall apply only to employees hired on or after January 1, 1998.

(c) A sick leave day used will be consistent with shift hours scheduled for that day. (For example, if the absent employee is scheduled for a ten hour shift, then ten hours of sick leave will be applied to that day.

12.03: Employees will be paid for all scheduled days off for sickness, but not to exceed the amount accrued. When and if an employee maintains at least twenty-four (24) days accumulation for a twelve (12) month period, beginning January 1, the employee at the end of the twelve (12) month period may be paid for half ($\frac{1}{2}$) of the sick leave over twenty-four (24) days not used but accrued during that twelve (12) month period. The maximum number of days paid at the end of a twelve (12) month period will not exceed six (6). A member may elect to waive the sick leave buyback but must do so by December 31st of each year prior to when the accrual starts. For example, to waive the sick leave buyback for 2017, which is paid out in January of 2018, a waiver must be signed by December 31, 2016, which is before any 2017 sick leave accrual begins to avoid constructive receipt.

12.04: ~~Upon retirement, at or beyond age sixty-two (62), one-half ($\frac{1}{2}$) of the accumulated sick leave shall be paid to the employee. Similar payment will be made to protective service employees and other employees where State Statute provides for an earlier normal (full benefit) retirement date.~~ **When an employee retires with an annuity from the Wisconsin Retirement System, fifty percent (50%) of the capped, accumulated sick leave bank will be paid out to the retiring employee. The sick leave paid out under this Section excludes any banked sick leave in the employee's CSLA.**

12.05: Employees shall earn sick leave while on paid vacations, paid sick leave, paid funeral leave, paid holidays, paid military leave, paid discretionary days, and jury leave paid by the County under this contract.

12.06: Holidays falling in paid sick leave periods will not be considered a counting against sick leave time.

12.07: Upon the death of a currently active employee, fifty percent (50%) of the accumulated sick leave (one hundred percent [100%] if death occurs when performing assigned duties) shall be paid to the employee's beneficiary, if known, or to the estate of said employee.

ARTICLE 13 - FUNERAL LEAVE, JURY DUTY AND MILITARY LEAVE

13.01: Funeral Leave. An employee shall be entitled to three (3) days of paid bereavement leave for the death of the employee's spouse, child, parent, brother, sister, grandparent, grandchild, or in-law (mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent-in-law, daughter-in-law, son-in-law). This includes step-siblings, step-parents and step-children. A one (1) day for the death of, nieces and nephews, uncles and aunts. Employees may, in the supervisor's discretion, use earned sick leave days, earned vacation days or discretionary days for up to two (2) weeks during the period of grief.

13.02: Jury Duty. An employee selected to serve on a trial jury will be excused from employment for the time necessary to fulfill the obligation. The employee shall be given the choice of accepting either his or her regular salary paid by the County or the jury duty pay. If the option is to accept the County's pay, then the jury pay shall be refunded to the employing unit and the employee is to return to work to complete the remainder of the workday. If the option is to keep the jury pay, then the County's pay shall return to the Employer and the employee is not expected to return to complete the workday. With the approval of the supervisor, it is permissible to use personal days, vacation days, or accumulated comp time for jury duty. The maximum pay in any year is two (2) weeks pay and the maximum in any life is eight (8) weeks pay.

13.03: Military Leave. All regular employees will be allowed to take time off from work to fulfill active military requirements annually if such orders are given by the military unit. The employee shall be given the choice of accepting either the regular salary paid by the County or

the military duty pay, whichever is to the employee's advantage. If the option is to accept the County's pay, then the military pay shall be refunded to the County. If the option selected is to accept military pay, then the County's pay shall return to the County. The maximum pay in any year is two (2) weeks pay.

