

*Emrolled* 157-54  
PROPOSED ORDINANCE 157-55

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2  
3 RATIFICATION OF MEMORANDUM OF UNDERSTANDING WITH ACCORD  
4 REGARDING EMPLOYEE SALARY AND BENEFITS UPON  
5 CONSOLIDATION OF COUNTY DISPATCH SERVICES  
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8 WHEREAS, Waukesha County and the Association of Correctional Officers and Radio  
9 Dispatchers (ACCORD) have been engaged in collective bargaining regarding the impact of  
10 consolidated dispatch services on Radio Dispatcher employees, and  
11

12 WHEREAS, under the proposed plan for consolidated dispatch, Waukesha County will be hiring  
13 staff currently performing radio dispatch functions from communities that agree to participate in  
14 the consolidation, and  
15

16 WHEREAS, these staff will become Waukesha County employees and will be represented by  
17 ACCORD, and  
18

19 WHEREAS, it is important to provide information to communities regarding the salary and  
20 benefits that will be provided to current radio dispatchers hired by the County in order to assist  
21 these communities in making an informed decision regarding participation in the consolidation,  
22 and to assist them in providing information to affected employees, and in continuing to manage  
23 their current operations, and  
24

25 WHEREAS, the parties have reached a tentative agreement regarding the wages and benefits  
26 which will be provided to radio dispatchers upon the implementation of consolidated dispatch,  
27 subject to ratification by the Waukesha County Board of Supervisors.  
28

29 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES  
30 ORDAIN that the terms of the Memorandum of Understanding between Waukesha County and  
31 the Association of Civilian Correctional Officers and Radio Dispatchers (ACCORD) on file in  
32 the County Clerk's Office and the Division of Human Resources be adopted effective upon final  
33 approval of this ordinance.

RATIFICATION OF MEMORANDUM OF UNDERSTANDING WITH ACCORD  
REGARDING EMPLOYEE SALARY AND BENEFITS UPON  
CONSOLIDATION OF COUNTY DISPATCH SERVICES

Presented by:  
Personnel Committee

Approved by: Judiciary &  
Law Enforcement Committee

Duane E. Paulson  
Duane E. Paulson, Chair

abs  
Duane Stamsta, Chair

Donald M. Broesch  
Donald M. Broesch

Kathleen M. Cummings  
Kathleen M. Cummings

Peter G. Gundrum (NO)  
Peter Gundrum

abs  
Dawn C. Fanfelle

Jeff Morris  
Jeff Morris

abs.  
Keith P. Harendt

Carl H. Seitz  
Carl H. Seitz

Mareth K. Kipp  
Mareth K. Kipp

Robert G. Thelen II  
Robert G. Thelen II

Joseph C. LaPorte  
Joseph C. LaPorte

Matt Thomas (NO)  
Matt Thomas

David W. Swan  
David W. Swan

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: September 27, 2002, Kelly Paeger Deputy  
Patricia E. Madden, County Clerk

The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved: ✓  
Vetoed: \_\_\_\_\_

Date: 9-27-02, D. M. Finley  
Daniel M. Finley, County Executive

**Tentative Agreement on Memorandum of Understanding  
Subject to Ratification by Union and County  
8/8/02**

This memo of understanding outlines the agreement reached between Waukesha County and the Association of Civilian Correctional Officers and Radio Dispatchers (ACCORD), represented in these discussions by the Wisconsin Professional Police Association (WPPA), concerning the transition of dispatchers from communities within Waukesha County to employment with Waukesha County.

It is understood that in order to staff the new communications center Waukesha County will be hiring a number of current dispatchers from communities within Waukesha County. Individuals selected as dispatchers by Waukesha County will be covered by the terms and conditions of the labor agreement between Waukesha County and ACCORD except as outlined below:

The terms outlined in the memorandum of understanding are limited to those individuals who are currently employed as dispatchers by communities who have agreed to participate in the consolidation as of December 31, 2002. Any other dispatcher who is employed by a community that is not participating in the consolidation, or by a community who joins the consolidation after the date outlined in this paragraph will not be eligible for the transition benefits outlined below. These employees may be hired by the County but will be treated as new hires and will be subject to the terms and conditions outlined in the labor contract and County policies and procedures.

**1. Probationary Period:**

All individuals hired by Waukesha County during this transition as a Dispatcher will serve a six (6) month probationary period. The probationary period does not impact the accrual or earning of benefits. Employees who are disciplined or discharged during this probationary period will not have recourse to the grievance procedure.

**2. Fair Share:**

The County will make fair share deductions for employees commencing on the first deduction date following commencement of their employment with Waukesha County.

**3. Sick Leave:**

Individuals will be eligible to carryover to their employment with Waukesha County up to one hundred twenty (120) days of sick leave from their prior employer. Balances will be provided to the County from the individual's current employer.

**4. Vacation:**

Individuals hired by the County will be given credit for their years of service with their current employer when determining their eligibility for vacation accrual. Based on their calendar years of service employees will be placed into the vacation schedule in the labor contract. Employees will be eligible to take vacation in their second calendar year of employment with the County.

Individuals hired by the County will not be credited with any accrued and unused vacation from their current employer. The County will consider employee requests for unpaid time off during the employee's first and second calendar years of employment with the County. The approval of unpaid time off is at the discretion of the supervisor and subject to the staffing needs of the department. Employees with paid benefit time will be given preference over requests for unpaid time; except if a request for paid benefit time is received after an unpaid time off request has already been granted.

First Calendar Year

Individuals hired by the County will not have any paid vacation in their first calendar year of employment with the County. In their first calendar year of employment, individuals will be allowed to request unpaid time off equal to the number of vacation days that were paid out from their previous employer for that calendar year..

