

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE COUNTY OF ROCK AND
THE ROCK COUNTY DEPUTY SHERIFF'S ASSOCIATION
AND
THE ROCK COUNTY DEPUTY SHERIFF'S SUPERVISORS ASSOCIATION

The Sheriff, or an authorized designee, may flex the hours of any Specialty Team during any multiday Specialty Team Deployment ("Flex Hours"). The activation for a Specialty Team multiday deployment is specific and narrowly focused to the unique skill set trained by each specialty team and is on a case by case basis at the direction of the Sheriff or authorized designee.

Multiday deployments could occur within Rock County or outside of Rock County while assisting other law enforcement agencies. The timeframe of the multiday deployment must be a recurring deployment occurring in a period greater than 24 hours, and should be for a specific amount of time necessary to complete the deployment mission. The Flex Hours work schedule for a Specialty Team deployment will not apply to any multiday training events for specialty teams.

The Flex Hours work schedule would apply to all Deputy Sheriff's Association (DSA) and Deputy Sheriff's Supervisor Association (DSS) team members of the specialty team that is participating in the multiday deployment. The following eight (8) Specialty Teams would apply to this Flex Hours work schedule if activated for a multiday deployment.

Special Weapons and Tactics (SWAT)	Small Unmanned Aerial System Team (Drone)
Mobile Field Force Team (MFF)	Dive Team
Honor Guard	Crash Reconstruction Team
Hostage Negotiations Team	Recreational Safety Patrol/Rescue Team
Motor Unit	

Compensation for a Flex Hours work schedule during a Specialty Team Multiday Deployment is as follows.

1. The flex schedule would consist of eight (8) hours of regular work time, any hours worked after eight (8) hours of regular time would be paid at the overtime pay rate described in section 8.03 of the DSA/DSS Collective Bargaining Agreement. The flex hours work schedule would reflect the members current normal pay rate.
2. The specialty team members hourly schedule may be flexed by the Sheriff, or his/her designee, under the provisions of this MOU agreement, however the regularly scheduled days off cannot be flexed (i.e. 5-2/5-3 schedule to a 5-2 schedule.)
3. After the first day of the multiday deployment, with each additional worked shift, all deployed team members will receive two (2) hours of straight compensatory time. The two (2) hours of compensatory time is to be banked regardless of duty time worked during each shift of the multiday deployment activation.

work the remaining amount of hours to reach eight (8) hours or take benefit time to cover the eight (8) hour shift.

5. The use of compensatory time earned under this agreement shall be according to Article 8 – Hours of Work, Wages and Classifications, Section 8.11 – Compensatory time off/Overtime Payment.

The multiday deployment flex hours work schedule would not affect alert status hours when designated by the Sheriff or authorized designee for specialty team members during non-working hours. This MOU would not apply to any single day Specialty Team deployment.

This MOU will be in full force and effect through December 31, 2020.

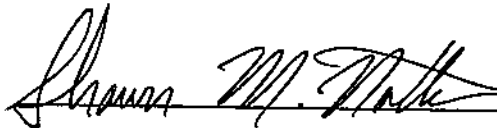
Dated: August 24TH, 2020

ROCK COUNTY DEPUTY SHERIFF'S ASSOCIATION

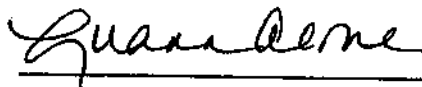


Luke DuCharme, President

ROCK COUNTY DEPUTY SHERIFF'S SUPERVISORS ASSOCIATION

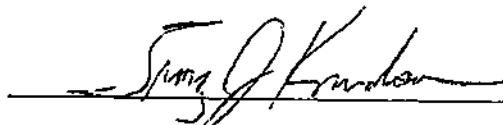


Shawn Natter, President



Luann Alme, WPPA Business Agent

COUNTY OF ROCK



Sheriff Troy J. Knudson



Annette Mikula, HR Director