ARTICLE 14 - HOURS OF WORK

14.01: Under all circumstances, unless mutually agreed otherwise between the Association and the County, employees shall receive one and one-half (1-1/2) times their straight time hourly rate for all hours worked in excess of their normal regularly scheduled workday or workweek. Employees may elect to ~~take~~ **receive overtime in** pay or compensatory time off. Compensatory time **in lieu of overtime pay** ~~off~~ shall be computed on a one and one-half (1-1/2) basis **for each hour of overtime worked**. There shall be no pyramiding of overtime. Compensatory time off shall be scheduled by mutual agreement between the employee and his or her supervisor. The County may limit the amount of time the Sheriff may require employees to work, in its discretion.

Compensatory time accumulated is capped at a maximum of eighty (80) hours. **All overtime worked while an employee's compensatory time bank is maxed out will be compensated in pay.** ~~Covered employees must turn in a time listing, including compensatory hours worked, at the end of each pay period. All such reports must be received by the Chief Deputy by 10:00 a.m. Monday following the pay period. If a person has not accumulated the maximum compensatory time allowed, the approved hours will be added to the existing total until the maximum is reached.~~

~~After reaching the maximum accumulation, every effort must be made to take all approved compensatory time off within thirty (30) days of the end of the month in which earned. If work requirements make it impossible to take the compensatory time off, the Sheriff and/or Chief Deputy shall present a voucher for approval of payment at the employee's current rate to the Law Enforcement Committee at their next meeting. Payment for a thirty (30) day period only would be covered and would never bring the hours accumulated below the maximum accumulation figure.~~

Use of Compensatory Time

FLSA compensatory time may be taken within a reasonable period after making the request with the approval of the Sheriff or their designee and shall be scheduled so as not to unduly disrupt operations of the Sheriff's Office or County. For any compensatory time earned prior to the implementation of this policy that constitutes "other compensatory time," such other compensatory time may only be used when authorized by the supervisor, regardless of whether the use would be unduly disruptive.

Compensatory time is expected to be used on a timely basis, generally within one (1) month of accumulation, unless administrative approval is granted to extend its use.

Employees are to use available accrued compensatory time prior to using other accrued paid leave, to the extent permitted by law.

No non-exempt employee may be absent from their position of employment for more than forty (40) hours per month through the use of compensatory time unless required by law.

Any unused compensatory time balance remaining shall be paid out annually to non-exempt employees in December. Employees may request an additional comp time payout in July each year.

Separation from Employment

Upon separation of employment, a non-exempt employee shall be paid for any unused compensatory time at the employee's final straight-time regular rate of pay, in accordance with the FLSA.

14.02: Any employee who is required to report for duty or appear in any court at a time other than his or her regular tour of duty by the Sheriff or his or her representative shall be compensated a minimum of two (2) hours at time and one-half (1-1/2) for any matter which is related to or emanates out of the employee's scope of employment. Provided, however, this shall not apply to the two (2) hours immediately prior to the start of the employee's regularly assigned shift or contiguous to the end of the shift.

14.03: Employees in the same classification rank may trade off days or shifts provided that they obtain approval from the Sheriff or his or her designee.

14.04: Employees shall be paid bi-weekly. Employees will receive their paycheck as a

direct deposit to their bank at no cost.

14.05: Employees shall receive a thirty (30) minute paid lunch break during his or her shift of eight (8) or more hours, which shall be taken as directed by the Sheriff or his or her designee.

1406: In the event that the County determines to change the existing shift structure, the parties agree to enter into bargaining over such change.

14.07: Employees shall receive a shift differential of Ten Cents (\$.10) per hour for all hours worked on second shift, and Fifteen Cents (\$.15) per hour for all hours worked on third shift, in addition to the employee(s) applicable rate of pay.

14.08: Canine Handlers.

