

ENROLLED ORDINANCE 167-86

RATIFICATION OF 2013-2015 WISCONSIN PROFESSIONAL POLICE  
ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with employees represented under the Wisconsin Professional Police Association (WPPA), and

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

WHEREAS State statutes require non-represented protective service employees be subject to the same pension contribution rates as negotiated with the union.

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, and working conditions of employees represented by the Wisconsin Professional Police Association be approved following adoption of this ordinance:

Section I: Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the year 2013 – 2015.
- B. Renew Letter of Attachment outlining accrual and use of compensatory time under the Fair Labor Standards Act.
- C. Modify time periods within the grievance procedure from 10 to 15 calendar days.
- D. Delete Longevity Pay provisions which are no longer applicable.

Section II: Employee Benefits

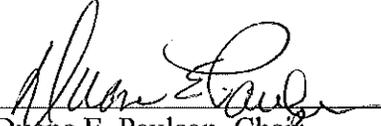
- A. Adjust compensatory time off accrual maximums by decreasing the regular compensatory time maximum from 52 to 48 hours and by increasing the Fair Labor Standards Act compensatory time maximum from 36 to 40 hours.
- B. Wisconsin Retirement System Contributions: Commence employee contributions toward the pension as follows:
  - Effective 12/29/2012 – Employees will contribute 3%
  - Effective 12/28/2013 – Employees will contribute 5%
  - Effective 12/27/2014 – Employees will contribute the same percentage as statutorily required for employees in the General Pension category.
- C. Increase annual uniform allowance by \$50 effective 1/1/2013.

Section III: Classification and Compensation

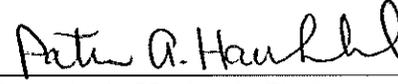
- A. An across the board increase of one and a half percent (1.5%) will be applied to the 2012 rates of pay effective December 29, 2012.
- B. An across-the-board increase of one percent (1%) will be applied to the 2013 rates of pay effective June 29, 2013.
- C. An across the board increase of two and one half percent (2.5%) will be applied to the 2013 rates of pay effective December 28, 2013.
- D. An across the board increase of two and one quarter percent (2.25%) will be applied to the 2014 rates effective December 27, 2014.

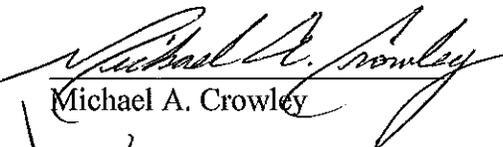
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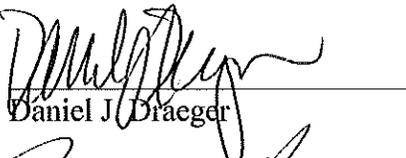
Presented by:  
Personnel Committee

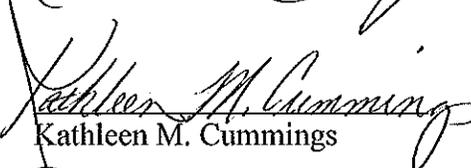
  
Duane E. Paulson, Chair

Approved by:  
Finance Committee

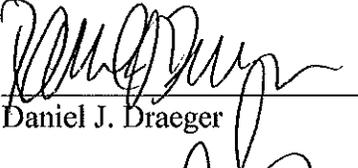
  
Patricia A. Haukohl, Chair

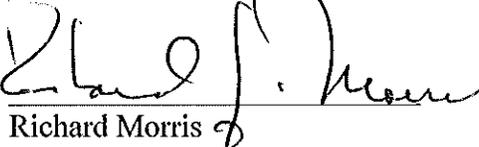
  
Michael A. Crowley

  
Daniel J. Draeger

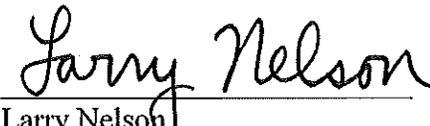
  
Kathleen M. Cummings

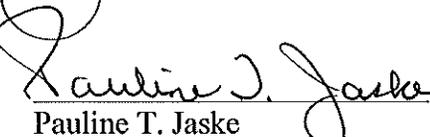
  
Pamela Meyer

  
Daniel J. Draeger

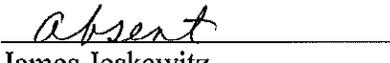
  
Richard Morris

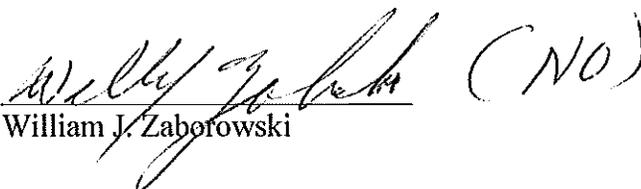
  
Jennifer A. Grant

  
Larry Nelson

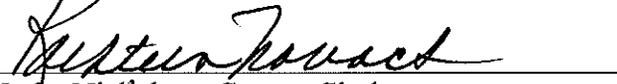
  
Pauline T. Jaske

  
Cathleen A. Slattery

  
James Jeskewitz

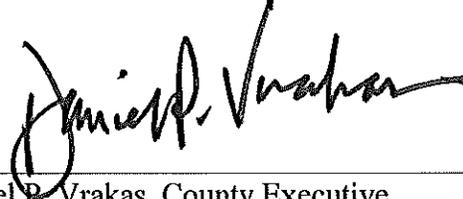
  
William J. Zaborowski (NO)

