

RATIFICATION OF 2002-2003-2004 SOCIAL WORKER
COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with Social Workers represented by AFSCME Local 902, 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 AFSCME Local 902 be approved.

Section I. Contract Language and Personnel Policy

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

B. Effective the first of the month following ratification amend mileage reimbursement to provide that the reimbursement level will be made at the level established by the IRS. Modify car pool incentive to provide the following: three (3) people in a vehicle - fifteen cents (15¢) per mile; four to five (4-5) people in a vehicle - twenty-five cents (25¢) per mile; six plus (6+) people in a vehicle - thirty-five (35¢) per mile.

Section II. Benefits

A. Effective January 1, 2004, the County will provide employees the opportunity to participate in the Section 125 Medical Reimbursement Plan.

B. Effective January 1, 2004, modify the CompCare HMO health insurance plan 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, day, maximum \$250 per occurrence
5. Medical equipment co-pay \$25
6. Skilled home care co-pay \$10
7. Drug co-pay \$10 generic, \$20 brand, \$30 out of formulary

C. Effective January 1, 2004, modify the Point-Of-Service health insurance plan as follows:

1. Change the prescription drug co-pay to \$10 generic/\$15 brand/\$25 out-of-formulary.
2. Modify the in-network benefit plan to provide 90%/10% coinsurance; \$100 single/\$300 family deductible; \$400 single/\$800 family out-of-pocket co-insurance maximum.

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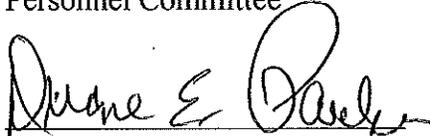
Section III. Classification and Compensation

- A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of pay effective December 29, 2001.
- B. An across-the-board increase of three percent (3%) shall be applied to the 2002 rates of pay effective December 28, 2002.
- C. An across-the-board increase of three percent (3%) shall be applied to the 2003 rates of pay effective December 27, 2003.
- D. Effective April 3, 2004, modify the classification and salary schedule as follows:
 - 1. Abolish the classifications of Social Worker I and Social Worker II and create the classification of Social Worker.
 - 2. Combine the salary ranges of Social Worker I and Social Worker II and create a new nine (9) step plan with one year time intervals between steps.
 - 3. Current employees who are in a six (6) month step interval will continue to be eligible for merit increases at six (6) month time intervals until they reach a one year step, thereafter employees will be eligible for merit increases after one (1) year of work at the previous salary step.

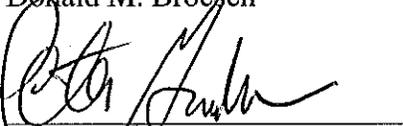
BE IT FURTHER ORDAINED that the classification specification for Social Worker on file in the County Clerks Office and the Department of Administration be adopted upon final approval of this ordinance.

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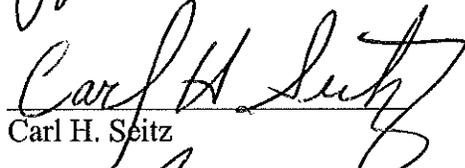
Presented by:
Personnel Committee


