

ENROLLED ORDINANCE 176-55

RATIFICATION OF THE 2020 – 2022 WAUKESHA DEPUTY SHERIFF
LABOR UNION COLLECTIVE BARGAINING AGREEMENT

WHEREAS, Waukesha County has engaged in collective bargaining with employees represented under the Waukesha Deputy Sheriff Labor Union (WDSLUI); and

WHEREAS, following mediation, 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 ORDAINS that the following recommendations of the Human Resources Committee and the accompanying changes in wages, hours and working conditions of employees represented by the Waukesha Deputy Sheriff Labor Union be approved following adoption of this ordinance:

Section I: Contract Language and Personnel Policy

- A. Recognition of WDSLUI as the exclusive bargaining representative.
- B. Modify the collective bargaining agreement to cover the years 2020 – 2022.
- C. Recognize WDSLUI and dues deduction.
- D. Amend the Grievance Procedure by adding:
 - a. Group grievances: If the occurrence of the event causing the grievance affects a number of employees under circumstances that are similar, the WDSLUI may file a group grievance on their behalf at the second step, within 15 calendar days of the occurrence of the event causing the grievance.
- E. Renew Letter of Attachment outlining accrual and use of compensatory time under the Fair Labor Standards Act.
- F. Renew the Letter of Understanding that allows for vacation and sick leave to be provided to newly hired Deputy Sheriffs who meet certain experience and certification requirements.
- G. Renew the Letter of Understanding outlining the application of the Fair Labor Standards Act to certain aspects of the canine handler employees' wages, hours, and conditions of employment.

Section II: Classification and Compensation

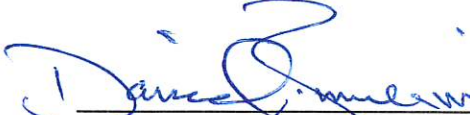
- A. An across the board increase of two point two-five percent (2.25%) will be applied to the 2019 rates of pay effective January 4, 2020.

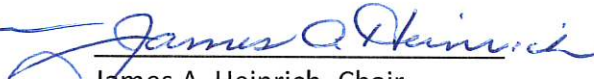
- B. An across the board increase of two point two-five percent (2.25%) will be applied to the 2020 rates of pay effective January 2, 2021.
- C. Modify the Deputy Sheriff salary range by eliminating the Steps 1, 8 and 9 of the salary range effective January 1, 2022.
- D. Modify the Detective salary range by eliminating Step 1 of the salary range effective January 1, 2022.
- E. An across the board increase of two point two-five percent (2.25%) will be applied to the 2021 rates of pay effective January 1, 2022 for all steps except the top step of the Deputy Sheriff and Detective salary ranges.
- F. An across the board increase of three point two-five percent (3.25%) will be applied to the 2021 rates of pay for the top step of the Deputy Sheriff and Detective salary ranges effective January 1, 2022.

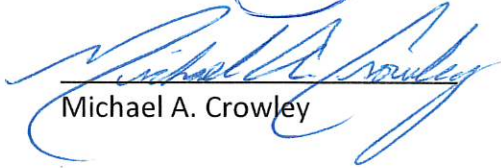
RATIFICATION OF THE 2020 – 2022 WAUKESHA DEPUTY SHERIFF
LABOR UNION COLLECTIVE BARGAINING AGREEMENT