- a) Canine handler employees will be granted one-half (1/2) hour per scheduled work shift to care for their assigned dog. To effectuate this, the canine handler employee will receive four (4) hours straight compensatory time off every two weeks.
- b) Canine handler employees will receive overtime compensation or compensatory time off for all hours worked performing law enforcement duties that are non-canine care related that exceed the assigned schedule. Such overtime work requires advanced approval from a supervisor.
- c) The canine handler shall receive one-half (1/2) hour of compensatory time off or overtime pay if caring for canine on non-scheduled work days.
- d) All expenses related to veterinary care and food for the canine shall not be borne by the canine handler.
- e) If the canine handler kennels his or her assigned dog away from home, he or she will not have his/her work day schedule reduced by one-half (1/2) hour, nor be compensated for the care of the dog.
- f) The canine is the property of Grant County. Grant County will carry proper insurance coverage and indemnify the canine handler from liability resulting from the proper performance of job duties.

ARTICLE 15 - HOLIDAYS

15.01: The County shall pay all employees covered by this Agreement, unless the employee is on an unpaid leave of absence, eight (8) hours pay at the employee's regular straight time hourly rate for the following days designated as holidays:

New Year's Day	Veteran's Day
Friday Afternoon before Easter	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve Day
Labor Day	Christmas Day
	New Year's Eve Day

15.02: All employees shall be entitled to three (3) discretionary days annually, on the approval of the Sheriff.

15.03: An employee shall have the option of taking the number of prescribed holidays listed above in 15.01 and 15.02 as off days or shall have the option of taking the days in pay or compensatory time off. Holiday hours will be part of the regular compensatory time cap of 80 hours as stated under article 14.

15.04: Employees working on a holiday shall receive one and one-half (1-1/2) times their regular rate of pay for all such hours worked in addition to their holiday pay.

15.05: **Non patrol deputies shall observe holidays in accordance with the County holiday schedule. If a non patrol schedule deputy is authorized to work on an observed County holiday, the deputy shall be compensated at time and one half (1.5x) the deputy's regular rate of pay for all hours worked on the holiday.**

For purposes of this section, "non patrol schedule deputy" means a deputy assigned to investigations, contracts, courthouse, or transport deputy. The term does not include a deputy assigned to the jail.

Any deputy who works overtime on a holiday, as defined in this contract, shall be compensated at double time (2x) the deputy's regular rate of pay for all hours worked as overtime on the holiday.

ARTICLE 16 - VACATIONS

16.01: New Employees: Full-time employees will enjoy 40 hours of vacation to be used within their first year of employment. Any alternative vacation schedule shall be determined by

the ~~Sheriff Department Head~~ and ~~Personnel Director~~ **Human Resources Manager**, not to exceed 3 weeks' vacation based on knowledge, skills, experience, and internal equity subject to final approval of the ~~department committee chair~~ and the ~~County Board Chair~~ **County Administrator**. Anything beyond 3 weeks shall be brought forth to the Executive Committee for approval.

Employees granted more than one week of vacation at hire shall move through the vacation schedule once the schedule catches up to them.

An employee who resigns from employment or is terminated prior to completing one year of continuous service, shall reimburse the county for vacation used pro-rated based on time in position.

For example: Employee is hired with 40 hours of vacation and leaves employment after 10 months. The employee used 35 hours of vacation. Pro-rated vacation would be 10 / 12th times 40 hours of vacation (33.25 hours). The employee used 1.75 hours more than their pro-rated amount and needs to pay that back to the County.

Full-time employees shall earn annual paid vacation as follows:

- a) At start 40 hours of vacation to be used within the first year of employment.
- b) After completion of one (1) full year of continuous employment, each employee shall be entitled to twelve (12) days vacation each year.
- c) After ten (10) full years of continuous employment, each employee is entitled to eighteen (18) days vacation each year.
- d) After twenty (20) full years of continuous employment, each employee is entitled to twenty-four (24) days vacation each year.

Effective on the Employee's anniversary date in 1999, the following vacation schedule will be implemented. Employees who would suffer a loss of vacation time as a result of this schedule shall be grandfathered until the new scale provides an increase.

