

ENROLLED ORDINANCE 166-65

APPROVE MODIFICATIONS TO COUNTY OVERTIME POLICY

WHEREAS, the passage of Wisconsin Act 11 and Wisconsin Act 32 changed how the County will address policies and procedures on wages, hours and other conditions of employment that were previously addressed in collective bargaining agreements, and

WHEREAS, the County has an opportunity to review and modify certain policies and procedures, and

WHEREAS, the current overtime provisions are not consistent across the bargaining units, and

WHEREAS, modifications to the overtime policies will enable departments to better manage their overtime costs.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that the overtime policy detailed below is adopted.

- I. Effective November 19, 2011 the overtime policy outlined in Section III will apply to Non-represented employees eligible for overtime and employees represented by AFSCME Local 902 – Social Workers, AFSCME Local 2494-Public Health Nurses, AFSCME 1365-Park Maintenance Workers, and Teamsters Local 200-Highway Operations and Central Fleet.
- II. Effective January 1, 2012 the overtime policy in Section III will apply to all employees represented by AFSCME Local 2494 – Master Unit, except for Juvenile Center Workers.
- III. Overtime Policy
 - a. Department management will determine an employee's work schedule and may modify and adjust the work schedule to meet the needs of the department. Employees may be required to adjust their work schedule to avoid the payment of overtime.
 - b. Employees will be paid time and one-half (1-1/2x) for all hours worked in excess of forty (40) hours in a workweek. For employees classified as Psychiatric Technicians, employees will be paid time and one half (1-1/2x) for all hours worked in excess of eighty (80) hours in a pay period or over eight (8) hours in a day. All time paid for will be considered as hours worked.
 - c. In lieu of overtime pay, employees may request compensatory time. The supervisor will make the determination if the employee will receive overtime pay or may accrue compensatory time. Employees may accrue up to 36 hours of compensatory time (24 hours at 1-1/2x). Any overtime worked beyond the 36 hour threshold is paid out as overtime pay. Compensatory time that is accrued and unused will be paid out in the last paycheck of the year.
 - d. Employees who work overtime and also use sick leave in the same workweek are required to adjust their work schedule, thereby avoiding the use of sick leave and overtime.

- e. Employees who are called in to work at a time other than their scheduled starting time will be paid at least two (2) hours of pay at time and one half. This provision does not apply to employees who are scheduled to start work early and continue into their scheduled work hours. This also does not apply to employees who work beyond their scheduled work hours.

APPROVE MODIFICATIONS TO COUNTY OVERTIME POLICY

Presented by:
Personnel Committee


Duane E. Paulson, Chair

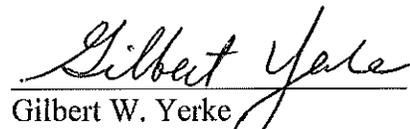

Paul L. Decker


Daniel J. Draeger

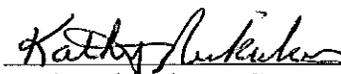

Peter Gundrum


James A. Heinrich


Steven C. Wimmer

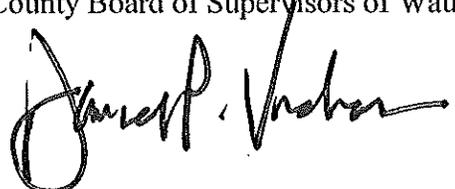

Gilbert W. Yerke

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

Date: October 28, 2011, 
Kathy Nickolaus, County Clerk

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

Approved: _____
Vetoed: _____

Date: 10-31-11, 
Daniel P. Vrakas, County Executive

FISCAL NOTE
OVERTIME POLICY

This ordinance consolidates the various overtime rules previously addressed in collective bargaining agreements into a single policy for the entire County. While it is anticipated this policy will result in cost savings since it accommodates better management of overtime, the estimated amount cannot be determined at this time.



Lawrence M. Dahl
Accounting Services Manager
LMD
08/30/2011

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-10/25/11

(ORD) NUMBER-1660064

- 1 D. FALSTAD.....AYE
- 3 R. HUTTON.....AYE
- 5 J. JESKEWITZ.....AYE
- 7 P. HAUKOHL.....AYE
- 9 J. HEINRICH.....AYE
- 11 F. RUF.....AYE
- 13 P. DECKER.....AYE
- 15 P. MEYERS.....AYE
- 17 J. TORTOMASI.....AYE
- 19 S. WIMMER.....AYE
- 21 W. ZABOROWSKI.....AYE
- 23 D. DRAEGER.....AYE
- 25 G. YERKE.....

- 2 T. ROLFS.....
- 4 J. DWYER.....AYE
- 6 J. BRANDTJEN.....AYE
- 8 T. SCHELLINGER....AYE
- 10 D. SWAN.....AYE
- 12 P. WOLFF.....AYE
- 14 M. INDA.....AYE
- 16 D. PAULSON.....AYE
- 18 K. CUMMINGS.....AYE
- 20 P. JASKE.....AYE
- 22 P. GUNDRUM.....AYE
- 24 W. KOLB.....AYE

TOTAL AYES-23

TOTAL NAYS-00

CARRIED_____

DEFEATED_____

UNANIMOUS X

TOTAL VOTES-23