

172nd BOARD YEAR
LEGISLATIVE ITEMS RECEIVED FOR COMMITTEE REFERRAL

File No.	Rec/Ref	Referred to:	Title
172-O-060	11/28/17 11/30/17	Judiciary Finance	ORD: Modify The 2017 District Attorney's Office Budget To Appropriate Expenditures For Operating And Increase Charges For Services Revenue
172-O-061	11/29/17 11/30/17	Judiciary Finance	ORD: Modify The 2017 Sheriff's Department Budget To Appropriate Expenditure Authority For Personnel And Increase Interdepartmental Revenue, Charges For Services Revenue, And Other Revenue
172-O-062	11/28/17 11/30/17	Judiciary Finance	ORD: Accept Donated Fitness Equipment For The Sheriff's Department Workout Room
172-O-063	11/29/17 11/30/17	HHS Finance	ORD: Modify The Department Of Health And Human Services 2017 Budget To Appropriate Expenditures For Clinical Services And Increase Other Revenue
172-O-064	11/29/17 11/30/17	HHS Finance	ORD: Modify The Department Of Health And Human Service 2017 Budget To Appropriate Expenditures For Aging And Disability Resource Center And Increase General Government Revenue
172-O-065	11/28/17 11/30/17	HR Finance	ORD: Approve 2018 Salaries For Seasonal And Temporary Classifications
172-O-066	11/29/17 11/30/17	HR Finance	ORD: Approve 2018 Salary And Benefit Modifications For Non-Represented Employees
172-O-067	11/28/17 11/30/17	County Board	ORD: Approval Of Compromise Settlement Agreement For Worker's Compensation Case Entitled Richard Gillis vs. Waukesha County
172-O-068	12/04/17 12/05/17	HR Finance	ORD: Ratification Of 2018- 2019 Wisconsin Professional Police Association Collective Bargaining Agreement

1 RATIFICATION OF 2018- 2019 WISCONSIN PROFESSIONAL POLICE
2 ASSOCIATION COLLECTIVE BARGAINING AGREEMENT
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5 WHEREAS, Waukesha County has engaged in collective bargaining with employees represented
6 under the Wisconsin Professional Police Association (WPPA); and
7

8 WHEREAS, the parties have reached a tentative agreement, subject to the ratification by the
9 Waukesha County Board of Supervisors.
10

11 THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA ORDAINS
12 that the following recommendations of the Human Resources Committee and the accompanying
13 changes in wages, hours, and working conditions of employees represented by the Wisconsin
14 Professional Police Association be approved following adoption of this ordinance:
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16 Section I: Contract Language and Personnel Policy
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- 18 A. Modify the collective bargaining agreement to cover the years 2018– 2019.
- 19
- 20 B. Renew Letter of Attachment outlining accrual and use of compensatory time
21 under the Fair Labor Standards Act.
- 22
- 23 C. Renew the Letter of Understanding that allows for vacation and sick leave to be
24 provided to newly hired Deputy Sheriffs who meet certain experience and
25 certification requirements.
- 26
- 27 D. Amend vacation policy to allow employees to carryover up to forty (40) hours of
28 earned and unused vacation into the subsequent calendar year.
- 29

30 Section II: Classification and Compensation
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- 32 A. Modify the Deputy Sheriff salary range by eliminating the first step of the salary
33 range effective January 6, 2018.
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- 35 B. Eliminate the Associate Degree or 60 credit to B.S Educational Incentive Tier for
36 Deputy Sheriff and Detective for all new hires effective January 1, 2018.
- 37
- 38 C. An across-the-board increase of one percent (1.0%) will be applied to the 2017
39 rates of pay effective January 6, 2018.
- 40
- 41 D. An across-the-board increase of one point two-five percent (1.25%) will be
42 applied to the 2018 rates of pay effective July 7, 2018.
- 43
- 44 E. An across-the-board increase of one point two-five percent (1.25%) will be
45 applied to the 2018 rates of pay effective January 5, 2019.
- 46
- 47 F. An across-the-board increase of one percent (1.0%) will be applied to the 2019
48 rates effective July 6, 2019.

FISCAL NOTE

RATIFICATION OF 2018-2019 WISCONSIN PROFESSIONAL POLICE ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

Classification and Compensation

This ordinance authorizes in 2018 for all employees represented by the Wisconsin Professional Police Association (WPPA) a 1.0% across-the-board (ATB) increase effective January 6, 2018 and a 1.25% increase effective July 7, 2018. In 2019, a 1.25% increase would be effective January 5, 2019, and a 1.0% increase would be effective July 6, 2019. In addition, the first wage step for Deputy Sheriff positions would be eliminated effective January 7, 2018, and any employees at that step would be moved to what is currently the second step.

The fiscal impact of the across-the-board increases net of benefit changes is illustrated below:

	2017 Wages & Benefits Base	Eliminate First Step	2018 ATB Changes	2018 Wages & Benefits	%
Salaries	\$10,831,256	\$22,715	\$176,685	\$11,030,656	1.84%
Retirement	\$1,158,944	\$2,431	\$18,905	\$1,180,280	1.84%
Social Security	\$828,591	\$1,738	\$13,515	\$843,844	1.84%
Total	\$12,818,791	\$26,884	\$209,105	\$13,054,780	1.84%

	2018 Wages & Benefits	2019 ATB Changes	2019 Wages & Benefits	%
Salaries	\$11,030,656	\$249,444	\$11,280,100	2.26%
Retirement	\$1,180,280	\$26,691	\$1,206,971	2.26%
Social Security	\$843,844	\$19,082	\$862,926	2.26%
Total	\$13,054,780	\$295,217	\$13,349,997	2.26%

Other Policy Changes

This ordinance eliminates the Associate Degree or 60 credit to B.S. Degree Incentive Tier for all new hires beginning on January 1, 2018. It also authorizes a change to the vacation policy that allows employees to carry over up to forty hours of unused vacation time into the next year. Both changes are estimated to have minimal fiscal impact.

The annual net impact of all the provisions of the ordinance is estimated at \$235,989 for 2018 and \$295,217 for 2019. The 2018 Adopted Budget included sufficient funding for these changes.

Lawrence M. Dahl

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