Presented by:
Human Resources Committee

Approved by:
Finance Committee


David D. Zimmermann, Chair


James A. Heinrich, Chair



Michael A. Crowley

Absent

Tyler J. Foti

Absent

Kathleen M. Cummings

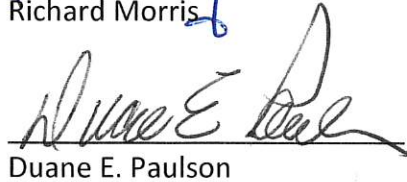

Joel R. Gaughan

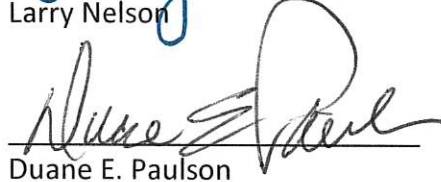

Jacob LaFontain


Thomas A. Michalski

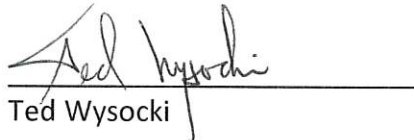

Richard Morris


Larry Nelson


Duane E. Paulson


Duane E. Paulson


Jeremy Walz


Ted Wysocki

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

Date: 8/27/21, 
Margaret Wartman, County Clerk

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

Approved: X
Vetoed: _____

Date: 8/30/2021, 
Paul Farrow, County Executive

FISCAL NOTE

RATIFICATION OF THE 2020 – 2022 WAUKESHA DEPUTY SHERIFF LABOR
UNION COLLECTIVE BARGAINING AGREEMENT

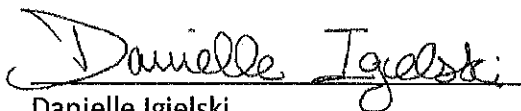
This ordinance authorizes the ratification of a collective bargaining agreement between Waukesha County and Waukesha Deputy Sheriff Labor Union (WDSLUI) for the years 2020-2022. The agreement includes modifications to compensation and classification for deputy sheriffs and detectives, including across-the-board increases of 2.25% retroactive to January 4, 2020 and 2.25% retroactive to January 2, 2021. In addition, effective January 1, 2022, this agreement eliminates steps 1, 8 and 9 for the deputy sheriff positions and eliminates step 1 for the detective positions. Lastly, this ordinance provides a 2.25% across-the-board increase to all represented employees not at their top step as of January 1, 2022. All represented employees at their top step will receive a 3.25% increase effective January 1, 2022.

The fiscal impact of these changes are illustrated below:

Year	2020	2021	2022				2022 Total Impact	Total Impact
	(A)	(B)	(C)	(D)	(E)	(F)		
	2.25% ATB	2.25% ATB	Deputy Sheriff Eliminate Steps 1, 8, 9	Detective Eliminate Step 1	2.25% ATB Excluding Top Step	3.25% ATB for Top Step		
Earnings	255,431	261,178	18,550	6,868	120,401	212,458	358,277	
Employer Social Security	19,540	19,980	1,419	525	9,211	16,253	27,408	
Employer Share of WRS	29,988	30,923	2,233	827	14,496	25,580	43,136	
Subtotal	304,959	312,081	22,202	8,220	144,108	254,291	428,821	
Prior Year Impact		304,959					617,040	
Cumulative Impact	304,959	617,040					1,045,861	1,967,860

The total three-year impact to employee wages of \$1.97 million is spread over approximately 150 represented employees over a three year period.

An estimate of the 2020 impact was accrued from 2020. The 2021 adopted budget included sufficient funding for these changes, and the 2022 proposed budget will include sufficient funding to cover the 2022 impact of this agreement.



Danielle Igielski
Accounting Services Manager
7/30/2021

VOTING RESULTS

AYE 23 | NAY 0 | ABSTAIN | ABSENT 2

Ordinance 176-O-058

Ordinance 176-O-058: Ratification of the 2020 - 2022...

 **Passed By Majority Vote**

D1 - Foti	AYE	D14 - Mommaerts	AYE
D2 - Zimmermann	AYE	D15 - Mitchell	AYE
D3 - Morris	AYE	D16 - Crowley	AYE
D4 - Batzko	AYE	D17 - Paulson	AYE
D5 - Dondlinger	AYE	D18 - Nelson	AYE
D6 - Walz	AYE	D19 - Cunningham	ABSENT
D7 - LaFontain	AYE	D20 - Schellinger	AYE
D8 - Michalski	AYE	D21 - Gaughan	AYE
D9 - Heinrich	AYE	D22 - Wysocki	AYE
D10 - Swan	AYE	D23 - Hammitt	AYE
D11 - Howard	AYE	D24 - Whitlow	ABSENT
D12 - Wolf	AYE	D25 - Johnson	AYE
D13 - Decker	AYE		

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