

ENROLLED ORDINANCE 165-25

RATIFICATION OF THE 2010 – 2011 AFSCME MASTER
COLLECTIVE BARGAINING AGREEMENT

WHEREAS, Waukesha County engaged in collective bargaining with employees represented under the AFSCME Master Unit (Local 2494), and

WHEREAS, the parties 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 ORDAINS that the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, working conditions of employees represented by AFSCME Master Local 2494 be approved effective upon final approval.

Section I. Contract Language and Personnel Policy.

- A. Modify the collective bargaining agreement to cover the years 2010 – 2011.
- B. Update department listing for seniority purposes.
- C. Renew a Letter of Understanding for the term of the contract which provides that employees classified as Building Service Worker I and Building Service Worker II, and who have been employed prior to 01/01/1996 will not be laid off as a result of a decision by the county to subcontract custodial work in current county facilities.
- D. Modify union activities clause to provide that union representatives may be provided up to five days of unpaid leave per year to attend a Union training or meeting based on the needs of the department and the approval of the employee's supervisor.
- E. Modify the Appendix to provide that the employees classified as Building Service Workers will have their current work schedule modified from an eight hour day with two paid breaks and paid lunch to an eight hour day with two paid breaks.

Section II. Employee Benefits

- A. Effective 01/01/2011 modify the Point-of-Service Health Plan as follows:
 - i. Increase the out-of-network deductible from \$200 single/\$600 family to \$450 single/\$1350 family.
 - ii. Modify the prescription drug co pay from \$10-\$15-\$25-\$100 to \$10-\$25-\$40-\$100.

- B. Amend the funeral leave provisions to include son-in-law and daughter-in-law to the definition of the immediate family.
- C. Amend the sick leave language to include a legal ward to definition of immediate family.

Section III. Classification and Compensation

- A. An across-the-board increase of 1% will be applied to the 2009 rates of pay effective January 2, 2010.
- B. An across-the-board increase of 1.5% will be applied to the 2010 rates of pay effective January 1, 2011.

Amendment to Ordinance 165-O-035

Supervisor Paulson moved to amend Line 36 by removing “an un” so the line reads:
eight hour day with two paid breaks and paid lunch to an eight hour

Seconded by Supervisor Wolff

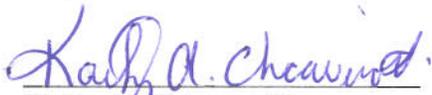
Vote on Amendment: 24-0

Vote on ordinance as amended: 21-3 (Hutton, Zaborowski and Schellinger)

RATIFICATION OF THE 2010 – 2011 AFSCME MASTER COLLECTIVE BARGAINING AGREEMENT

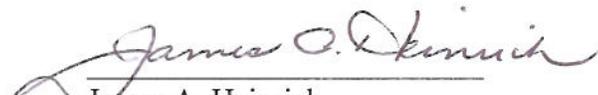
Presented by:
Personnel Committee


Duane E. Paulson, Chair


Kathy A. Chiaverotti


Paul L. Decker

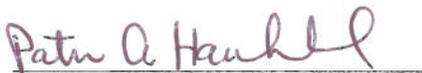

Peter Gundrum


James A. Heinrich

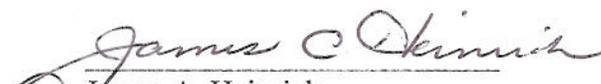
absent
Steven C. Wimmer

absent
Gilbert W. Yerke

Approved by:
Finance Committee

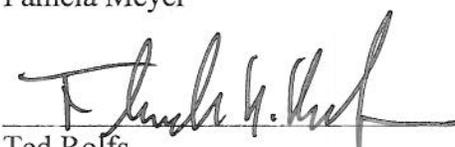

Patricia A. Haukohl, Chair


Dave Falstad


James A. Heinrich

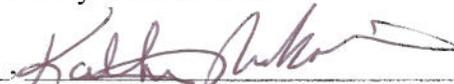
absent
Robert Hutton

absent
Pamela Meyer


Ted Roffs

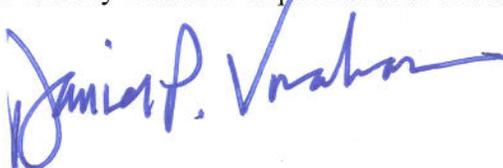
 - No -
William J. Zaborowski

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

Date: 7/30/10 
Kathy Nickolaus, County Clerk

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

Approved: x
Vetoed: _____

Date: 8-2-10 
Daniel P. Vrakas, County Executive

FISCAL NOTE

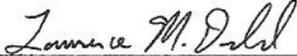
2010 - 2011 AFSCME: MASTER COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

