

ENROLLED ORDINANCE 160-90

APPROVE CHANGES FOR NON-REPRESENTED EMPLOYEES'
SALARY AND BENEFITS IN 2006

WHEREAS it is necessary to maintain an appropriate and competitive salary and benefit system to attract and retain non-represented employees, and

WHEREAS the Clerk of Courts, County Board Chair, County Clerk, County Executive, Register of Deeds, Sheriff, Treasurer, and County Board Supervisors participate in the same health insurance program as the non-represented employees, and

WHEREAS it is important to have a health plan design which directs participants to use the in-network benefit to take full advantage of the negotiated discounts that the plan administrator has negotiated with medical providers, and,

WHEREAS the current vacation carryover policy allows all non-represented employees to carryover up to 40 hours of vacation from one calendar year to the next and up to an additional 40 hours if certain criteria have been met, and

WHEREAS it is important for employees to use their vacation each year and reasonable to expect employees to manage their vacation so that no more than 40 hours need to be carried over from one calendar to another.

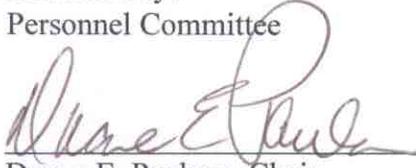
THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN the following changes in the salary and benefit structures for non-represented employees and elected officials for 2006:

- Section I Effective January 1, 2006, modify the Point-Of-Service health Plan design as follows:
- A. Increase the out-of-network deductible from \$100/\$300 to \$200/\$600.
 - B. Increase the out-of-network co-insurance percentage from 80%/20% to 70%/30%.
 - C. Increase the out-of-network co-insurance out-of-pocket maximum from \$500/\$1,000 to \$1,500/\$3,000.
- Section II Effective January 1, 2006, modify the mail order drug program by changing from a two (2) month co-pay to a two and one-half (2 1/2) month co-pay for a ninety (90) day supply.
- Section III Effective January 1, 2006, limit the non-represented employees' vacation carryover to a maximum 40 hours.
- Section IV Effective January 7, 2006, an across-the-board increase of two percent (2%) be applied to all non-represented ranges for regular full time and regular part time non-represented classifications and Weekend Registered Nurses.

- Section V Effective June 24, 2006, an across-the-board increase of one percent (1%) be applied to all non-represented ranges for regular full time and regular part time non-represented classifications and Weekend Registered Nurses.
- Section VI Effective January 7, 2006, an across-the-board increase of two and one half percent (2 ½%) be applied to non-represented seasonal classifications.
- Section VII Effective January 7, 2006, the salary ranges for Clubhouse Helper and Skateguard be adjusted as follows:
- Clubhouse Helper, 2005 rate \$7.016-\$7.2184; 2006 rate \$7.2606-\$7.5397
- Skateguard, 2005 rate \$6.8823-\$7.1472-\$7.4117-\$7.6102-\$8.2721; 2006 rate \$7.2606-\$7.5397-\$7.8189.

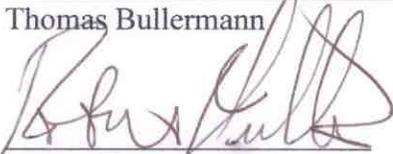
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SALARY AND BENEFITS IN 2006

Presented by:
Personnel Committee


Duane E. Paulson, Chair


Genia C. Bruce


Thomas Bullermann

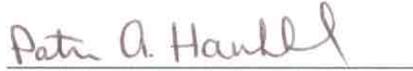

Robert Hutton

absent
Bonnie J. Morris

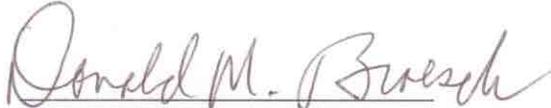

Jeff Morris


Robert G. Thelen II

Approved by:
Finance Committee


Patricia A. Haukohl, Chair


James R. Behrend


Donald M. Broesch


Genia C. Bruce

absent
Kenneth C. Herro


Joe C. Marchese

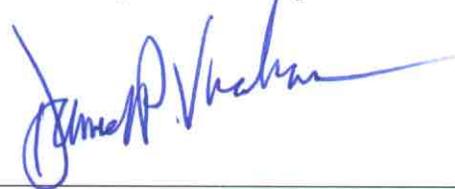
absent
Bonnie J. Morris

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

Date: 12-16-05, 
Kathy Nickolaus, County Clerk

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

Approved: _____
Vetoed: _____

Date: 12/21/05, 
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-12/13/05

(ORD) NUMBER-1600091

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 W. MITCHELL.....AYE
 21 W. KOLB.....AYE
 23 J. TORTOMASI.....AYE
 25 K. CUMMINGS.....AYE
 27 D. PAULSON.....AYE
 29 T. BULLERMANN.....
 31 V. STROUD.....AYE
 33 D. PAVELKO.....AYE
 35 C. SEITZ.....AYE

2 R. THELEN.....AYE
 4 R. HUTTON.....AYE
 6 D. BROESCH.....AYE
 8 J. DWYER.....AYE
 10 S. WOLFF.....AYE
 12 B. RONCKE.....AYE
 14 A. KALLIN.....AYE
 16 R. MANKE.....AYE
 18 B. MORRIS.....
 20 M. KIPP.....AYE
 22 G. BRUCE.....AYE
 24 B. KRAMER.....AYE
 26 S. KLEIN.....AYE
 28 P. JASKE.....AYE
 30 K. NILSON.....AYE
 32 P. GUNDRUM.....AYE
 34 R. SINGERT.....AYE

TOTAL AYES-32

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-32