- a) Employee(s) shall earn vacation time in the current service year (anniversary date to anniversary date) for use in the following service year.
- b) For each regular eighty (80) hours worked, vacation is earned as follows:

Year 0 thru 4 earns 3.076 hours vacation
Year 5 thru 7 earns 3.692 hours vacation
Year 8 thru 9 earns 4.615 hours vacation
Year 10 thru 14 earns 5.539 hours vacation
Year 15 thru 19 years earns 6.150 hours vacation
Year 20 and beyond earns 7.384 hours vacation

16.02: An employee wishing to guarantee a specific vacation period shall submit a written request to the Sheriff, or the Sheriff's designee, no later than March 31st of the year during which the vacation is requested. As to such timely requests, the Sheriff shall give preference as to specific vacation periods by seniority within classification. Vacation periods less than a full week may be taken by agreement between the Sheriff and the employee. The County retains the right to decide how many employees may be on vacation at any one (1) time, and the County retains the right to schedule vacations, except as specifically limited by this Section. Vacation may not be carried over from year to year. Employees shall have the right to take vacation in increments of one (1) day at a time.

ARTICLE 17 - INSURANCE

17.01: The County agrees to provide health insurance, including life and AD&D plan and disability plan, for all members of the bargaining unit. Employees shall have the HMO option(s) provided to other County employees.

17.02: The County shall pay eighty-five (85%) of the cost of the lowest family health insurance premium and ninety-five percent (95%) of the lowest single health insurance premium, unless the County sets employee share of the single plan health insurance premium to a higher percentage contribution rate for all County employees participating in the single health insurance premium rate, and with a cap at the percentage of the premium paid by the bargaining unit employees participating in the family health insurance premium rate. The single plan premium shall not increase by more than 5% per year (95% to 90% to 85%).

17.03: The County agrees to maintain and pay the premium on all other insurance coverages currently in effect (group term life insurance, accidental death and dismemberment insurance, and long-term disability insurance during the term of this Agreement, including additional coverages, if any, for employees. Effective January 1, 2006, the County agrees to provide long term disability insurance equivalent to the plan in effect January 1, 2006 for other

County employees. Changes in carriers and/or plans shall be made consistent with Section 17.01.

17.04: The Flexible Spending Account (Section 125) negotiated by the parties and as authorized by the Grant County Board of Supervisors shall be offered to bargaining unit employee(s). The County agrees to include a Voluntary Dental Plan in the benefits available for employees to purchase through the Section 125 Plan.

ARTICLE 18 - PENSION

18.01: Each employee shall pay the entire employee-required WRS contribution established for protective occupation participants with Social Security as set forth in Wis. Stat. §40.05(1)(a). The employee's contribution amount will be adjusted annually as it is set by the Department of Employee Trust Funds (ETF).

ARTICLE 19 - CLOTHING ALLOWANCE

19.01: During the term of this Agreement the clothing allowance shall be Four Hundred Dollars (\$400.00) per year. All current department policies and practices regarding clothing allowance not identified herein shall be maintained.

19.02: Any time there is a change in uniforms, equipment, or accessories, which change is authorized by the County, then the County shall pay for the full cost of said change. All replacement shall be subject to the uniform allowance specified in Section 19.01 above.

ARTICLE 20 - WAGES

~~(a) Wages effective January 1, 2025 (9%):~~

	Start	1 Year	3 Years	4 Years	5 Years
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Deputies	\$28.37	\$29.96	\$31.33	\$31.98	\$32.61
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~~(b) Wages effective December 31, 2025 (1%):~~

	Start	1 Year	3 Years	4 Years	5 Years
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Deputies	\$28.65	\$30.26	\$31.64	\$32.30	\$32.94
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~~(c) Wages effective January 1, 2026 (3%):~~

	Start	1 Year	3 Years	4 Years	5 Years
--	------------------	-------------------	--------------------	--------------------	--------------------

Deputies	\$29.51	\$31.17	\$32.59	\$33.27	\$33.93
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~~(d) Wages effective July 1, 2026 (3%):~~

