

ENROLLED ORDINANCE 172-067

RATIFICATION OF 2018- 2019 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.

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 years 2018– 2019.
- B. Renew Letter of Attachment outlining accrual and use of compensatory time under the Fair Labor Standards Act.
- C. Renew the Letter of Understanding that allows for vacation and sick leave to be provided to newly hired Deputy Sheriffs who meet certain experience and certification requirements.
- D. Amend vacation policy to allow employees to carryover up to forty (40) hours of earned and unused vacation into the subsequent calendar year.

Section II: Classification and Compensation

- A. Modify the Deputy Sheriff salary range by eliminating the first step of the salary range effective January 6, 2018.
- B. Eliminate the Associate Degree or 60 credit to B.S Educational Incentive Tier for Deputy Sheriff and Detective for all new hires effective January 1, 2018.
- C. An across-the-board increase of one percent (1.0%) will be applied to the 2017 rates of pay effective January 6, 2018.
- D. An across-the-board increase of one point two-five percent (1.25%) will be applied to the 2018 rates of pay effective July 7, 2018.
- E. An across-the-board increase of one point two-five percent (1.25%) will be applied to the 2018 rates of pay effective January 5, 2019.
- F. An across-the-board increase of one percent (1.0%) will be applied to the 2019 rates effective July 6, 2019.

FISCAL NOTE

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Sections of the Ordinance with fiscal implications include the following:

Classification and Compensation

This ordinance authorizes in 2018 for all employees represented by the Wisconsin Professional Police Association (WPPA) a 1.0% across-the-board (ATB) increase effective January 6, 2018 and a 1.25% increase effective July 7, 2018. In 2019, a 1.25% increase would be effective January 5, 2019, and a 1.0% increase would be effective July 6, 2019. In addition, the first wage step for Deputy Sheriff positions would be eliminated effective January 7, 2018, and any employees at that step would be moved to what is currently the second step.

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

	2017 Wages & Benefits Base	Eliminate First Step	2018 ATB Changes	2018 Wages & Benefits	%
Salaries	\$10,831,256	\$22,715	\$176,685	\$11,030,656	1.84%
Retirement	\$1,158,944	\$2,431	\$18,905	\$1,180,280	1.84%
Social Security	\$828,591	\$1,738	\$13,515	\$843,844	1.84%
Total	\$12,818,791	\$26,884	\$209,105	\$13,054,780	1.84%

	2018 Wages & Benefits	2019 ATB Changes	2019 Wages & Benefits	%
Salaries	\$11,030,656	\$249,444	\$11,280,100	2.26%
Retirement	\$1,180,280	\$26,691	\$1,206,971	2.26%
Social Security	\$843,844	\$19,082	\$862,926	2.26%
Total	\$13,054,780	\$295,217	\$13,349,997	2.26%

Other Policy Changes

This ordinance eliminates the Associate Degree or 60 credit to B.S. Degree Incentive Tier for all new hires beginning on January 1, 2018. It also authorizes a change to the vacation policy that allows employees to carry over up to forty hours of unused vacation time into the next year. Both changes are estimated to have minimal fiscal impact.

The annual net impact of all the provisions of the ordinance is estimated at \$235,989 for 2018 and \$295,217 for 2019. The 2018 Adopted Budget included sufficient funding for these changes.

Lawrence M. Dahl


Lawrence M. Dahl
Accounting Services Manager

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Presented by:
Human Resources Committee


Larry Nelson, Chair


Jim Batzko


Michael A. Crowley



Jennifer Grant


Thomas A. Michalski


William Mitchell



Jeremy Walz


Approved by:
Finance Committee


James A. Heinrich, Chair

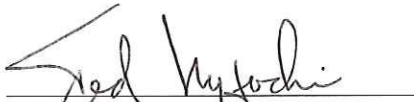

Timothy Dondlinger


Thomas A. Michalski


Richard Morris


Duane E. Paulson


Steve Whittow


Ted Wysocki

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

Date: 12/19/17, 
Kathleen Novack, County Clerk

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

Approved: X
Vetoed: _____

Date: 12-27-17, 
Paul Farrow, County Executive

D1 - Kolb	AYE	D14 - Wood	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	AYE
D3 - Morris	AYE	D16 - Crowley	AYE
D4 - Batzko	AYE	D17 - Paulson	AYE
D5 - Dondlinger	AYE	D18 - Nelson	(M) AYE
D6 - Walz	(2) AYE	D19 - Cummings	Absent
D7 - Grant	AYE	D20 - Schellinger	AYE
D8 - Michalski	AYE	D21 - Zaborowski	AYE
D9 - Heinrich	AYE	D22 - Wysocki	Absent
D10 - Swan	AYE	D23 - Hammitt	AYE
D11 - Howard	AYE	D24 - Whittow	Absent
D12 - Wolff	AYE	D25 - Johnson	Absent
D13 - Decker	AYE		

172-0-068

Passed (21 Y - 0 N - 4 Absent)

Majority Vote

