

JEFFERSON COUNTY
LAW ENFORCEMENT/EMERGENCY MANAGEMENT COMMITTEE
COURTHOUSE, ROOM 112 / 311 S CENTER AVENUE/ JEFFERSON WI 53549

FRIDAY, JANUARY 24, 2014 @ 8:30 A.M.

COMMITTEE MEMBERS: PAUL BABCOCK, GEORGE JAECKEL,
DWAYNE MORRIS, ED MORSE, PAM ROGERS

1. CALL TO ORDER
2. ROLL CALL (ESTABLISH A QUORUM)
3. CERTIFICATION OF COMPLIANCE WITH THE OPEN MEETINGS LAW
4. REVIEW THE AGENDA
5. COMMUNICATIONS
6. CITIZEN COMMENTS
7. REVIEW, DISCUSS AND DECIDE GRIEVANCE 2013-15 RELATING TO FILLING VACANCIES.
8. APPROVAL OF MINUTES FROM THE DECEMBER 27, 2013 MEETING
9. DISCUSSION AND POSSIBLE ACTION ON RANGE USE POLICY
10. JEFFERSON COUNTY SLOW/NO WAKE ORDINANCE
11. 2013 EMERGENCY MANAGEMENT BUDGET
12. CURRENT PROJECTS
 - a. PROVIDE GUIDANCE TO WASHINGTON COUNTY ON CREATING A LONG TERM RECOVERY COMMITTEE.
 - b. WORKING WITH DEPUTY DANDY ON EMERGENCY TRAINING FOR SCHOOLS
 - c. WORKING WITH WINNEBAGO COUNTY FOR SIMCOM 2014 EXERCISE.
 - d. WORKING WITH MILWAUKEE COUNTY, WALWORTH COUNTY, AND WISCONSIN EMERGENCY MANAGEMENT ON A TRI-COUNTY TORNADO EXERCISE.
 - e. WORKING WITH THE SE REGION OF EMERGENCY MANAGEMENT TO CREATE GENERALIZED INCIDENT ACTION PLANS FOR TORNADO, FLOODING, SEVERE WEATHER-WINTER, SEVERE WEATHER-HEAT, MASS CASUALTY, MASS FATALITY, HAZMAT, MASS EVACUATIONS, SPECIAL EVENTS.
 - f. WORKING WITH DODGE COUNTY AND THE CITY OF WATERTOWN EMERGENCY MANAGEMENT AND HEALTH DEPARTMENTS TO ORGANIZE A ONE DAY TRAINING FOR DAY CARE CENTERS ON EMERGENCY PREPAREDNESS.
 - g. WORKING WITH MULTIPLE PARTNERS ON A ONE DAY CONFERENCE FOR WHOLE COMMUNITY SHELTER PLANNING
 - h. WORKING WITH TYSON ON A TABLETOP EXERCISE.
 - i. CONTINUITY OF OPERATIONS PLAN
 - j. 2014 STATE PLAN OF WORK
 - k. FLOOD MITIGATION ACQUISITION GRANT PROGRAM
 - l. WORKING WITH THE STATE ON THE WI HAZ-MAT ON LINE PLANNING AND REPORTING SYSTEM
 - m. WORKING WITH THE STATE ON AN EMERGENCY PLANNING AND COMMUNITY RIGHT TO KNOW HANDBOOK
 - n. OTHER MEETINGS, COMMITTEES, BOARDS, AND DAILY OPERATIONS
13. CORRESPONDENCE
14. TIME & PLACE OF NEXT MEETING – FRIDAY, FEBRUARY 28, 2014 AT 8:30 A.M.
15. ADJOURN

THE COMMITTEE MAY DISCUSS AND/OR TAKE ACTION ON ANY ITEM SPECIFICALLY LISTED ON THE AGENDA

INDIVIDUALS REQUIRING SPECIAL ACCOMMODATIONS FOR ATTENDANCE AT THE MEETING SHOULD CONTACT THE COUNTY ADMINISTRATOR AT 920-674-7101 24 HOURS PRIOR TO THE MEETING SO APPROPRIATE ARRANGEMENTS CAN BE MADE.

The Labor Association of Wisconsin, Inc.

Serving Public Employees Throughout Wisconsin



www.law-inc-wi.com

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January 13, 2014

Mr. Philip C. Ristow
Jefferson County Courthouse
320 S. Main St., Rm 209
Jefferson, WI 53549-1799

RE: GRIEVANCE 2013-15

Dear Mr. Ristow:

Please be advised that the Association is moving the above referenced grievance to Step 3 of the grievance procedure. I have enclosed a copy of the grievance for the Law Enforcement Committee's review.