	Start	1 Year	3 Years	4 Years	5 Years
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Deputies	\$30.40	\$32.11	\$33.57	\$34.27	\$34.95
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(e) Wages effective December 31, 2026 (2%):					
	Start	1 Year	3 Years	4 Years	5 Years
Deputies	\$31.01	\$32.75	\$34.24	\$34.61	\$35.65
(a) Wages effective January 1, 2027 (5%):					
	Start	1 Year	3 Years	4 Years	5 Years
Deputies	\$32.56	\$34.39	\$35.95	\$36.34	\$37.43
(b) Wages effective January 1, 2028 (4%):					
	Start	1 Year	3 Years	4 Years	5 Years
Deputies	\$33.86	\$35.77	\$36.39	\$37.79	\$38.93
(c) Wages effective January 1, 2029 (4%):					
	Start	1 Year	3 Years	4 Years	5 Years
Deputies	\$35.21	\$37.20	\$37.85	\$39.30	\$40.49

20.01: Lateral Hiring: The Sheriff may appoint a new experienced Deputy Sheriff as a lateral candidate. The Sheriff may set initial compensation at a higher step than the lowest rate as determined in consult with the Personnel Director, but shall not exceed the 4 Years Rate of the existing schedule in the applicable current bargaining agreement. The employee shall advance through the wage schedule based on years of service considered by the County after completing the full probationary period (for example, an employee credited with three years of service by starting at the year 3 rate will move to the year 4 rate after completion of one full year of County service and the probationary period).

A lateral Deputy currently certified as a law enforcement officer and employed in a regular position with a law enforcement agency who is hired under this Lateral Hiring Section may be advanced up to 80 hours of sick leave. Sick leave cannot be used during the first 90 days of employment. The sick leave advanced to the employee is provided with the understanding that such leave is advanced to the employee and earned over time and that no additional sick leave will accrue until the month of employment that follows the month in which the same number of sick leave hours would have accrued naturally to the employee. Thereafter, the employee will accrue sick leave in accordance with the provisions of the collective bargaining agreement. Such advanced sick leave provided herein that is used is not considered earned until the month has passed where such time would have been earned, and

any leave used in excess of leave that would otherwise be earned shall be deducted from any final paychecks or repaid to the County in the event the employee leaves employment before such time is considered earned.

Refer to Article 16, section 16.01 for lateral vacation allowances.

Employee seniority shall be determined by the collective bargaining agreement and shall not be affected by this paragraph. No other contractual benefits or privileges are extended to recognize prior service.

~~20.02: Longevity Pay. Effective January 1, 2010 and commencing on the date of eligibility, in addition to the wage rates set forth in Section 20.01, employees hired on or before March 18, 2008 shall receive longevity pay calculated as follows:~~

~~\$.15 per hour after 3 years of service
\$.20 per hour after 5 years of service
\$.25 per hour after 10 years of service
\$.30 per hour after 15 years of service
\$.35 per hour after 20 years of service
\$.40 per hour after 25 years of service~~

~~Commencing on the date of eligibility, in addition to the wage rates set forth in Section 20.01, employees hired after March 18, 2008 shall receive longevity pay calculated as follows:~~

~~\$.25 per hour after 10 years of service
\$.30 per hour after 15 years of service
\$.35 per hour after 20 years of service
\$.40 per hour after 25 years of service~~

~~Employees hired on or after January 1, 2015, will not be eligible for longevity pay.~~

Effective January 1, 2027 and commencing on the date of eligibility, in addition to the wage rates set forth in Section 20, employees shall receive longevity pay as a lump sum payment annually in the first paycheck in January (longevity is consecutive full-time employment with Grant County):

	2027	2028
5-9 years of service -	\$500	\$600
10-14 years of service -	\$600	\$700
15-19 years of service -	\$700	\$800
20-24 years of service -	\$800	\$900
25+ years of service -	\$900	\$1000

