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3 COMMUNICATION CENTER SUPERVISOR WAGE AND BENEFIT TRANSITION
4 PLAN AND TELECOMMUNICATOR RETENTION PLAN
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6

7 WHEREAS the County Board has adopted a transition ordinance addressing the wage and
8 benefit plans for dispatchers from the City of Brookfield and LACS being hired as Dispatchers
9 for the consolidated communications center, and
10

11 WHEREAS the County anticipates that some of the Communication Center Supervisor positions
12 will be filled with current employees from these communities, and
13

14 WHEREAS employees selected for the supervisory positions should have similar transition
15 benefits as was approved for the represented dispatchers, and
16

17 WHEREAS the training process for the Communication Center staff on the new CAD, RMS, and
18 EMD systems will be significantly different than is currently in place at the existing centers and
19 critical to the operations of the new center, and
20

21 WHEREAS it is critical to the effective and efficient operation of the Communication Center to
22 retain the experienced and trained staff during the first year of operation
23

24 THE COUNTY BOARD OF SUPERVISORS OF WAUKESHA COUNTY DOES ORDAIN
25 that effective upon final passage of this ordinance, the employees from the City of Brookfield
26 and Lake Area Communications Systems (LACS) who are selected for Communications Center
27 Supervisor positions be provided with transition plan benefits as were previously approved for
28 transitioning dispatchers. The transition benefits of Sick Leave, Vacation, Wisconsin Retirement
29 System, Health, Dental, Life Insurance, Dependent Life Insurance, and Retirement Benefit
30 Eligibility will apply to these employees.
31

32 BE IT FURTHER ORDAINED that Telecommunicators, Communication Center Specialist, and
33 Communication Center Supervisors who commence employment with the County in these
34 positions prior to December 15, 2004, who successfully complete any required training, and who
35 complete the required probationary period or six months of employment, whichever is longer,
36 will be eligible for a one time retention compensation payment of five hundred (\$500) dollars.
37

38 BE IT FURTHER ORDAINED that if the incumbent Radio Dispatch Coordinator in the
39 Sheriff's department continues his employment with Waukesha County until December 15,
40 2004, the County will provide retention payment of four (4) weeks of salary paid on a biweekly
41 basis and up to three (3) months of the County contribution toward health insurance.

FISCAL NOTE

COMMUNICATION CENTER SUPERVISOR WAGE AND BENEFIT TRANSITION PLAN
AND TELECOMMUNICATOR RETENTION PLAN

Employees hired by the County for the positions of Communications Center Supervisor will be able to continue their benefit levels from their previous employer (LACS or City of Brookfield). These costs will be budgeted in conjunction with the position authorization date.

A one-time retention payment of \$500, with benefits, amounts to \$600 per individual. Based on the potential of having to provide this payment to 36 Telecommunicators, 1 Communication Center Specialist, and 6 Communication Center Supervisors is estimated to amount to a maximum of \$25,800 between 2004 and 2005.

The Radio Dispatch Coordinator retention package is estimated to total \$6,875 which includes four weeks of wages at \$4,800 and related FICA and retirement contribution costs of \$875 and health insurance costs of \$1,200 for a three-month period.

These costs will be budgeted in 2004 as one-time expenditures. This ordinance results in no additional direct tax levy impact in 2003.

