

*Enrolled* 158-5  
~~PROPOSED ORDINANCE 158-5~~

RATIFICATION OF 2002-2003-2004 HIGHWAY  
COLLECTIVE BARGAINING AGREEMENT

1  
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6  
7 WHEREAS Waukesha County has engaged in collective bargaining with employees represented  
8 by Teamster's Local 200, and

9  
10 WHEREAS the parties have reached a tentative agreement, subject to the ratification by the  
11 Waukesha County Board of Supervisors.

12  
13 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES  
14 ORDAIN that the following recommendations of the Personnel Committee and accompanying  
15 changes in wages, hours, and working conditions of employees represented by Teamsters Local  
16 200 be approved.

17  
18 SECTION I. Contract Language and Personnel Policy

19  
20 A. Modify the collective bargaining agreement to cover the years 2002-2003-  
21 2004.

22  
23 B. Change references from Transportation Department and Highway  
24 Department to Department of Public Works.

25  
26 C. Delete language on shift selection preferences.

27  
28 D. Modify compensatory time language to provide that employees may  
29 request a pay out accrued but unpaid compensatory time by April 30<sup>th</sup> of the  
30 calendar year.

31  
32 E. Effective upon ratification amend mileage reimbursement to provide that  
33 the reimbursement level will be made at the level established by the IRS.  
34 Modify car pool incentive to provide the following: three (3) people in a  
35 vehicle fifteen cents (15¢) per mile; four to five (4-5) people in a vehicle  
36 twenty-five cents (25¢) per mile; six plus (6+) people in a vehicle thirty-five  
37 cents (35¢) per mile.

38  
39 SECTION II. Benefits

40  
41 A. Effective January 1, 2004, the County will provide a Post Employment  
42 Health Reimbursement Plan (VEBA) to regular full-time employees. The  
43 County will contribute \$200 annually for each eligible employee.

44  
45 B. Effective January 1, 2004, amend the sick leave payout provisions upon  
46 retirement to provide for a County contribution into the Post Employment  
47 Health Reimbursement Plan equivalent to the value of sixty-five percent  
48 (65%) of their unused sick leave when an eligible employee retires.

50 C. Effective January 1, 2004, the County will provide a Long Term Disability  
51  
52 Insurance Plan to regular full-time employees following the completion of six  
53 (6) months of employment.

54  
55 D. Effective January 1, 2004, the County will provide employees the  
56 opportunity to participate in the Section 125 Medical Reimbursement Plan.

57  
58 E. Effective January 1, 2004, modify the CompCare HMO health insurance  
59 plan. Plan modifications as follows:

- 60 1. Life time maximum 2 million
- 61 2. Emergency room copay - \$25 life threatening; \$50 urgent care
- 62 3. Office visit \$10
- 63 4. Inpatient copay \$50 per day, maximum \$250 per occurrence
- 64 5. Medical equipment copay \$25
- 65 6. Skilled home care copay \$10
- 66 7. Drug copay \$10 generic/\$20 brand/\$30 out-of-formulary

67  
68  
69 F. Modify the Point-Of-Service health insurance plan as follows:

- 70 1. Effective July 1, 2003, change the prescription drug co-pay to \$10  
71 generic/\$15 brand/\$25 out-of-formulary.
- 72 2. Effective January 1, 2004, modify the in-network benefit plan to  
73 provide as follows: 90%/10% coinsurance; \$100 single/\$300 family  
74 deductible; \$400 single/\$800 family out-of-pocket co-insurance  
75 maximum.  
76

77  
78 SECTION III. Classification and Compensation

79  
80 A. Across-the-board increase of three percent (3%) shall be applied to the  
81 2001 rates of pay effective December 29, 2001.

82  
83 B. An across-the-board increase of three percent (3%) shall be applied to the  
84 2002 rates of pay effective December 28, 2002.

85  
86 C. A wage adjustment of ten cents (10¢) per hour shall be applied to all  
87 classifications effective June 28, 2003 after the across the board increase.

88  
89 D. A wage adjustment of twenty-five cents (25¢) per hour shall be applied to  
90 all classifications effective December 27, 2003 after the across the board  
91 increase.

92  
93 E. An across-the-board increase of three percent (3%) shall be applied to the  
94 2003 rates of pay effective December 27, 2003.

