

ENROLLED ORDINANCE 160-37

RATIFICATION OF 2005 – 2006 – 2007 DEPUTY SHERIFF
COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has been engaged in collective bargaining with law enforcement employees represented by 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 DOES ORDAIN, that the following recommendations of the Personnel Committee and accompanying changes in wages, hours, and working conditions of employees represented by the WPPA, be approved.

Section I: Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2005 – 2006 – 2007.
- B. Section 7.03 Overtime – Modify language to reflect the current practice of paying overtime after eight (8) hours per day or forty (40) hours per week for those employees who work a five (5) day on and two (2) day off work scheduled.
- C. Section 16.01 Mileage Reimbursement – Effective upon ratification provide that mileage reimbursement will be based on the level established by the IRS.

Section II: Employee Benefits

- A. Effective 01/01/2006 modify the Point-Of-Service Health Plan design as follows:
 - i. Increase the out-of-network deductible from \$100/\$300 to \$200/\$600.
 - ii. Increase the out-of-network co-insurance percentage from 80%/20% to 70%/30%.
 - iii. Increase the out-of-network co-insurance out-of-pocket maximum from \$500/\$1,000 to \$1,500/\$3,000.
 - iv. Modify the in-network prescription drug benefit by adding a fourth tier at \$100 co-pay per prescription per month.
 - v. Modify the mail order drug program by changing from a two (2) month co-pay to a two and one-half (2 ½) month co-pay for a ninety (90) day supply.
- B. Section 9.01 Clothing Allowance – Effective 01/01/2006 provide that the waiting

period for new hires to be eligible for uniform allowance will be changed from twenty-four (24) to twelve (12) months.

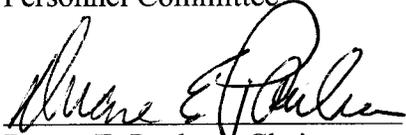
- C. Section 9.01 Clothing Allowance – Effective 01/01/2006 provide a \$50.00 increase in the annual uniform allowance.
- D. Section 11.03(B) Sick Leave Incentive – Effective 01/01/2007 provide an incentive for employees who maintain maximum sick leave balance by providing a contribution into their Post Employment Health Plan. The contribution will be based on twenty percent (20%) of the sick leave hours that could have been accumulated over the nine hundred sixty (960) hour limit multiplied by the employee's current rate of pay.
- E. Section 12.05 Post Employment Health Reimbursement Plan – Effective 01/01/2006 the County will increase the annual contribution from \$300 to \$400.

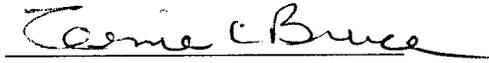
Section III: Classification and Compensation

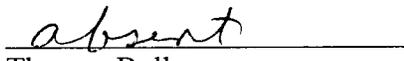
- A. An across-the-board increase of two percent (2%) shall be applied to the 2004 rates of pay effective January 8, 2005.
- B. An across-the-board increase of one percent (1%) shall be applied to the 2005 rates of pay effective June 25, 2005.
- C. An across-the-board increase of two percent (2%) shall be applied to the 2005 rates of pay effective January 7, 2006.
- D. An across-the-board increase of one percent (1%) shall be applied to the 2006 rates of pay effective June 24, 2006.
- E. An across-the-board increase of two percent (2%) shall be applied to the 2006 rates of pay effective March 31, 2007.
- F. An across-the-board increase of two percent (2%) shall be applied to the 2007 rates of pay effective September 29, 2007.

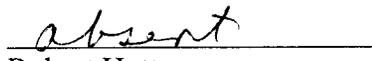
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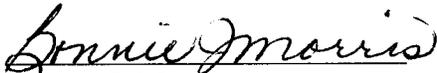
Presented by:
Personnel Committee

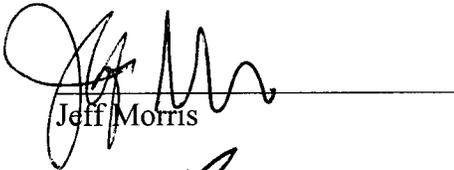

Duane E. Paulson, Chair


Genia C. Bruce


Thomas Bullermann

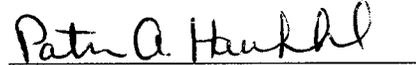

Robert Hutton


Bonnie J. Morris


Jeff Morris

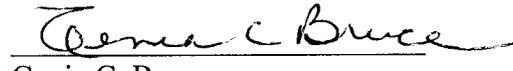

Robert G. Thelen II

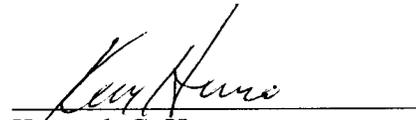
Approved by:
Finance Committee

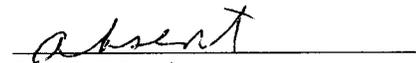

Patricia A. Haukohl, Chair

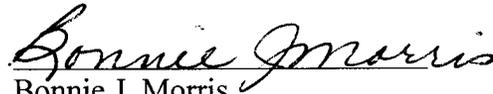

James R. Behrend


Donald M. Broesch

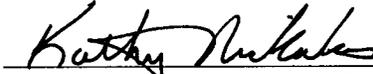

Genia C. Bruce


Kenneth C. Herro


Joe C. Marchese


Bonnie J. Morris

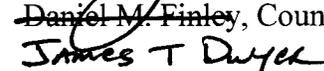
The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 8-26-05, 
Kathy Nickolaus, County Clerk

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

Approved: _____

Vetoed: _____

Date: 8/26/05, 
Daniel M. Finley, County Executive


WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/23/05

(ORD) NUMBER-1600038

- | | |
|--------------------------|-----------------------|
| 1 K. HERRO..... | 2 R. THELEN.....AYE |
| 3 D. STAMSTA.....AYE | 4 R. HUTTON..... |
| 5 J. MARCHESE.....AYE | 6 D. BROESCH.....AYE |
| 7 J. JESKEWITZ.....AYE | 8 J. DWYER.....AYE |
| 9 P. HAUKOHL.....AYE | 10 S. WOLFF..... |
| 11 K. HAREDA.....AYE | 12 B. RONCKE.....AYE |
| 13 J. MORRIS.....AYE | 14 A. KALLIN.....AYE |
| 15 D. SWAN.....AYE | 16 R. MANKE.....AYE |
| 17 J. BEHREND.....AYE | 18 B. MORRIS.....AYE |
| 19 W. MITCHELL.....AYE | 20 M. KIPP.....AYE |
| 21 W. KOLB.....AYE | 22 G. BRUCE.....AYE |
| 23 J. TORTOMASI.....AYE | 24 B. KRAMER.....AYE |
| 25 K. CUMMINGS.....AYE | 26 S. KLEIN.....AYE |
| 27 D. PAULSON.....AYE | 28 P. JASKE.....AYE |
| 29 T. BULLERMANN.....AYE | 30 K. NILSON.....AYE |
| 31 V. STROUD..... | 32 P. GUNDRUM.....AYE |
| 33 D. PAVELKO..... | 34 R. SINGERT.....AYE |
| 35 C. SEITZ.....AYE | |

TOTAL AYES-30

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-30