Section IIA: Health Plan Design Effective January 1, 2011, increase the out-of-network deductible from \$200 to \$450 for single plans, and from \$600 to \$1,350 for family plans. The impact from this change is estimated to be negligible. Also effective January 1, 2011, modify the prescription drug copay from \$10-\$15-\$25-\$100 to \$10-\$25-\$40-\$100. The net savings from this change is estimated at about \$78,000 annually.

Section III Classification and Compensation A 1.0% across-the-board increase would be made effective January 2, 2010. A 1.5% across-the-board increase would be made effective January 1, 2011. The estimated fiscal impact of these changes net of the items outlined in Section II is illustrated below:

	2009 Wages	2010 Changes	2010 Wages	%	2011 Changes	2011 Wages	%
Salaries	\$15,249,562	\$152,496	\$15,402,058	1.00%	\$231,031	\$15,633,089	1.50%
Retirement	\$1,677,452	\$16,775	\$1,694,227	1.00%	\$25,413	\$1,719,640	1.50%
Social Security	\$1,166,591	\$11,666	\$1,178,257	1.00%	\$17,674	\$1,195,931	1.50%
Total Section III	\$18,093,605	\$180,937	\$18,274,542	1.00%	\$274,118	\$18,548,660	1.50%
Section II Changes					-\$78,000	-\$78,000	
Net	\$18,093,605	\$180,937	\$18,274,542	1.00%	\$196,118	\$18,470,660	1.07%



 Lawrence M. Dahl
 Accounting Services Manager

June 25, 2010
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Sup. Paulson's
Amendment

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-07/27/10 (ORD) NUMBER-1650035

- | | |
|--------------------------|-------------------------|
| 1 D. FALSTAD.....AYE | 2 T. ROLFS.....AYE |
| 3 R. HUTTON.....AYE | 4 J. DWYER.....AYE |
| 5 J. JESKEWITZ.....AYE | 6 J. BRANDTJEN.....AYE |
| 7 P. HAUKOHL.....AYE | 8 T. SCHELLINGER....AYE |
| 9 J. HEINRICH.....AYE | 10 D. SWAN.....AYE |
| 11 F. RUF.....AYE | 12 P. WOLFF.....AYE |
| 13 P. DECKER.....AYE | 14 M. INDA.....AYE |
| 15 P. MEYERS.....AYE | 16 D. PAULSON.....AYE |
| 17 J. TORTOMASI.....AYE | 18 K. CUMMINGS..... |
| 19 S. WIMMER.....AYE | 20 P. JASKE.....AYE |
| 21 W. ZABOROWSKI.....AYE | 22 P. GUNDRUM.....AYE |
| 23 K. CHIAVEROTTI....AYE | 24 W. KOLB.....AYE |
| 25 G. YERKE.....AYE | |

TOTAL AYES-24

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-24

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-07/27/10

(ORD) NUMBER-1650035

as amended

- | | |
|--------------------------|-------------------------|
| 1 D. FALSTAD.....AYE | 2 T. ROLFS.....AYE |
| 3 R. HUTTON.....NAY | 4 J. DWYER.....AYE |
| 5 J. JESKEWITZ.....AYE | 6 J. BRANDTJEN.....AYE |
| 7 P. HAUKOHL.....AYE | 8 T. SCHELLINGER....NAY |
| 9 J. HEINRICH.....AYE | 10 D. SWAN.....AYE |
| 11 F. RUF.....AYE | 12 P. WOLFF.....AYE |
| 13 P. DECKER.....AYE | 14 M. INDA.....AYE |
| 15 P. MEYERS.....AYE | 16 D. PAULSON.....AYE |
| 17 J. TORTOMASI.....AYE | 18 K. CUMMINGS..... |
| 19 S. WIMMER.....AYE | 20 P. JASKE.....AYE |
| 21 W. ZABOROWSKI.....NAY | 22 P. GUNDRUM.....AYE |
| 23 K. CHIAVEROTTI....AYE | 24 W. KOLB.....AYE |
| 25 G. YERKE.....AYE | |

TOTAL AYES-21

TOTAL NAYS-03

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-24