

ENROLLED ORDINANCE 166-99

APPROVE 2011 AND 2012 SALARY MODIFICATIONS FOR
CORRECTIONAL OFFICER AND TELECOMMUNICATOR 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 no longer required to negotiate over the wages, hours, and terms and conditions of employment for the employees previously covered by the labor contract, and

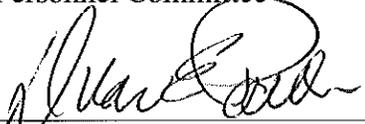
WHEREAS, the County needs to maintain competitive wage and benefit systems in order to recruit and retain a quality workforce.

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 Waukesha County Professional Correctional Officer and Telecommunication Association 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 Waukesha County Professional Correctional Officer and Telecommunication Association contract.

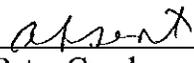
APPROVE 2011 AND 2012 SALARY MODIFICATIONS FOR
CORRECTIONAL OFFICER AND TELECOMMUNICATOR EMPLOYEES

Presented by:
Personnel Committee

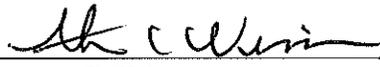

Duane E. Paulson, Chair

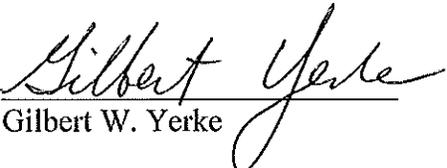

Paul L. Decker


Daniel J. Draeger

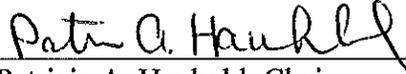

Peter Gundrum


James A. Heinrich

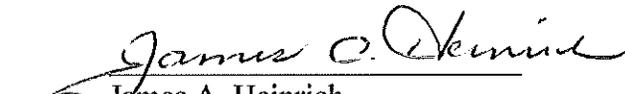

Steven C. Wimmer

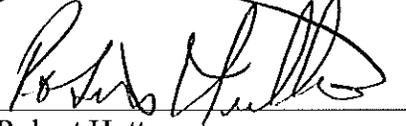

Gilbert W. Yerke

Approved by:
Finance Committee

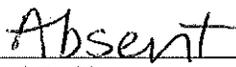

Patricia A. Haukohl, Chair

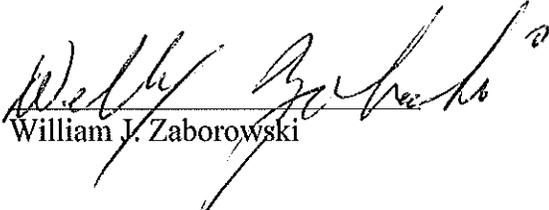

Dave Falstad


James A. Heinrich


Robert Hutton


Pamela Meyer


Ted Rolfs

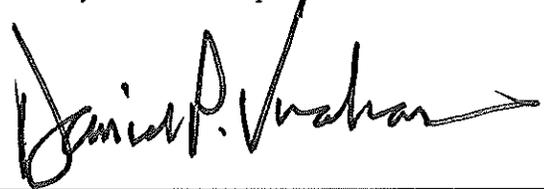

William J. Zaborowski

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

Date: 2-29-2012, 
Kathy Nickolaus, County Clerk

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

Approved: 
Vetoed: _____

Date: 2-29-12, 
Daniel P. Vrakas, County Executive

FISCAL NOTE
APPROVE 2011 and 2012 SALARY MODIFICATIONS FOR CORRECTIONAL OFFICER AND TELECOMMUNICATOR EMPLOYEES

This ordinance adjusts wage rates for employees formerly represented by the Waukesha County Professional Correctional Officer and Telecommunication Association. 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 were required to pay one-half the contribution (5.9% in 2012). 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	\$8,345,520	\$133,528	\$8,479,048	1.60%	\$169,581	\$8,648,629	2.00%
Retirement	\$484,040	\$7,745	\$491,785	1.60%	\$18,484	\$510,269	3.76%
Social Security	\$638,432	\$10,215	\$648,647	1.60%	\$12,973	\$661,620	2.00%
Total	\$9,457,992	\$151,488	\$9,619,480	1.60%	\$201,038	\$9,820,518	2.09%
Pension Changes (1)		-\$204,910	-\$204,910		-\$510,269	-\$510,269	
Net (2)	\$9,467,992	-\$53,422	\$9,414,570	-0.56%	-\$309,231	\$9,310,249	-3.21%

(1) Ten pay periods in 2011 and 26 pay periods in 2012.

(2) Pension savings net of \$309,231 in 2012 reflect from 2011 budget of \$9,619,480.

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. Because pension contribution savings were not reflected in the 2011 budget, first year savings were first recognized in the 2012 budget. Sufficient funding was included in the 2012 budget for all other changes.



Lawrence M. Dahl

February 8, 2012

File: n:\doalwpdata\ordin\2011 and 2012 Wage Ordinance - ACCORD

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-02/28/12

(ORD) NUMBER-1660099

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.....
19 S. WIMMER.....AYE
21 W. ZABOROWSKI.....AYE
23 D. DRAEGER.....AYE
25 G. YERKE.....AYE

2 T. ROLFS.....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.....AYE
20 P. JASKE.....NAY
22 P. GUNDRUM.....
24 W. KOLB.....

TOTAL AYES-16

TOTAL NAYS-05

CARRIED Y

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-21