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

Date: 2/26/2013,   
Kathy Nikolaus, County Clerk  
  
KATHLEEN NOVACK

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

Approved: X  
Vetoed: \_\_\_\_\_

Date: 3-11-13,   
Daniel P. Vrakas, County Executive

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- A. An across the board increase of one and a half percent (1.5%) will be applied to the 2012 rates of pay effective December 29, 2012.
- B. An across-the-board increase of one percent (1%) will be applied to the 2013 rates of pay effective June 29, 2013.
- C. An across the board increase of two and one half percent (2.5%) will be applied to the 2013 rates of pay effective December 28, 2013.
- D. An across the board increase of two and one quarter percent (2.25%) will be applied to the 2014 rates effective December 27, 2014.

**FISCAL NOTE**

**RATIFICATION OF 2013-2015 WISCONSIN PROFESSIONAL POLICE ASSOCIATION  
COLLECTIVE BARGAINING AGREEMENT**

Sections of the Ordinance with fiscal implications include the following:

**Section IIB: Employee Retirement Contribution** Effective December 29, 2012 employees will contribute 3% of wages to the Wisconsin Retirement System. The contribution increases to 5% of wages effective December 28, 2013. Effective December 27, 2014 employees will contribute the same percentage as required by statute for the General Employee category within the Wisconsin Retirement System (currently 6.65%). Under Wisconsin Act 32, employees hired after July 1, 2011 are required to contribute at the general employee rate. While not specifically a part of this ordinance, the impact of the law is included below.

**Section IIC: Uniform Allowance** Effective January 1, 2013, the annual uniform allowance is increased by \$50.

**Section III: Classification and Compensation** A 1.5% across-the-board (ATB) increase would be made effective December 29, 2012, followed by a 1% increase on June 29, 2013. A 2.5% across-the-board increase would be made effective December 28, 2013. A 2.25% across-the-board increase would be made effective December 27, 2014. The fiscal impact of these changes net of the items outlined in Section II is illustrated below.

	2012 Wages & Benefits Base	2013 ATB & Benefits Changes	2013 Wages & Benefits	%	2014 ATB & Benefit Changes	2014 Wages & Benefits	%
Salaries	\$9,371,386	\$188,131	\$9,559,517	2.01%	\$287,024	\$9,846,541	3.00%
Retirement	\$1,761,820	\$36,369	\$1,797,189	2.01%	\$53,961	\$1,851,150	3.00%
Social Security	\$716,911	\$14,392	\$731,303	2.01%	\$21,957	\$753,260	3.00%
Total Section III	\$11,850,117	\$237,892	\$12,088,009	2.01%	\$362,942	\$12,450,951	3.00%
Emp. Retirement Contribution		-\$270,192	-\$270,192		-\$193,654	-\$463,846	
Wis. Act 32	-\$36,052	-\$724	-\$36,776		-\$1,104	-\$37,880	
Uniform Allowance		\$6,750	\$6,750			\$6,750	
Net	\$11,814,065	-\$26,274	\$11,787,791	-0.22%	\$168,184	\$11,955,975	1.43%

	2015 ATB & Benefit Changes	2015 Wages & Benefits	%
Salaries	\$221,547	\$10,068,088	2.25%
Retirement	\$41,651	\$1,892,801	2.25%
Social Security	\$16,948	\$770,208	2.25%
Total Section III	\$280,146	\$12,731,097	2.25%
Emp. Retirement Contribution	-\$166,950	-\$630,796	
Wis. Act 32	-\$852	-\$38,732	
Uniform Allowance		\$6,750	
Net	\$112,344	\$12,068,319	0.94%

The 2013 Adopted Budget included sufficient funding for the 2013 changes. The 2014 and 2015 changes will be built into the proposed 2014 and 2015 budgets.

*Lawrence M. Dahl*

Lawrence M. Dahl

February 1, 2013

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WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-02/26/13

(ORD)

NUMBER-1670086

1 C. SLATTERY.....AYE  
 3 R. MORRIS.....AYE  
 5 J. BRANDTJEN.....AYE  
 7 J. GRANT.....AYE  
 9 J. HEINRICH.....AYE  
 11 F. RUF.....  
 13 P. DECKER.....AYE  
 15 W. KOLB.....AYE  
 17 D. PAULSON.....AYE  
 19 C. CUMMINGS.....  
 21 W. ZABOROWSKI.....NAY  
 23 K. HAMMITT.....AYE  
 25 G. YERKE.....

2 D. FALSTAD.....AYE  
 4 J. BATZKO.....AYE  
 6 J. JESKEWITZ.....AYE  
 8 P. HAUKOHL.....AYE  
 10 D. SWAN.....AYE  
 12 P. WOLFF.....AYE  
 14 P. MEYER.....  
 16 M. CROWLEY.....AYE  
 18 L. NELSON.....AYE  
 20 T. SCHELLINGER....NAY  
 22 P. JASKE.....AYE  
 24 D. DRAEGER.....AYE

TOTAL AYES-19

TOTAL NAYS-02

CARRIED X

DEFEATED \_\_\_\_\_

UNANIMOUS -

TOTAL VOTES-21