

ENROLLED ORDINANCE 160-60

RATIFICATION OF 2005 – 2006 – 2007 AFSCME LOCAL 2494 PUBLIC
HEALTH NURSES COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has been engaged in collective bargaining with employees in the Public Health Nurses bargaining unit represented by AFSCME Local 2494, 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 AFSCME Local 2494, be approved.

Section I: Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2005 – 2006 – 2007.
- B. Modify Section 14.01 to provide for overtime over 8 hours per day which reflects the current overtime pay practice for employees assigned to clinics and health education programs.

Section II: Employee Benefits

- A. Effective 01/01/2006 modify the CompCare HMO plan design as follows:
 - i. Add deductible of \$250 individual, \$750 family
 - ii. Add co-insurance of 90% /10%
 - iii. Establish Co-insurance maximum of \$1,000 individual, and \$2,000 family
 - iv. Establish Physician Service Co-payment of \$20 per visit
 - v. Establish Preventative Care Co-payment of \$20 per visit
 - vi. Establish an Emergency Room Co-payment of \$75 per visit
 - vii. Establish an Urgent Care Co-payment of \$50 per visit
 - viii. Modify Prescription Drug Co-pay to \$10-\$20-\$30 to \$15 -- \$25-- \$50
- B. Effective 01/01/2007 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.
- C. Effective 01/01/2006, the County will provide a Post Employment Health plan. The County will contribute \$100 annually into the plan. Effective 01/01/2007, increase the County contribution into the Post Employment Health Plan from \$100 to \$200.
- D. Section 18.0 -- Sick Leave Incentive---Effective 01/01/2006 provide an incentive for employees who maintain 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.

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 three percent (3%) shall be applied to the 2005 rates of pay effective January 7, 2006.
- D. An across-the-board increase of two percent (2%) shall be applied to the 2006 rates of pay effective March 31, 2007.
- E. An across-the-board increase of two percent (2%) shall be applied to the 2007 rates of pay effective September 29, 2007.

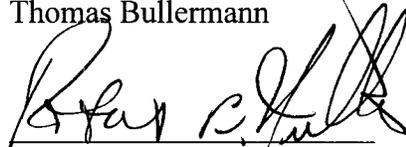
RATIFICATION OF 2005 – 2006 – 2007 AFSCME LOCAL 2494 PUBLIC HEALTH NURSES COLLECTIVE BARGAINING AGREEMENT

Presented by:
Personnel Committee

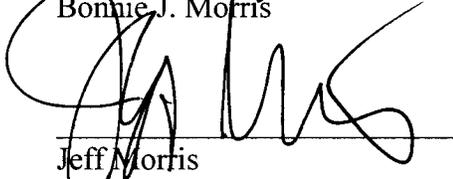

Duane E. Paulson, Chair


Genia C. Bruce


Thomas Bullermann

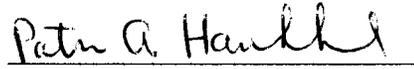

Robert Hutton


Bonnie J. Morris


Jeff Morris

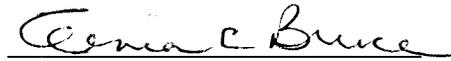

Robert G. Thelen II

Approved by:
Finance Committee

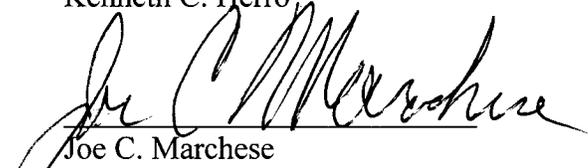

Patricia A. Haukohl, Chair

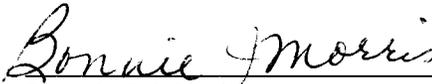

James R. Behrend


Donald M. Broesch


Genia C. Bruce


Kenneth C. Herro


Joe C. Marchese

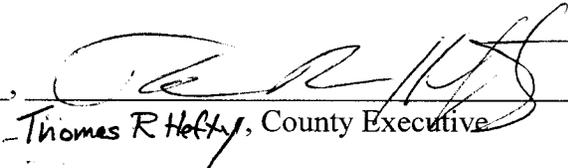

Bonnie J. Morris

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

Date: 10-28-2005, 
Kathy Nickolaus, County Clerk

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

Approved:
Vetoed:

Date: 10/31/05, 
Thomas R. Helty, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-10/25/05

(ORD) NUMBER-1600062

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

- 2 R. THELEN.....AYE
- 4 R. HUTTON.....AYE
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....AYE
- 10 S. WOLFF.....AYE
- 12 B. RONCKE.....AYE
- 14 A. KALLIN.....AYE
- 16 R. MANKE.....AYE
- 18 B. MORRIS.....AYE
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....AYE
- 24 B. KRAMER.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-35

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-35