

Enrolled 158-4
~~PROPOSED ORDINANCE 158-4~~

RATIFICATION OF 2002-2003-2004 DEPUTY SHERIFF
COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with employees represented by the Wisconsin Professional Police Association, and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by the Wisconsin Professional Police Association be approved.

Section I. Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.
- B. Modify contract language provisions to reflect prior ratified agreements concerning the consolidation of the Deputy Sheriff I and Deputy Sheriff II classifications.
- C. Delete obsolete contract language concerning Article 7.08(B) – Educational Incentive Pay and Article 11.03(A) – Payout of Sick Leave Upon Retirement.
- D. Incorporate the previously agreed upon Memorandum of Understanding regarding compensatory time under the Fair Labor Standards Act.

Section II. Benefits

- A. Effective July 1, 2003, modify the health insurance provisions as follows:
 - 1. Change the in-network benefits by adding a deductible of \$100 single/\$300 family; with a 90%/10% coinsurance, and an out-of-pocket maximum of \$400 single/\$800 family.
 - 2. Modify the prescription drug copay from \$5 to \$10 generic/\$15 brand/\$25 out-of-formulary.
- B. Effective for 2004, the County will provide employees the opportunity to participate in a Section 125 Medical Reimbursement Plan.
- C. Effective January 2004, the County will increase the contribution to the Post Employment Health Reimbursement Plan from \$200 to \$300.
- D. Modify Article 9.01 – Clothing Allowance to provide a monthly clothing allowance effective January 1, 2003 of \$35.00 per month. Effective January 1, 2004 modify the monthly clothing allowance to \$37.50 per month and increase the initial clothing

50 allowance from \$700 to \$800 for new hires.

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52 Section III. Classification and Compensation

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54 A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates
55 of pay effective December 29, 2001.

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57 B. An across-the-board increase of two percent (2%) shall be applied to the 2002
58 rates of pay effective December 28, 2002.

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60 C. An across-the-board increase of two percent (2%) shall be applied to the 2003
61 rates of pay effective June 28, 2003.

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63 D. An across-the-board increase of two percent (2%) shall be applied to the 2003
64 rates of pay effective December 27, 2003.

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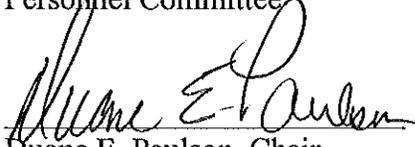
66 E. An across-the-board increase of two percent (2%) shall be applied to the 2003
67 rates of pay effective June 26, 2004.

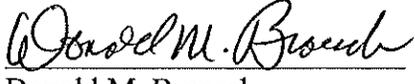
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69 F. Effective December 27, 2003 provide a new two percent (2%) step to the
70 Detective wage schedule.