ARTICLE 21 - FLEET SAFETY PROGRAM

21.01: Purpose. Grant County Fleet Safety Program is instituted to promote safe driving, reduce accident frequency and severity, and to take positive steps to correct individual problem areas of County employees driving vehicles on County business. **The Sheriff's Department shall follow the County's fleet safety program policy.**

~~21.02: Accident. Accident is defined to mean an occurrence that originates or terminates on a traffic way, which involves at least one (1) motor vehicle in transport and results in:~~

- ~~(a) — Injury or fatality of a person;~~
- ~~(b) — total damage to one (1) person's property to an apparent extent of One Thousand Dollars (\$1000.00) or more; or~~
- ~~(c) — damage to government owned property to an apparent extent of Two Hundred Dollars (\$200.00) or more, except government owned vehicles which remain at One Thousand Dollars (\$1000.00).~~

~~If an accident meets any of the three (3) criteria it is a reportable accident and is therefore subject to review by the Accident Review Committee.~~

~~All accidents involving a County owned vehicle must be reported by the employee involved to the supervisor within twenty four (24) hours after the occurrence whenever possible. The reports and forms to be completed will be provided by the department, a copy of which will be filed in the employee's personnel file.~~

~~21.03: Accident Review Committee. The Accident Review Committee shall be composed of two (2) bargaining unit employees selected by the Association, a Governing Committee member, designee in the Sheriffs Department and the Personnel Director of the County of Grant.~~

~~21.04: Preventable Accident. Any accident in which the driver is at fault (a just cause standard will apply).~~

~~21.05: Non-Preventable Accident. Any accident in which the driver is not at fault.~~

~~21.06: Procedure for Accident Review Committee.~~

- ~~(a) — Frequency of Meeting. Chair must call a meeting to review the accident/ incident reports no later than ten (10) days after the occurrence.~~

- ~~(b) — Prior to determining that an accident was preventable, an outside agency will conduct an investigation. Great weight will be given to the outside investigating agency's report.~~
- ~~(c) — The employee may appear before the Committee, with representation.~~
- ~~(d) — Voting. The Chair shall request a consensus in which the Committee by majority vote decides whether an accident/ incident was "preventable" or "non preventable". This will be done on the merits of each case.~~
- ~~(e) — Inform the Employee. The Chair will advise the functional supervisor or agency director who will determine appropriate action and advise the employee.~~
- ~~(f) — Minutes of meeting will be made available to Association upon request.~~

~~21.07: Remedial Action.~~

~~— Preventable Accident.~~

- ~~(a) — Written warning.~~
- ~~(b) — Two (2) days suspension, without pay.~~
- ~~(c) — Five (5) day suspension, without pay, and driver training and physical exam.~~
- ~~(d) — Suspension and/or subject to termination (unless non-driving functions can be assigned).~~

21.08**21.02**: The Fleet Safety Program will be administered in conformance with a just cause standard and Article 5 of this Collective Bargaining Agreement.

ARTICLE 22 - SEPARABILITY AND SAVINGS

22.01: If any Article or Section of this Agreement or of any addendum thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any addendum thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

22.02: In the event that any Article or Section is held invalid or enforcement of or compliance with which has been restrained, as set forth above, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Association, for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

ARTICLE 23 - TERMINATION

23.01: THIS AGREEMENT shall become effective as of ~~January 1, 2025~~ **January 1, 2027**, and shall remain in full force and effect until and including ~~December 31, 2026~~ **December 31, 2029**, and shall be automatically renewed from year to year thereafter, unless at least one hundred eighty (180) days before the termination date or any anniversary thereof, either party gives written notice to the other of desire to amend, add to or terminate this Agreement.