Second Calendar Year

Individuals hired by the County will be credited with a vacation balance in their second calendar year of employment based on the vacation schedule outlined in the labor agreement. This vacation balance will be reduced by the number of vacation days paid out to the individual by their previous employer for that calendar year. Individuals may request unpaid time off equal to the number of vacation days used to reduce their balance.

**5. Compensatory Time:**

No compensatory time balances will be carried forward to their employment with the County. Individuals will be eligible to earn compensatory time in accordance with the provisions in the labor agreement.

**6. Wisconsin Retirement System:**

The County will waive the obligation for employees to pay their share of the Wisconsin Retirement System contribution during their first six (6) months of employment provided they have at least six (6) months of continuous service under the WRS prior to beginning their employment with Waukesha County. If an individual has less than six months of prior employment, the County will credit the employees waiting period with an equivalent amount of time.

**7. Health, Dental, Life, Dependent Life Insurances:**

Individuals who are hired by the County will be eligible to participate in the County benefit plans. The County will waive the applicable waiting period for enrollment into the plans. Individuals will be subject to the benefit provisions provided in the plan documents and the employee costs as outlined in the labor agreement and County policies and procedures.

**8. Retirement Benefit Eligibility:**

Individuals hired by the County as a part of the transition will be given credit for their years of service with their current employer when determining eligibility for sick leave retirement payout benefits and retiree life insurance benefits with Waukesha County.

**9. Seniority:**

Individuals hired into a regular full time position will have their seniority date established based on their most recent date of hire with the community where they are currently employed if they were a full time employee. Individuals who are working or have worked part time shall accrue six (6) months seniority for each year worked part time.

If the situation arises where two employees from participating communities have the same seniority date, the individual whose name is pulled first from a hat will be considered to be more senior. If an individual hired by the County during the transition has the same seniority date as a current County dispatcher, the County employee will be considered to be more senior.

10. Uniforms:

If uniforms are required for the dispatcher positions the County will waive the six (6) month waiting period for the initial purchase of uniforms.

11. Salary Schedule:

The 2001 WAGE APPENDIX for Radio Dispatchers will be modified as outlined below. These rates of pay will be adjusted by the increases agreed to for years 2002, 2003, and 2004. The WAGE APPENDIX will be implemented on 12/27/03 for Waukesha County Dispatchers, if the County and communities proceed with the consolidation.

Radio Dispatcher	Step 1	\$1,194.44 Biweekly	\$14.93 Approx Hourly
	Step 2	1,210.40	15.13
	Step 3	1,226.40	15.33
	Step 4	1,242.40	15.53
	Step 5	1,267.20	15.84
	Step 6	1,292.80	16.16
	Step 7	1,318.40	16.48
	Step 8	1,344.80	16.81
	Step 9	1,372.00	17.15

Salary Placement and Progression Associated with the Transition:

County employees and individuals hired during the transition will be placed on the appropriate step in the range based on their skills, and time worked for the County or their previous employer as specified below:

County dispatchers and individuals hired into dispatcher positions who are not functioning independently as a call-taker, dispatcher, and Time system operator will be placed at Steps 1, 2, or 3 based on their skills and competencies.

Individuals who are functioning fully and independently will be placed at the step in the salary range based on their number of years of service as listed below:

<u>Salary Step</u>	<u>Minimum Number of Months of Work Experience</u>
Step 4	12 months
Step 5	24 months
Step 6	36 months
Step 7	48 months
Step 8	60 months
Step 9	72 months

Salary Progression for Employees After Transition and for New Hires Outside of the Transition:

Movements to Steps 2, 3 and 4 will be based on the individual demonstrating they have successfully completed the training and evaluation process for the functions of call-taking, dispatching, and time system operation. At the completion of a training segment, and after the individual has been approved and signed off by their supervisor as competent to perform a function i.e., (call-taking, dispatching, time system operation) on an independent basis, the employee will be eligible to advance to the next step of the salary range.

Merit increase to the Fifth Step: Full-time employees are eligible to receive a merit increase to the fifth step prior to or upon completion of twelve (12) months of work in the fourth step.



WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-09/25/02

NUMBER-1570057

1 K. HERRO.....AYE  
 3 D. STAMSTA.....AYE  
 5 J. MARCHESE.....AYE  
 7 J. JESKEWITZ.....  
 9 P. HAUKOHL.....AYE  
 11 K. HARENDA.....AYE  
 13 J. MORRIS.....AYE  
 15 D. SWAN.....AYE  
 17 J. BEHREND.....AYE  
 19 M. SONNENTAG.....AYE  
 21 W. KOLB.....NAY  
 23 P. PRONOLD.....AYE  
 25 K. CUMMINGS.....NAY  
 27 D. PAULSON.....NAY  
 29 M. THOMAS.....AYE  
 31 V. STROUD.....AYE  
 33 D. PAVELKO.....AYE  
 35 C. SEITZ.....AYE

2 R. THELEN.....AYE  
 4 H. CARLSON.....AYE  
 6 D. BROESCH.....AYE  
 8 J. DWYER.....AYE  
 10 S. WOLFF.....AYE  
 12 J. GRIFFIN.....AYE  
 14 J. LA PORTE.....AYE  
 16 R. MANKE.....AYE  
 18 D. FANFELLE.....AYE  
 20 M. KIPP.....AYE  
 22 G. BRUCE.....AYE  
 24 A. SILVA.....AYE  
 26 S. KLEIN.....AYE  
 28 P. JASKE.....  
 30 K. NILSON.....NAY  
 32 P. GUNDRUM.....  
 34 R. SINGERT.....NAY

TOTAL AYES-27

TOTAL NAYS-05

CARRIED\_\_\_\_\_

DEFEATED\_\_\_\_\_

UNANIMOUS\_\_\_\_\_

TOTAL VOTES-32