Duane E. Paulson, Chair

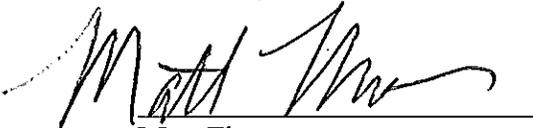
absent
Donald M. Broesch


Peter Gundrum

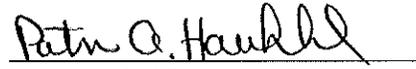

Jeff Morris

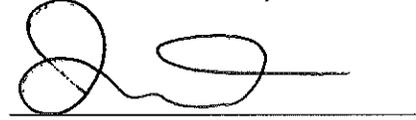

Carl H. Seitz


Robert G. Thelen II

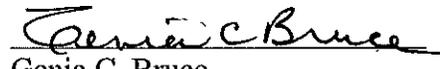

Matt Thomas

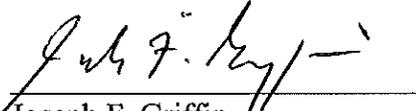
Approved by:
Finance Committee


Patricia A. Haukohl, Chair


James R. Behrend

absent
Donald M. Broesch


Genia C. Bruce


Joseph F. Griffin


Joe C. Marchese

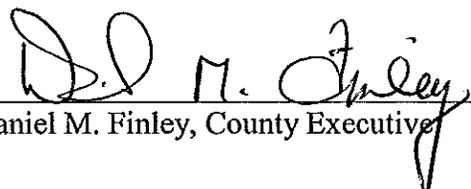
resigned
Michael Sonntag

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

Date: 6-27-03, 
Kathy Nickolaus, County Clerk

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

Approved:
Vetoed:

Date: 6-30-03, 
Daniel M. Finley, County Executive

FISCAL NOTE

RATIFICATION OF 2002-2003-2004 SOCIAL WORKER COLLECTIVE BARGAINING AGREEMENT

Sections of the Ordinance with fiscal implications include the following:

Section IB: Mileage The ordinance changes the reimbursement rate for the use of personal vehicles to the level established by the Internal Revenue Service (currently at \$0.36/mile) from the prior contract rate of \$0.35/mile. It also adjusts the number of occupants for the car pool incentive rate. The fiscal impact is estimated to be minimal.

Section IIA: 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 IIB/C: Health Plan Based on current levels of participation, the change in benefits to the self-insured health plan would result in plan savings of about \$65,831 in 2004 (based on a January 1 start).

Section III: Classification and Compensation 3% across-the-board increases would be made for 2002, 2003 and 2004. In addition, The Social Worker I and Social Worker II positions would be consolidated into a single classification. The new classification will be created with a nine (9) step range; the time intervals will be one year between steps; it will now take 8 years to reach the maximum of the range if someone begins at step one. The previous salary range was a six (6) step range; if someone began as a SW II at step 1 it took 3 1/2 years to reach the maximum. The new compensation plan will result in employees moving more slowly to the maximum and resulting in future savings to the County. . 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	\$3,729,020	\$111,871	\$3,840,891	3.00%	\$115,227	\$3,956,118	3.00%
Retirement	\$350,528	\$10,516	\$361,044	3.00%	\$10,831	\$371,875	3.00%
Social Security	\$285,270	\$8,558	\$293,828	3.00%	\$8,815	\$302,643	3.00%
Total Section III	\$4,364,818	\$130,945	\$4,495,763	3.00%	\$134,873	\$4,630,636	3.00%
Section II Changes							
Net	\$4,364,818	\$130,945	\$4,495,763	3.00%	\$134,873	\$4,630,636	3.00%

	2004 ATB	2004 New Step Placement	2004 Wages	%
Salaries	\$118,684	\$74,391	\$4,149,193	4.88%
Retirement	\$11,156	\$6,993	\$390,024	4.88%
Social Security	\$9,079	\$5,691	\$317,413	4.88%
Total Section III	\$138,919	\$87,075	\$4,856,630	4.88%
Section II Changes	-\$65,831			
Net	\$73,088	\$87,075	\$4,790,799	3.46%



Lawrence M. Dahl
June 9, 2003

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WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-06/24/03

(ORD) NUMBER-1580⁰²⁹~~022~~

- 1 K. HERRO.....AYE
- 3 D. STAMSTA.....AYE
- 5 J. MARCHESE.....AYE
- 7 J. JESKEWITZ.....AYE
- 9 P. HAUKOHL.....AYE
- 11 K. HARENDA.....
- 13 J. MORRIS.....AYE
- 15 D. SWAN.....AYE
- 17 J. BEHREND.....AYE
- 19 ^{W. Mitchell}~~M. SONNENTAG~~.....AYE
- 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.....AYE

- 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 ^{B. Morris}~~D. FANELLE~~.....AYE
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....
- 24 A. SILVA.....AYE
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....AYE
- 32 P. GUNDRUM.....AYE
- 34 R. SINGERT.....NAY

TOTAL AYES-32

TOTAL NAYS-01

CARRIED X

DEFEATED _____

UNANIMOUS _____

TOTAL VOTES-33