If you should have any questions regarding this matter, please feel free to contact the undersigned.

Sincerely,

Benjamin M. Barth
Labor Consultant

cc: Association Representatives
Sheriff Milbrath



THE LABOR ASSOCIATION OF WISCONSIN, INC.
(Grievance Form)

Grievance No.: 2013-15

Association: Jefferson County Law Enforcement Officers Association, Local 102 of the Labor Association of Wisconsin, Inc.

Employer: Jefferson County

Name of Grievant: Jefferson County Law Enforcement Officers Association, Local 102 of the Labor Association of Wisconsin, Inc.

Date of Grievance: On-Going

Article or Section of Contract Violated:

Article IV- Management Rights

Article X - Overtime

As well as any other Article or Section and Past Practice that may be applicable

Issue:

Did the Employer violate the terms and conditions of the collective bargaining agreement when the Employer did not follow the collective bargaining agreement to fill vacancies created by members of the Association?

If so, what is the appropriate remedy?

Facts:

1. That Jefferson County and the Jefferson County Law Enforcement Officers Association, Local 102, of the Labor Association of Wisconsin, Inc. have a collective bargaining agreement in full force and effect during all times pertinent to the grievance.
2. That on November 11, 2013, the Department unilaterally changed how the Department fills shift vacancies when members of the Association call in sick for his/her shift. Sergeants are to step into the employee's vacancy without contacting other members of the Association per the Contract.
3. That on December 6, 2013, Deputy Dray called in sick for 2nd shift with less than a forty-eight (48) hour notice.
4. That the Department made the decision to have Sgt. Hacht fill the vacancy.
5. That on December 8, 2013, Deputy Cherti called in sick for the hours of 11am – 3pm with less than a forty-eight (48) hour notice.

6. That the Department made the decision to have Sgt. Novotny fill the vacancy.
7. That on December 14, 2013, Deputy Scheele called in sick for 1st shift with less than a forty-eight (48) hour notice.
8. The Department made the decision to have Sgt. Handrow fill the vacancy.
9. That on December 16, 2013, Deputy Larson called in sick for 1st shift with less than a forty-eight (48) hour notice.
10. That the Department made the decision to have Sgt. Brost fill the vacancy.
11. That Article 10 – Overtime, Section 10.09, reads in pertinent and follows:
“Pre-scheduled overtime or vacant shift assignments known to the Employer less than forty-eight (48) hours before the commencement of said overtime or vacant shift shall be offered to the off duty officers who are regularly assigned to the shift at which time the pre-scheduled overtime or vacant shift is to occur. If the regular full-time employees who are off duty do not volunteer for the overtime, the County shall have the right to hold officers who are working over for four (4) hours and call in employees who are scheduled to work on the next regularly scheduled shift four (4) hours early utilizing the existing call-in list for deputies. If the above procedure does not fill the overtime or vacant shifts, the Sheriff may assign part-time employees covered by this agreement to fill the vacant overtime hours. Employees must be certified and qualified to perform the overtime assignment.” (Emphasis added)
12. That the County has and continues to exercise its’ management rights in an unreasonable manner when they ignore the clear and ambiguous language of the contract when they do not offer shift vacancies to members of the Association, thus violating the collective bargaining agreement.

Remedy: The Association respectfully requests that the Employer cease and desist from violating the terms and conditions of the collective bargaining agreement. Further, the Association is requesting the Employer compensate the members of the Association who should have been called pursuant to Section of the contract to fill the shift vacancy on December 6, 2013 and December 8, 2013.

If this request is denied by the Employer, the Association requests the Arbitrator to award the above remedy in addition to any other remedy deemed appropriate by the Arbitrator.

Signature of Grievant: _____

Date Signed: _____

OCCURENCES SINCE GRIEVANCE 2013-15 WAS FILED

- December 14, 2013. Deputy Scheele called in, Sgt. Handrow filled the position;
- December 16, 2013. Deputy Larson called in, Sgt. Brost filled the position;
- December 19, 2013. Deputy Beckett called in, Sgt Ganser filled the position;
- December 20, 2013. Deputy Beckett called in, Sgt Galbraith filled the position;
- December 21, 2013. Deputy Beckett called in, Sgt Galbraith filled the position;
- December 26, 2013 Deputy Karleski called in, Sgt Brost filled the position;
- December 26, 2013. Deputy Franke called in, Sgt Galbraith filled the position;
- December 29, 2013. Deputy Walker called in, Sgt Handrow and Ganser filled the position;
- December 31, 2013. Deputy Franke called in, Sgt Galbraith filled the position;
- December 31, 2013. Deputy Yambor called in, Sgt Brost filled the position (12p – 3p).