

Amendment 166-O-045

Supervisor Paulson moved to amend Table 1, Section C, Co-Insurance from 70 / 30% to 90 / 10%.

Seconded by Supervisor Decker.

Vote on amendment 25-0.

Vote on ordinance as amended 20 ayes – 5 nays.

ENROLLED ORDINANCE 166-45

APPROVE 2011 AND 2012 SALARY AND BENEFIT MODIFICATIONS
FOR NON-REPRESENTED EMPLOYEES

WHEREAS, the State has enacted legislation and adopted a budget which impacts the County compensation and benefit structure and plans, and

WHEREAS, the requirement that all non law enforcement employees pay one half of the general employee retirement contributions has a significant impact on both the County budget and the employees, and

WHEREAS, the County is prohibited from requiring the non-represented law enforcement management employees from paying a portion of their pension costs unless there is a negotiated agreement with the represented law enforcement employees to contribute toward the pension, and

WHEREAS, the cost of health insurance continues to increase and is a major budget driver which therefore requires the County to evaluate and recommend plan design and premium cost sharing alternatives, and

WHEREAS, a long term health care cost containment strategy is early identification of health risks and pre-disease conditions, and

WHEREAS, the County needs to maintain competitive wage and benefit systems in order to recruit and retain a quality workforce, and

WHEREAS, the changes in the collective bargaining statutes will require modifications to the Human Resources Chapter of the Administrative Policy and Procedure manual, and it is desirable whenever possible, to have consistent policies and practices amongst the various employee work groups, and

WHEREAS, there are established procedures in the County Code that outline the role of the Personnel Committee in the review and approval of the Administrative policies and procedures.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective January 1, 2012 the health plan offered to eligible employees and elected officials be modified as provided in Table 1.

BE IT FURTHER ORDAINED that effective January 1, 2012, law enforcement employees represented by the Wisconsin Professional Police Association will only be eligible for the High Deductible Health Savings Account Health Plan, and

BE IT FURTHER ORDAINED that effective January 1, 2012, the health insurance premium cost sharing for regular full time employees and full time elected officials will be increased, and will be tied to participation in the health risk assessment program as outlined in Table 1.

BE IT FURTHER ORDAINED that effective January 1, 2012, the health and dental insurance premium cost sharing for regular part time employees will be established with fifty percent (50%) of the costs paid by the County and fifty percent (50%) paid by the eligible employee.

BE IT FURTHER ORDAINED that effective January 1, 2012, the maximum dental insurance benefit level in the fee for service plan will be \$1,250 per year for all employees except those represented by the Wisconsin Professional Police Association.

BE IT FURTHER ORDAINED that effective January 1, 2011, an across the board increase of 1.6 % will be applied to the 2010 non represented salary ranges except for the classifications of Inspector, Deputy Inspector, Captain and Lieutenant.

BE IT FURTHER ORDAINED that effective December 31, 2011, an across the board increase of 2.0 % will be applied to the 2011 non-represented salary ranges.

BE IT FURTHER ORDAINED that the Personnel Committee will review the Administrative Policies and Procedures manual to address changes stemming from the recent modifications to the collective bargaining statutes, and that the Personnel Committee is authorized to modify and approve these revisions to the manual, except for changes to salary and benefit levels, which must be approved by the County Board.

Amended Table I—Modify Health Insurance Plan Design and Cost Sharing

- A. Implement Dual Option for the Choice Plus Health Plan, Option 1 is the current plan design.

<u>IN-NETWORK</u>	<u>OPTION 1</u>	<u>OPTION 2</u>
Deductible	\$150 single / \$450 family	\$300 single / \$900 family
Co-Insurance	90%/10%	80%/20%
Co-Insurance Max	\$600 single / \$1,200 family	\$750 single / \$2,000 family
Rx	\$10 / \$25 / \$40 / \$100	\$10 / \$25 / \$40 / \$100

<u>OUT-OF-NETWORK</u>	<u>OPTION 1</u>	<u>OPTION 2</u>
Deductible	\$450 single / \$1,350 family	\$600 single / \$1,800 family
Co-Insurance	70%/30%	60%/40%
Co-Insurance Max	\$1,500 single / \$3,000 family	\$1,500 single / \$3,000 family
Rx	\$10 / \$25 / \$40 / \$100	\$10 / \$25 / \$40 / \$100

- B. Increase employee premium cost sharing based on participation in Health Assessment program.

