

RATIFICATION OF 2002-2003-2004 ACCORD COLLECTIVE
BARGAINING AGREEMENTS

WHEREAS Waukesha County has engaged in collective bargaining with employees represented by the Association of Civilian Correctional Officers and Radio Dispatchers (ACCORD), and

WHEREAS 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 DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by the Association of Civilian Correctional Officers and Radio Dispatchers be approved.

I. Contract Language and Personnel Policy

A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.

B. Modify recognition clause to change the name of the Association to Waukesha County Professional Correctional Officer and Telecommunicators Association.

C. Incorporate the previously agreed upon Memorandum of Understanding regarding compensatory time under the Fair Labor Standards Act.

D. Modify Funeral Leave provisions to reflect current practice of providing funeral leave for eligible step relations.

II. Benefits

A. Effective August 1, 2003, modify the Point of Service health insurance provisions as follows:

1. Change the in-network benefits by adding a deductible of \$100 single/\$300 family; with a 90%/10% coinsurance, and an out-of-pocket maximum of \$400 single/\$800 family.

2. Modify the prescription drug copay from \$5 to \$10 generic/\$15 brand/\$25 out-of-formulary.

B. Effective August 1, 2003, modify the CompCare HMO health plan provisions as follows:

1. Lifetime maximum \$2 million

2. Emergency room co-pay--\$25 life threatening; \$50 urgent care

3. Office Visit \$10

4. Inpatient co-pay \$25 per day, maximum \$250 per occurrence

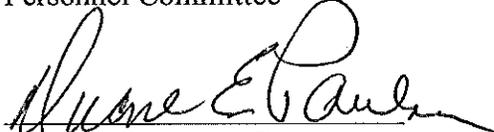
- 50 5. Medical equipment copay \$25
51 6. Skilled home care copay \$10
52 7. Drug co-pay \$10 generic, \$20 brand, \$30 out of formulary
53
54 C. Modify health insurance provisions for employees who retire by providing that they
55 may continue to participate in the retiree group medical plan beyond age 65.
56
57 D. Effective for 2004, the County will provide employees the opportunity to participate
58 in a Section 125 Medical Reimbursement Plan.
59
60 E. Effective January 1 2004, the County will provide a Post Employment Health
61 Reimbursement Plan (VEBA) to regular full time and regular part-time employees.
62 The County will contribute \$200 annually for each eligible employee.
63

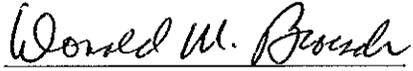
64 III. Classification and Compensation

- 65
66 A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of
67 pay effective December 29, 2001.
68
69 B. An across-the-board increase of two percent (2%) shall be applied to the 2002 rates of
70 pay effective December 28, 2002.
71
72 C. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of
73 pay effective July 26, 2003.
74
75 D. An across-the-board increase of two percent (2%) shall be applied to the 2003 rates of
76 pay effective December 27, 2003.
77
78 E. An across-the-board increase of two percent (2%) shall be applied to the 2004 rates of
79 pay effective June 26, 2004.

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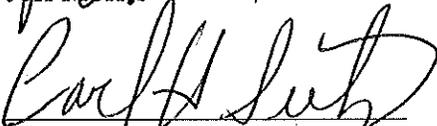
Presented by:
Personnel Committee


Duane E. Paulson, Chair


Donald M. Broesch

absent
Peter Gundrum

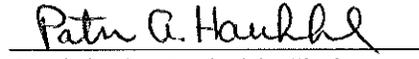

Jeff Morris


Carl H. Seitz


Robert G. Thelen II

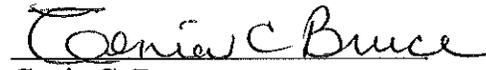
absent
Matt Thomas

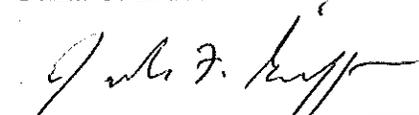
Approved by:
Finance Committee


Patricia A. Haukohl, Chair


James R. Behrend


Donald M. Broesch

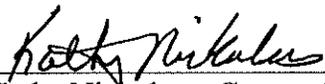

Genia C. Bruce


Joseph F. Griffin


Joe C. Marchese

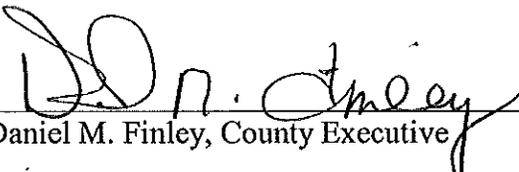
Resigned
Michael Sofnentag

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

FISCAL NOTE

RATIFICATION OF 2002-2003-2004 ACCORD COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

Section IIA-C: Health Plan Based on current levels of participation, the modifications to the County's share of health plan costs would result in a savings of about \$33,206 in 2003 (based on an August 1 start) and about \$91,650 in 2004.

Section IID: Medical Reimbursement Plan Effective in January 2004, this change would allow employees to set aside a portion of their wages to pay out of pocket health expenses on a pre-tax basis. The annual cost to the County to administer this program are expected to be offset by savings on Social Security charges.

Section IIE: VEBA (Voluntary Employee Beneficiary Association) Contribution Starting for the first time for Accord in January 2004, the County would provide an annual contribution to a post-employment health reimbursement account for each regular full-time employee of \$200. Based upon the 104 employees covered, the annual cost of this change would be \$20,800 beginning in 2004.

Section III: Classification and Compensation A 3% across-the-board increase would be made for 2002. For each of the following periods, 2% increases would be made: at the beginning of 2003 at the end of July, 2003, at the beginning of 2004 and at the end of June, 2004. The fiscal impact of these changes net of the items outlined in Section II is illustrated below:

	2001 Wages	2002 ATB	2002 Wages	%	2003 ATB	2003 Wages	%
Salaries	\$3,789,890	\$113,697	\$3,903,587	3.00%	\$111,252	\$4,014,839	2.85%
Retirement	\$356,250	\$10,688	\$366,938	3.00%	\$10,458	\$377,396	2.85%
Social Security	\$289,927	\$8,698	\$298,625	3.00%	\$8,511	\$307,136	2.85%
Total Section III	\$4,436,067	\$133,083	\$4,569,150	3.00%	\$130,221	\$4,699,371	2.85%
Section II Changes					-\$33,206		
Net	\$4,436,067	\$133,083	\$4,569,150	3.00%	\$97,015	\$4,666,165	2.12%

	2004 ATB	2004 Wages	%
Salaries	\$162,267	\$4,177,106	4.04%
Retirement	\$15,253	\$392,649	4.04%
Social Security	\$12,413	\$319,549	4.04%
Total Section III	\$189,933	\$4,889,304	4.04%
Section II Changes	-\$70,850		
Net	\$119,083	\$4,785,248	2.55%


 Lawrence M. Dahl
 May 13, 2003

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158-0-019

WAUKESHA COUNTY BOARD OF SUPERVISORS

EO 158-21

V

DATE-05/25/03

(ORD) NUMBER-1580019

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.....AYE
 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-32

TOTAL NAYS-00

CARRIED X

DEFEATED _____

UNANIMOUS X

TOTAL VOTES-32