

Enrolled 157-77  
~~PROPOSED ORDINANCE 157-79~~

2003 NON-REPRESENTED EMPLOYEE, ELECTED OFFICIAL, AND RETIREE  
BENEFITS AND NON-REPRESENTED EMPLOYEE SALARIES

WHEREAS it is necessary to maintain an appropriate and competitive salary and benefit system to attract and retain non-represented employees, and

WHEREAS escalating health care costs are creating a financial burden on plan sponsors which can best be addressed through plan design changes, and

WHEREAS specific plan benefit modifications can serve to assist in containing future cost increases, and

WHEREAS the Clerk of Courts, County Board Chair, County Clerk, County Executive, Register of Deeds, Sheriff, Treasurer, and County Board Supervisors participate in the same health insurance plan design as the non-represented employees, and

WHEREAS it is desirable to modify the retiree health insurance plan to be consistent with the non-represented employee and elected official plan design.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES  
ORDAIN, the following changes in the salary and benefit structures for 2003:

Section I: Effective January 1, 2003, modify the Point-Of-Service health plan benefits for non-represented employees, full-time Elected Officials and County Board Supervisors as follows:

A. Include a \$100 individual/\$300 family annual deductible for in-network services.

B. Include a 90%/10% coinsurance for in-network services with an out-of-pocket coinsurance maximum of \$400 individual/\$800 family. This benefit is exclusive of prescription drug benefits and behavioral health benefits.

C. Eliminate the \$10 physician office visit physician and chiropractic office visit co-payment.

Section II: Effective January 1, 2003, modify the Point-Of-Service health plan benefits for retirees as follows:

A. Include a \$100 individual/\$300 family annual deductible for in-network services.

B. Include a 90%/10% coinsurance for in-network services with an out-of-pocket coinsurance maximum of \$400 individual/\$800 family. This benefit is exclusive of prescription drug benefits and behavioral health

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benefits.

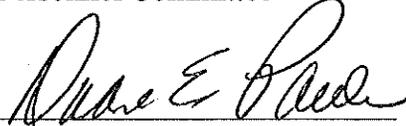
- C. Modify the prescription drug co-payment for retirees from \$5 generic/\$10 brand name/\$25 non-formulary to \$10 generic/\$15 brand name/\$25 non-formulary.
- D. Include hospital and surgical services under the out-of-network 80%/20% co-insurance and \$100/\$300 deductible provisions for the out-of-area retiree plan.
- E. Eliminate the \$10 physician office visit physician and chiropractic office visit co-payment.

Section III: Effective December 28, 2002, the following modifications will be made to the non-represented employee compensation systems.

- A. An across-the-board increase of three percent (3%) will be applied to Step Ranges 1 through 8, and IS-Range 1.
- B. An across-the-board increase of two point eight percent (2.8%) will be applied to Step Ranges 9 through 10, Open Ranges 9 through 16, and IS Ranges 2 through 16.
- C. An across-the-board increase of two point five percent (2.5%) will be applied to Open Ranges 18 through 23.
- D. Provide an annual fifty dollar (\$50) employer contribution into the Section 125 Health Care Reimbursement Account for all regular full-time and regular part-time non-represented employees and all full-time elected official.

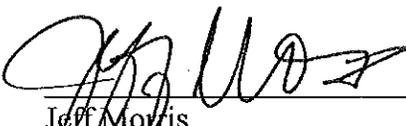
2003 NON-REPRESENTED EMPLOYEE, ELECTED OFFICIAL, AND RETIREE BENEFITS  
AND NON-REPRESENTED EMPLOYEE SALARIES

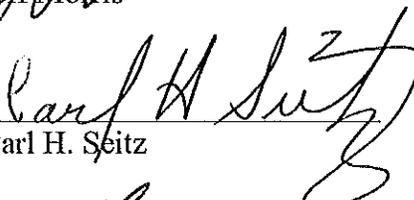
Presented by:  
Personnel Committee

  
Duane E. Paulson, Chair

absent  
Donald M. Broesch

  
Peter Gundrum

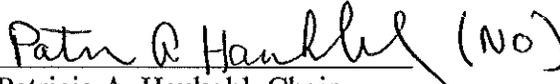
  
Jeff Morris

  
Carl H. Seitz

  
Robert G. Thelen II

  
Matt Thomas

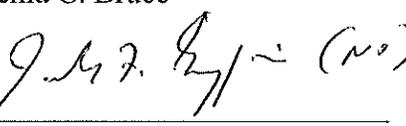
Approved by:  
Finance Committee

 (NO)  
Patricia A. Haukohl, Chair

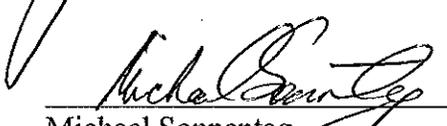
 (NO)  
James R. Behrend

absent  
Donald M. Broesch

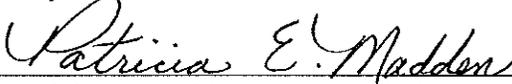
 (NO)  
Genia C. Bruce

 (NO)  
Joseph F. Griffin

 (NO)  
Joe C. Marchese

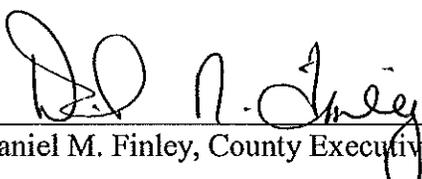
  
Michael Sonnentag

The foregoing legislation adopted <sup>as amended</sup> by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: November 15, 2002,   
Patricia E. Madden, County Clerk

The foregoing legislation adopted <sup>as amended</sup> by the County Board of Supervisors of Waukesha County, Wisconsin, is hereby:

Approved:   
Vetoed:

Date: 11-18-02,   
Daniel M. Finley, County Executive

Ordinance 157-O-081

Supervisor Haukohl moved to amend as follows:

In the Ordained paragraph delete D in Section III and insert the following:

- D. Provide a salary adjustment of ten cents (\$.10) per hour to be applied to Step Ranges 1 through 8 and IS Range 1.
- E. Provide a salary adjustment of five cents (\$.05) per hour to be applied to Step Ranges 9 through 10, Open Ranges 9 through 10 and IS Range 2.
- F. Provide an annual One Hundred Dollar (\$100.00) employer contribution into the Section 125 Health Care Reimbursement Account for all regular fulltime and regular parttime non-represented employees and all fulltime elected official.

Seconded by Supervisor Bruce

Adopted 29 - 5

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-11/12/02

(ORD) NUMBER-1570081

*as amended*

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....
- 13 J. MORRIS.....NAY
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 M. SONNENTAG.....NAY
- 21 W. KOLB.....AYE
- 23 P. PRONOLD.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 M. THOMAS.....NAY
- 31 V. STROUD.....AYE
- 33 D. PAVELKO.....AYE
- 35 C. SEITZ.....AYE

- 2 R. THELEN.....AYE
- 4 H. CARLSON.....AYE
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....AYE
- 10 S. WOLFF.....AYE
- 12 J. GRIFFIN.....AYE
- 14 J. LA PORTE.....AYE
- 16 R. MANKE.....AYE
- 18 D. FANFELLE.....AYE
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....AYE
- 24 A. SILVA.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....NAY
- 34 R. SINGERT.....NAY

TOTAL AYES-29

TOTAL NAYS-05

CARRIED X  
*as amended*

DEFEATED \_\_\_\_\_

UNANIMOUS \_\_\_\_\_

TOTAL VOTES-34