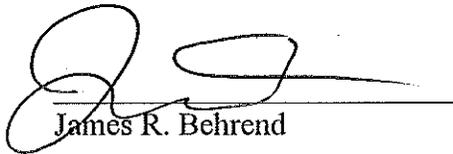


Keith K. Swartz
Budget Manager
5/9/2003

COMMUNICATION CENTER SUPERVISOR WAGE AND BENEFIT TRANSITION
PLAN AND TELECOMMUNICATOR RETENTION PLAN

Approved by:
Public Works Committee


Richard L. Manke, Chair


James R. Behrend


Genia C. Bruce

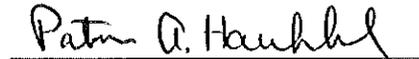

Hank Carlson


Karl Nilson

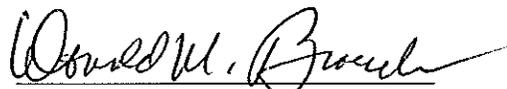

Rodell L. Singert


David W. Swan

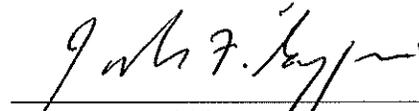
Approved by:
Finance Committee


Patricia A. Haukohl, Chair

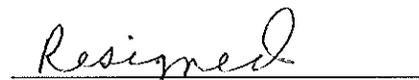

James R. Behrend


Donald M. Broesch


Genia C. Bruce


Joseph F. Griffin


Joe C. Marchese

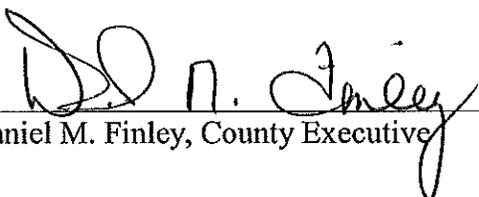

Michael Sonnentag

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

Date: 5-30-03, 
Kathy Nickolaus, County Clerk

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

Approved:
Vetoed:

Date: 5-31-03, 
Daniel M. Finley, County Executive

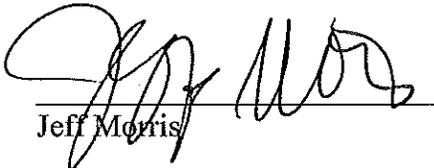
COMMUNICATION CENTER SUPERVISOR WAGE AND BENEFIT TRANSITION
PLAN AND TELECOMMUNICATOR RETENTION PLAN

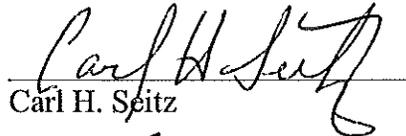
Presented by:
Personnel Committee


Duane E. Paulson, Chair

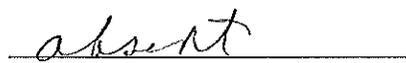

Donald M. Broesch


Peter Gundrum


Jeff Morris

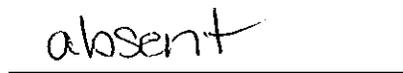

Carl H. Seitz

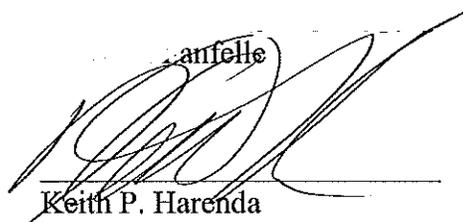

Robert G. Thelen II

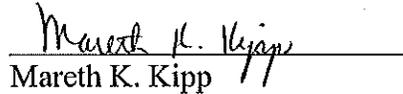

Matt Thomas

Approved by: Judiciary &
Law Enforcement Committee

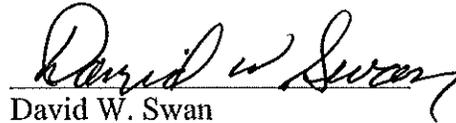

Duane Stamsta, Chair


Kathleen M. Cummings


Keith P. Harenda


Mareth K. Kipp


Joseph C. LaPorte


David W. Swan

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

Date: _____,
Kathy Nickolaus, County Clerk

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

Approved: _____
Vetoed: _____

Date: _____,
Daniel M. Finley, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

fo 158-20

V

DATE-05/25/03

(ORD) NUMBER-1580016

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....AYE
- 13 J. MORRIS.....AYE
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 M. SONNENTAG.....
- 21 W. KOLB.....AYE
- 23 P. PRONOLD.....AYE
- 25 K. CUMMINGS.....AYE
- 27 D. PAULSON.....AYE
- 29 M. THOMAS.....NAY
- 31 V. STROUD.....AYE
- 33 D. PAVELKO.....AYE
- 35 C. SEITZ.....

- 2 R. THELEN.....AYE
- 4 H. CARLSON.....AYE
- 6 D. BROESCH.....AYE
- 8 J. DWYER.....AYE
- 10 S. WOLFF.....AYE
- 12 J. GRIFFIN.....AYE
- 14 J. LA PORTE.....AYE
- 16 R. MANKE.....AYE
- 18 D. FANFELLE.....
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....AYE
- 24 A. SILVA.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....AYE

TOTAL AYES-31

TOTAL NAYS-01

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-32