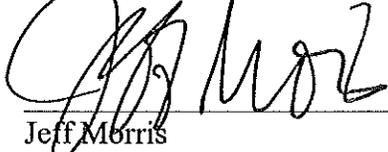
RATIFICATION OF 2002-2003-2004 HIGHWAY  
COLLECTIVE BARGAINING AGREEMENT

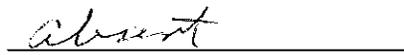
Presented by:  
Personnel Committee

  
Duane E. Paulson, Chair

  
Donald M. Broesch

  
Peter Gundrum

  
Jeff Morris

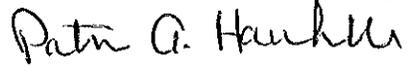
  
Carl H. Seitz

  
Robert G. Thelen II

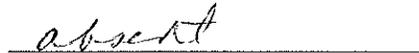
  
Matt Thomas

Approved by:  
Finance Committee

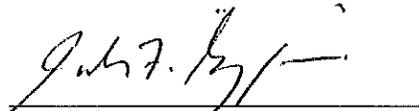
  
James T. Dwyer

  
Patricia A. Haukohl, Chair

  
James R. Behrend

  
Donald M. Broesch

  
Genia C. Bruce

  
Joseph F. Griffin

  
Joe C. Marchese

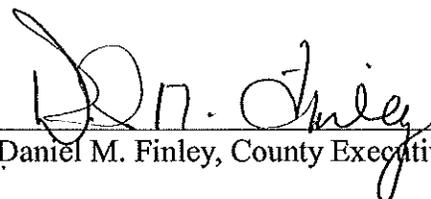
  
Michael Sonnentag

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

Date: April 25, 2003,   
Kathy Nickolaus, County Clerk

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

Approved:   
Vetoed:

Date: 4-29-03,   
Daniel M. Finley, County Executive

## FISCAL NOTE

### RATIFICATION OF 2002-2003-2004 HIGHWAY COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

**Section IIA: VEBA (Voluntary Employee Beneficiary Association) Contribution** Starting in 2004, the County would begin contributing \$200 annually into a post-employment health reimbursement plan for each regular full-time employee. Based upon the 84 employees covered, the annual cost of this change would be \$16,800 beginning in 2004.

**Section IIB: Sick Leave** The current contract allows retiring employees to be paid 50% of the value of their accrued sick leave upon termination. This change (beginning in January 2004) would allow them to deposit 65% of accrued sick leave into a post-employment health reimbursement plan. Because Social Security and Wisconsin Retirement System charges are not levied on the funds deposited in these accounts as they are with cash payments, the net fiscal annual impact is estimated at about \$3,000 on average.

**Section IIC: Long Term Disability Plan** This change would implement a County-paid long term disability plan beginning in 2004. Based on an estimated premium rate of 0.25%, and an estimated 2004 wage base of \$3,485,842, the annual cost of the plan beginning in that year would be about \$8,700.

**Section IID: Medical Reimbursement Plan** Effective in 2004, this change would allow employees to set aside a portion of their wages to pay out of pocket health expenses on a pre-tax basis. The annual cost to the County to administer this program are expected to be offset by savings on Social Security charges.

**Section IIE&F: Health Insurance** Based on current levels of participation, the modifications to the CompCare health plan are estimated to have a favorable impact of about \$16,500 in 2004. The changes proposed for the Point-of-Service health plan are estimated to produce savings of about \$10,700 in 2003 (half year pharmacy) and \$41,000 in 2004 (full year pharmacy, co-pays and deductibles).

**Section III: Classification and Compensation** A 3% across-the-board increase would be made for 2002, 2003 and 2004. In addition, a \$0.10/hour rate increase would be applied in the second half of 2003 and a \$0.25/hour rate increase would be applied at the beginning of 2004. The fiscal impact of these changes net of the items outlined in Section II is illustrated below:

	2001 Wages	2002 Changes	2002 Wages	%	2003 Changes	2003 Wages	%
Salaries	\$3,133,597	\$94,008	\$3,227,605	3.00%	\$105,564	\$3,333,169	3.27%
Retirement	\$294,558	\$8,837	\$303,395	3.00%	\$9,923	\$313,318	3.27%
Social Security	\$239,720	\$7,192	\$246,912	3.00%	\$8,075	\$254,987	3.27%
Total Section III	\$3,667,875	\$110,037	\$3,777,912	3.00%	\$123,562	\$3,901,474	3.27%
Section II Changes					-\$10,700		
Net	\$3,667,875	\$110,037	\$3,777,912	3.00%	\$112,862	\$3,890,774	2.99%

	2004 Changes	2004 Wages	%
Salaries	\$152,673	\$3,485,842	4.58%
Retirement	\$14,352	\$327,670	4.58%
Social Security	\$11,680	\$266,667	4.58%
Total Section III	\$178,705	\$4,080,179	4.58%
Section II Changes	-\$29,000		
Net	\$149,705	\$4,040,479	3.85%



Lawrence M. Dahl

April 2, 2003

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WAUKESHA COUNTY BOARD OF SUPERVISORS

EO 158-5

V

DATE-04/22/03

(ORD) NUMBER-1570150

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....
- 11 K. HARENDA.....AYE
- 13 J. MORRIS.....AYE
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 M. SONNENTAG.....
- 21 W. KOLB.....AYE
- 23 P. PRONOLD.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 M. THOMAS.....AYE
- 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.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-33

TOTAL NAYS-00

CARRIED \_\_\_\_\_

DEFEATED \_\_\_\_\_

UNANIMOUS X

TOTAL VOTES-33