

ENROLLED ORDINANCE 166-84

APPROVE 2011 AND 2012 SALARY MODIFICATIONS FOR PARK MAINTENANCE,
PUBLIC HEALTH, AND SOCIAL WORK 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WHEREAS, AFSCME Local 1365-Parks, AFSCME Local 2494-Public Health Nurses, and AFSCME Local 902-Social Workers have withdrawn their certification and representation status for these employees, and

WHEREAS, the County is no longer required to negotiate over the wages, hours, and terms and conditions of employment for the employees previously covered by these labor contracts, and

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

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS that effective January 1, 2011 an across-the-board increase of one point six percent (1.6%) will be applied to the 2010 salary ranges for the classifications previously covered by the AFSCME – Parks, AFSCME – Social Workers, and AFSCME – Public Health Nurses contract.

BE IT FURTHER ORDAINED that effective December 31, 2011 an across-the-board increase of two percent (2%) will be applied to the 2011 salary range for classifications previously covered by the AFSCME – Parks, AFSCME – Social Workers, and AFSCME – Public Health Nurses contract.

APPROVE 2011 AND 2012 SALARY MODIFICATIONS FOR PARK MAINTENANCE,
PUBLIC HEALTH, AND SOCIAL WORK EMPLOYEES

Presented by:

Personnel Committee



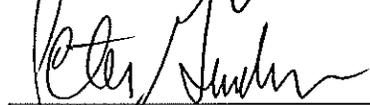
Duane E. Paulson, Chair



Paul L. Decker



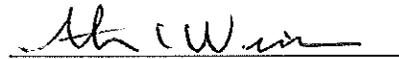
Daniel J. Draeger



Peter Gundrum

Absent

James A. Heinrich



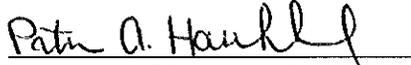
Steven C. Wimmer



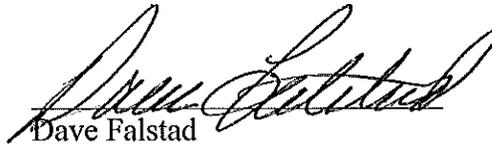
Gilbert W. Yerke

Approved by:

Finance Committee



Patricia A. Haukohl, Chair



Dave Falstad

absent

James A. Heinrich



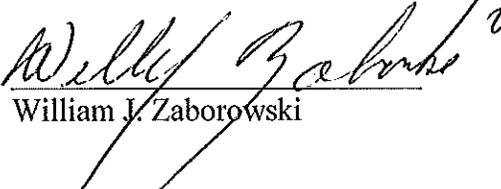
Robert Hutton



Pamela Meyer

absent

Ted Rolfs



William J. Zaborowski

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

Date: 12-22-2011


Kathy Nickblaus, County Clerk

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

Approved: X

Vetoed: _____

Date: 12-22-11


Daniel P. Vrakas, County Executive

FISCAL NOTE
APPROVE 2011 and 2012 SALARY MODIFICATIONS FOR PARK MAINTENANCE, PUBLIC
HEALTH AND SOCIAL WORK EMPLOYEES
(Revised 12/8/2011)

This ordinance adjusts wage rates for employees formerly represented by three union locals. A 1.6% across-the-board (ATB) increase would be made effective January 1, 2011 for all covered employees. A 2.0% across-the-board increase would be made 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 decreased 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%). 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	\$7,118,011	\$113,889	\$7,231,900	1.60%	\$144,638	\$7,376,538	2.00%
Retirement	\$412,845	\$6,605	\$419,450	1.60%	\$15,766	\$435,216	3.76%
Social Security	\$544,528	\$8,712	\$553,240	1.60%	\$11,065	\$564,305	2.00%
Total	\$8,075,384	\$129,206	\$8,204,590	1.60%	\$171,469	\$8,376,059	2.09%
Pension Rate Changes		-\$174,771	-\$174,771		-\$435,216	-\$435,216	
Net	\$8,075,384	-\$45,565	\$8,029,819	-0.56%	-\$263,747	\$7,940,843	-3.22%

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 have been included in the 2012 Adopted Budget, including retirement cost savings.

Lawrence M. Dahl
December 9, 2011

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DATE-12/20/11

(ORD) NUMBER-1660084

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.....AYE
23 D. DRAEGER.....AYE
25 G. YERKE.....AYE

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

TOTAL AYES-17

TOTAL NAYS-06

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-23