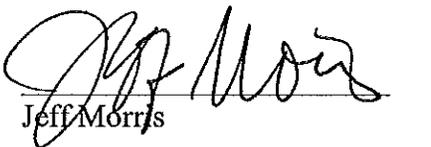
RATIFICATION OF 2002-2003-2004 DEPUTY SHERIFF
COLLECTIVE BARGAINING AGREEMENT

Presented by:
Personnel Committee

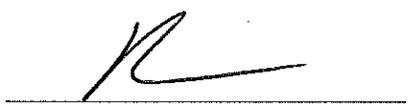

Duane E. Paulson, Chair

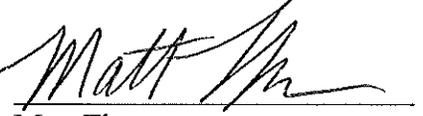

Donald M. Broesch


Peter Gundrum


Jeff Morris

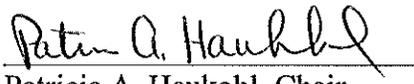

Carl H. Seitz

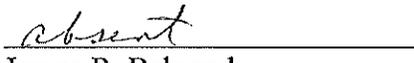

Robert G. Thelen II

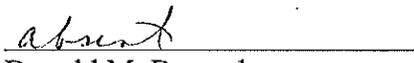

Matt Thomas

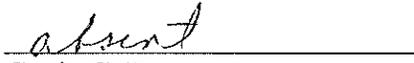
Approved by:
Finance Committee

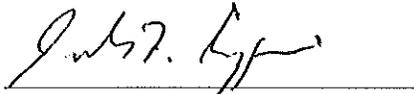

James T. Dwyer


Patricia A. Haukohl, Chair

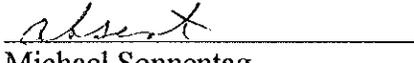

James R. Behrend


Donald M. Broesch

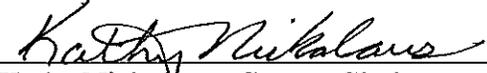

Genia C. Bruce


Joseph F. Griffin


Joe C. Marchese

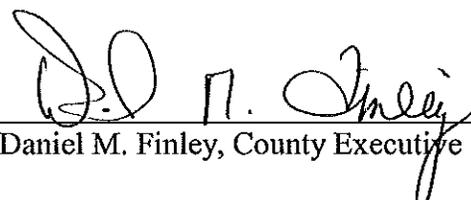

Michael Sonnentag

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

Date: April 25, 2003, 
Kathy Nickolaus, County Clerk

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

Approved:
Vetoed:

Date: 4-29-03, 
Daniel M. Finley, County Executive

FISCAL NOTE

RATIFICATION OF 2002-2003-2004 DEPUTY SHERIFF COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

Section IIA: Health Plan Based on current levels of participation, the modifications to the County's share of health plan costs would result in a savings of about \$47,700 in 2003 (based on a July 1 start) and about \$122,000 in 2004.

Section IIB: Medical Reimbursement Plan Effective in January 2004, this change would allow employees to set aside a portion of their wages to pay out of pocket health expenses on a pre-tax basis. The annual cost to the County to administer this program are expected to be offset by savings on Social Security charges.

Section IIC: VEBA (Voluntary Employee Beneficiary Association) Contribution Starting in January 2004, the County would increase the annual contribution to each regular full-time employee's post-employment health reimbursement from \$200 to \$300. Based upon the 132 employees covered, the annual cost of this change would be \$13,200 beginning in 2004.

Section IID: Uniform Allowance Based on the 132 employees covered, increasing the uniform allowance by \$2.50/month in both 2003 and 2004 would result in a total impact of \$3,960 in each year. This section also increases the initial uniform allowance for new hires from \$700 to \$800 in 2004. Assuming about six new hires per year, the annual impact would be \$600.

Section III: Classification and Compensation A 3% across-the-board increase would be made for 2002. 2% increases would be made both at the beginning and the mid-point of 2003 and 2004. In addition, a new 2% step would be added at the beginning of 2004 for the 22 Detective positions. The fiscal impact of these changes net of the items outlined in Section II is illustrated below:

	2001 Wages	2002 ATB	2002 Wages	%	2003 ATB	2003 Wages	%
Salaries	\$6,313,450	\$189,404	\$6,502,854	3.00%	\$196,386	\$6,699,240	3.02%
Retirement	\$852,316	\$25,570	\$877,886	3.00%	\$26,512	\$904,398	3.02%
Social Security	\$482,979	\$14,489	\$497,468	3.00%	\$15,024	\$512,492	3.02%
Total Section III	\$7,648,745	\$229,463	\$7,878,208	3.00%	\$237,922	\$8,116,130	3.02%
Section II Changes					-\$43,740		
Net	\$7,648,745	\$229,463	\$7,878,208	3.00%	\$194,182	\$8,072,390	2.46%

	2004 ATB	2004 New Det. Step	2004 Wages	%
Salaries	\$270,929	\$27,756	\$6,998,125	4.46%
Retirement	\$36,575	\$3,774	\$944,747	4.46%
Social Security	\$20,726	\$2,139	\$535,357	4.46%
Total Section III	\$328,230	\$33,869	\$8,478,229	4.46%
Section II Changes	-\$104,240			
Net	\$223,990	\$33,869	\$8,330,249	3.19%



 Lawrence M. Dahl
 April 2, 2003

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WAUKESHA COUNTY BOARD OF SUPERVISORS

ED 158-4

V

DATE-04/22/03

(ORD) NUMBER-1570149

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....
- 11 K. HARENDA.....AYE
- 13 J. MORRIS.....AYE
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 M. SONNENTAG.....
- 21 W. KOLB.....AYE
- 23 P. PRONOLD.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 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.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-33

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-33