



**Office of the County Administrator**  
**Rick House, County Administrator**

**Official Press Release**

October 17, 2023

The Wayne County Board of Supervisors today ratified a four-year collective bargaining agreement with the Teamsters Union representing 68 road patrol deputies. The deputies contract had expired at the end of 2021 and the County and deputies met 9 times in 2022 before the Teamsters declared impasse in August 2022. The deputies voted down a tentative agreement, which was achieved with the assistance of a mediator with the State Public Relations Board, on April 28, 2023. There had been no continued formal discussions between the County and Teamsters until both agreed to meet again on October 6, 2023. After a day-long negotiation session, another tentative agreement was reached and deputies voted to ratify the agreement on October 12, 2023. The County negotiations team was led by Tish Lynn, Esq. of Hancock Law. The team consisted of Supervisors Tony Verno, Mike Donalty and Lynn Chatfield. Also on the team was County Administrator Rick House, Human Resources Director Chris Kalinski, Sheriff Rob Milby and Undersheriff Tammy Ryndock.

The following is a brief summary of key items of the new 4-year agreement:

**CONTRACT TERM** - 4 years, January 1, 2022 – December 31, 2025

**ADOPTION OF 20 YEAR Retirement Plan 552**

This benefit costs Wayne County an initial lump sum of \$1.10 million dollars for past service credit and an estimated \$290,000 additional annual cost. The County negotiated zero rate increases for 2022 and 2023 and a change to the longevity schedule to try to offset the cost of the 20 year plan. Deputies will now have the option of transitioning into a 20 year retirement from their current 25 year plan.

The top rate in 2021 was \$65,208 for a Deputy Sheriff; in 2024 the top rate will be \$69,000. 2021 top rate for a Sergeant \$73,361; 2024 top rate will be \$77,615.

In 2025 deputies will receive a considerable increase to be comparable to surrounding counties. The 2025 to deputy rate will be \$80,325 The top rate for a sergeant in 2025 will be \$90,348.

**SHIFT DIFFERENTIAL** - Currently \$.80/hour raised to \$1.00

**LONGEVITY**

Longevity schedule was previously set up as a percentage basis up to 10% of base wages. The County will now have set amounts.

Years of Service	Annual Amount
5-9	\$850
10-14	\$2000
15-19	\$4000
20-24	\$5750
25 and beyond	\$6500

**LEAVE ACCRUALS** – Effective 1/1/2024 all employees with will receive the 2-tier additional bonus leave accrual as stated below:

Completed years of Continuous Service	Additional Annual Leave Credit (Hourly Equivalent)
5 years	5 days total
10 years	10 days total