GRANT COUNTY

AND THE

GRANT COUNTY SHERIFF'S DEPARTMENT ASSOCIATION

~~2025-2026~~ **2027-2029** Agreement

Dated this _____ Day of _____, 20____

FOR THE COUNTY OF GRANT:

FOR THE WPPA/LEER:

County Board Chair

WPPA/LEER Business Agent

~~Personnel Director~~ **County Administrator**

Association Representative

SIDE LETTER OF AGREEMENT
BETWEEN
GRANT COUNTY SHERIFF'S DEPARTMENT ASSOCIATION, WPPA
AND
GRANT COUNTY

The parties agree as follows:

1. Deputy Sheriffs assigned to regular full-time road patrol duties (Patrol Deputies and Canine Deputies) will be assigned a work schedule which will consist primarily of 8 – ten hour days in a 14 day work period.
2. Overtime will be granted only when employee exceeds their regularly scheduled hours of work in a 14 day pay period or 10 hours in a day.
3. Holiday pay for regular full-time Patrol Deputies will consist of 8 hours pay at the employee's regular straight time hourly rate (4 hours for the Friday Afternoon before Easter {**12:30 – 4:30pm**}).
4. Full-time Patrol Deputies may take up to 10 hours of paid time for Sick days, vacation days and discretionary days.
5. The accrual of other benefits not identified herein shall continue as provided for in the collective bargaining agreement.

Dated this _____ day of _____, 2024 **2026**.

For WPPA:

For Grant County:

Jeff Spencer, WPPA Business Agent

~~Joyce M. Roling, Personnel Director~~
Nate Dreckman, County Administrator

Jerry Vesperman, Steward

~~Nate Dreckman~~ **Craig Reukauf**, Sheriff

Intake Crosstab Report

Print Date Friday, August 14, 2026

Intake StartDate	7/1/2026 12:00 AM
Intake EndDate	7/31/2026 11:59 PM
Intake Type	Stray
Intake SubType	All
Jurisdiction	Grant County - WI
Intake Status	Completed
Age Group	All
PreAltered	All
DOA	Included
Species	All

		Dog	Total
Grant County - WI	Police Pickup / Drop Off	2	2
	Total	2	2
Total		2	2

STRAY CRITTER/WILDLIFE INTAKE

Shelter Use

ID# 61374888

INTAKE DATE: 7/15/26

TEMP LOCATION: 1 2 3 4 5 6 7

SPECIES: Dog

COLOR: mult - color

AREA FOUND: Mount View Park - Platteville, WI

COLLARS/TAGS/ID: N/A None found

Please circle one:

DBQ CITY ACO

JO DAVIESS ACO

DBQ POLICE

DBQ SHERIFF

ASBURY POLICE

DYERSVILLE POLICE

EPWORTH POLICE

FARLEY POLICE

PEOSTA POLICE

GRANT CO POLICE

I relinquish all rights to this animal, therefore, the DRHS has all rights to decide on the best outcome for this animal. I will not call or have anyone else call on my behalf to find out the outcome. The DRHS has all rights to either put this animal up for adoption, euthanize animal, or transfer to another organization, whichever they see fit.

SIGNATURE: Joseph Bartelt

OFFICER NAME: Joseph Bartelt PLPD #520

NOTES: (continue on back, if needed)

Animal Name Winnie

STRAY DOG INTAKE

Shelter Use

ID# 61460910

INTAKE DATE: 07/29/26

TEMP LOCATION: 1 2 3 4 5 6 7

BREED: Lab/Pit mix

COLOR: Brown

AREA DOG FOUND: Lancaster WI

COLLARS/TAGS/ID: None

Please circle one:

DBQ CITY ACO

JO DAVIESS ACO

DBQ POLICE

DBQ SHERIFF

ASBURY POLICE

DYERSVILLE POLICE

EPWORTH POLICE

FARLEY POLICE

PEOSTA POLICE

GRANT CO POLICE

I relinquish all rights to this animal, therefore, the DRHS has all rights to decide on the best outcome for this animal. I will not call or have anyone else call on my behalf to find out the outcome. The DRHS has all rights to either put this animal up for adoption, euthanize animal, or transfer to another organization, whichever they see fit.

SIGNATURE: W. Bartelt

OFFICER NAME: W. Bartelt

NOTES/MICROCHIP: (continue on back, if needed)

Will need to call to get location