	<u>OPTION 1</u>	<u>OPTION 2</u>
Participation	13%	10%
No Participation	15%	13%

Wellness program consists of a biometric blood test, health risk assessment, and a review of results with a registered nurse with third party contractor. If an employee is enrolled in the family plan, participation is defined as both employee and spouse.

- C. Provide that high deductible/Health Savings Account plan for all employees. Employees premium share is 10%

<u>HIGH DEDUCTIBLE PLAN</u>	
Deductible	\$1500 single / \$3,000 family
Co-Insurance	90%/10%
Co-Insurance Max	\$750 single / \$1,500 family
Contribution into HSA	\$1,000 single / \$2,000 family

- D. Modify the co-insurance mental health/substance abuse coverage from 100% to the same as other medical conditions as provided in the summary plan description for each plan.

APPROVE 2011 AND 2012 SALARY AND BENEFIT MODIFICATIONS
FOR NON-REPRESENTED EMPLOYEES

Presented by:
Personnel Committee

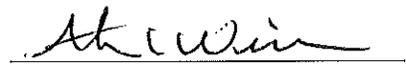

Duane E. Paulson, Chair


Paul L. Decker


Daniel J. Draeger

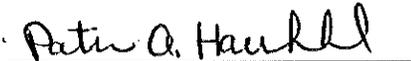
absent
Peter Gundrum

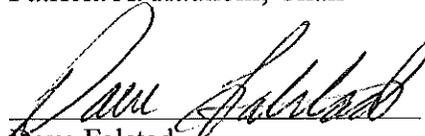
absent
James A. Heinrich

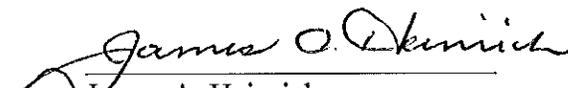

Steven C. Wimmer


Gilbert W. Yerke

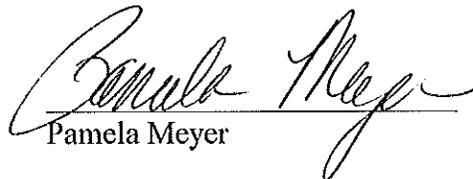
Approved by:
Finance Committee


Patricia A. Haukohl, Chair


Dave Falstad


James A. Heinrich

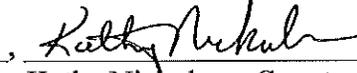
absent
Robert Hutton


Pamela Meyer

absent
Ted Rolfs

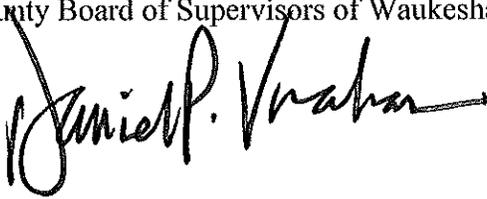
absent
William J. Zaborowski

^{as amended}
The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 8-26-2011, 
Kathy Nickolaus, County Clerk

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

Approved: _____
Vetoed: _____

Date: 8-26-11, 
Daniel P. Vrakas, County Executive

FISCAL NOTE
2011 AND 2012 NON-REPRESENTED EMPLOYEE WAGE AND BENEFIT ORDINANCE

Sections of the Ordinance with fiscal implications include the following:

Health Plan Changes Effective January 1, 2012, a number of changes are authorized for the health plans offered by the County. Three of those changes are estimated to have a significant fiscal impact. Assuming a 15% increased participation in the high deductible Health Savings account plan, a savings of \$88,976 is estimated. Changing the cost paid by regular part time employees from 55% to 50% of premiums will cost an estimated \$13,476. The cost of changing the maximum benefit in the dental fee for service plan is estimated at \$6,554. The net impact of all three changes is estimated at \$68,946.

Compensation A 1.6% across-the-board (ATB) increase would be made effective January 1, 2011 for all non-represented salary ranges except for the classifications of Inspector, Deputy Inspector, Captain and Lieutenant (Positions exempt from Wisconsin Retirement System contributions in 2011). A 2.0% across-the-board increase would be made effective for all non-represented salary ranges effective December 31, 2011. Recent changes in Wisconsin law will have a significant impact on County benefit costs and are not required to be included in this ordinance. Beginning with the payroll period starting July 30, 2011, the County contribution to the Wisconsin Retirement System will decrease from 11.6% of salary to 5.8% for all general category employees who will be required to pay one-half the contribution (5.8%). Protective category employees will be unaffected. The fiscal impact of these changes is illustrated below:

	2010 Wages & Benefits Base	2011 ATB & Benefits Changes	2011 Wages & Benefits	%	2012 ATB & Benefit Changes	2012 Wages & Benefits	%
Salaries	\$31,097,051	\$472,083	\$31,569,134	1.52%	\$631,383	\$32,200,516	2.00%
Retirement	\$2,002,615	\$27,380	\$2,029,995	1.37%	\$40,600	\$2,070,596	2.00%
Social Security	\$2,337,829	\$32,954	\$2,370,783	1.41%	\$42,726	\$2,413,509	1.80%
Total	\$35,437,495	\$532,417	\$35,969,912	1.50%	\$714,709	\$36,684,621	1.99%
Health Plan Changes					-\$68,946		
Pension Rate Changes		-\$724,450			-\$1,773,454		
Net		-\$192,033		-0.54%	-\$1,127,691		-3.14%

The 2011 Adopted Budget included sufficient funding for these changes, however the expenditure reductions from employee retirement contributions were not anticipated in the 2011 budget. The 2012 impacts will be addressed in the 2012 budget process including retirement cost savings..



Lawrence M. Dahl

August 16, 2011

File: n:\doal\wpdata\ordin\2011 and 2012 Wage and Benefit Ordinance

166-0-045

FISCAL NOTE
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Health Plan Changes					-\$68,946	-\$68,946	
Pension Rate Changes		-\$724,450	-\$724,450		-\$1,773,454	-\$1,773,454	
Net	\$35,437,495	-\$192,033	\$35,245,462	-0.54%	-\$1,127,691	\$34,842,221	-1.14%

The 2011 Adopted Budget included sufficient funding for these changes, however the expenditure reductions from employee retirement contributions were not anticipated in the 2011 budget. The 2012 impacts will be addressed in the 2012 budget process including retirement cost savings..



Lawrence M. Dahl
 August 3, 2011
 File: n:\doalwpdata\ordin\2011 and 2012 Wage and Benefit Ordinance

Amendment

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/23/11

(ORD) NUMBER-1660045

- 1 D. FALSTAD.....AYE
- 3 R. HUTTON.....AYE
- 5 J. JESKEWITZ.....AYE
- 7 P. HAUKOHL.....AYE
- 9 J. HEINRICH.....AYE
- 11 F. RUF.....AYE
- 13 P. DECKER.....AYE
- 15 P. MEYERS.....AYE
- 17 J. TORTOMASI.....AYE
- 19 S. WIMMER.....AYE
- 21 W. ZABOROWSKI.....AYE
- 23 D. DRAEGER.....AYE
- 25 G. YERKE.....AYE

- 2 T. ROLFS.....AYE
- 4 J. DWYER.....AYE
- 6 J. BRANDTJEN.....AYE
- 8 T. SCHELLINGER.....AYE
- 10 D. SWAN.....AYE
- 12 P. WOLFF.....AYE
- 14 M. INDA.....AYE
- 16 D. PAULSON.....AYE
- 18 K. CUMMINGS.....AYE
- 20 P. JASKE.....AYE
- 22 P. GUNDRUM.....AYE
- 24 W. KOLB.....AYE

TOTAL AYES-25

TOTAL NAYS-00

CARRIED _____

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-25

AS Amended

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/23/11

(Ord) NUMBER-1660045

1 D. FALSTAD.....AYE
 3 R. HUTTON.....NAY
 5 J. JESKEWITZ.....AYE
 7 P. HAUKOHL.....AYE
 9 J. HEINRICH.....AYE
 11 F. RUF.....AYE
 13 P. DECKER.....AYE
 15 P. MEYERS.....AYE
 17 J. TORTOMASI.....AYE
 19 S. WIMMER.....AYE
 21 W. ZABOROWSKI.....NAY
 23 D. DRAEGER.....AYE
 25 G. YERKE.....AYE

2 T. ROLFS.....AYE
 4 J. DWYER.....AYE
 6 J. BRANDTJEN.....AYE
 8 T. SCHELLINGER....NAY
 10 D. SWAN.....AYE
 12 P. WOLFF.....NAY
 14 M. INDA.....AYE
 16 D. PAULSON.....AYE
 18 K. CUMMINGS.....AYE
 20 P. JASKE.....AYE
 22 P. GUNDRUM.....NAY
 24 W. KOLB.....AYE

TOTAL AYES-20

TOTAL NAYS-05

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-25