

ENROLLED ORDINANCE 170-113

RATIFICATION OF 2016 - 2017 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, following mediation, 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 ORDAINS that the following recommendations of the Human Resources 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 2016 – 2017.
- B. Renew Letter of Attachment outlining accrual and use of compensatory time under the Fair Labor Standards Act.

Section II: Employee Benefits

- A. Wisconsin Retirement System: Delete language on the phase in of employee pension contributions and provide language to reflect that employees are contributing the full employee share of the general employee pension category.
- B. Health Insurance: Increase the employee contribution toward health insurance as follows:
 - Effective 7/1/2016 – Increase the employee share from 10% to 13%
 - Effective 1/1/2017 – Increase the employee share from 13% to 15%
- C. Increase annual uniform allowance by \$50 effective 1/1/2017

Section III: Classification and Compensation

- A. An across-the-board increase of one percent (1.0%) will be applied to the 2015 rates of pay effective December 26, 2015
- B. An across-the-board increase of one percent (1.0%) will be applied to the 2016 rates of pay effective June 25, 2016.
- C. An across-the-board increase of one percent (1.0%) will be applied to the 2016 rates of pay effective January 7, 2017

D. An across-the-board increase of one point five percent (1.5%) will be applied to the 2017 rates effective July 8, 2017

FISCAL NOTE

RATIFICATION OF 2016-2017 WISCONSIN PROFESSIONAL POLICE ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

Classification and Compensation

This ordinance authorizes in 2016 for all employees represented by the Wisconsin Professional Police Association (WPPA) a 1.0% across-the-board (ATB) increase effective December 26, 2015 and a 1.0% increase effective June 25, 2016. In 2017, a 1.0% increase would be effective January 7, 2017, and a 1.5% increase would be effective July 8, 2017.

The fiscal impact of the across-the-board increases net of benefit changes * is illustrated below:

	2015 Wages & Benefits Base	2016 ATB Changes	2016 Wages & Benefits	%	2017 ATB Changes	%
Salaries	\$10,355,741	\$155,853	\$10,511,594	1.50%	\$238,483	2.27%
Retirement	\$982,760	\$14,790	\$997,550	1.50%	\$22,632	2.27%
Social Security	\$792,214	\$11,922	\$804,136	1.50%	\$18,244	2.27%
Total	\$12,130,715	\$182,565	\$12,313,280	1.50%	\$279,359	2.27%
Pension Rate Changes **		-\$14,498				
Health Plan Changes		-\$25,944			-\$36,912	
Uniform Allowance					\$7,150	
Total Net of Changes	\$12,130,715	\$142,123	\$12,272,838	1.17%	\$249,597	2.03%

**The required County contribution to the Wisconsin Retirement System (WRS) declined from 9.63% in 2015 to 9.49% in 2016 for protective category employees. This ordinance does not affect that change.

***Employee Benefits**

This ordinance modifies the health insurance premium cost sharing provision to provide that the WPPA employee contribution will increase from 10% to 13% effective July 1, 2016. It further increases the employee contribution from 13% to 15% effective January 1, 2017. Based on current enrollments, the annual savings to the County resulting from those changes is estimated at \$25,944 in 2016 and \$36,912 in 2017. Effective January 1, 2017, the ordinance authorizes a \$50 annual increase to the uniform allowance, for an estimated cost of \$7,150 in 2017.

The annual net impact of all the provisions of the ordinance is estimated at \$142,123 for 2016 and \$249,597 for 2017. The 2016 Adopted Budget included sufficient funding for these changes.

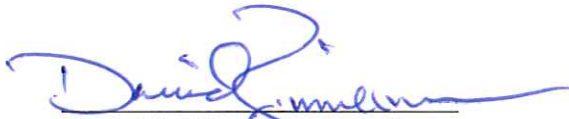
Lawrence M. Dahl


Lawrence M. Dahl
Accounting Services Manager


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ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

Presented by:
Human Resources Committee

Approved by:
Finance Committee



David D. Zimmermann, Chair

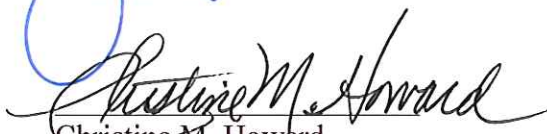

James A. Heinrich, Chair


Michael A. Crowley


Eric Highum

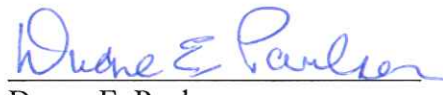

Jennifer Grant


Richard Morris


Christine M. Howard



Larry Nelson


William Mitchell


Duane E. Paulson


Larry Nelson


Steve Whittow


Jeremy Walz


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: 4/12/16, 
Kathleen Novack, County Clerk

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

Approved: X
Vetoed: _____

Date: 4/14/16, 
Paul Farrow, County Executive

V

DATE-04/12/16

(ORD) NUMBER-1700116

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

- 2 D. Zimmermann.....AYE
- 4 J. BATZKO.....AYE
- 6 J. WALZ.....AYE
- 8 E. HIGHUM.....AYE
- 10 D. SWAN.....AYE
- 12 P. WOLFF.....AYE
- 14 C. PETTIS.....AYE
- 16 M. CROWLEY.....AYE
- 18 L. NELSON.....AYE
- 20 T. SCHELLINGER.....AYE
- 22 P. JASKE.....AYE
- 24 S. WHITTOW.....AYE

TOTAL AYES-24

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-24