

RATIFICATION OF 2002-2003-2004 PUBLIC HEALTH  
NURSES COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with Public Health represented by AFSCME Local 2494, 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 2494 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; and,
  - 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%

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coinsurance; \$100 single/\$300 family deductible; \$400 single/4800 family out-of-pocket co-insurance maximum.

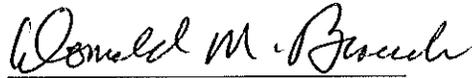
Section III. Classification and Compensation

- 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 add a new salary step 7 (1945.40 biweekly) to the Public Health Nurse II salary range.

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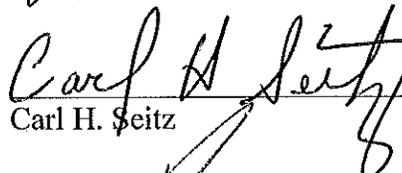
Presented by:  
Personnel Committee

  
Duane E. Paulson, Chair

  
Donald M. Broesch

absent  
Peter Gundrum

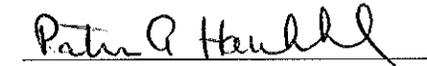
  
Jeff Morris

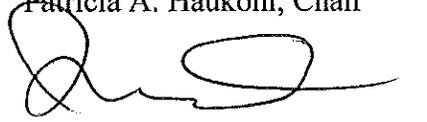
  
Carl H. Seitz

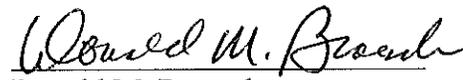
  
Robert G. Thelet II

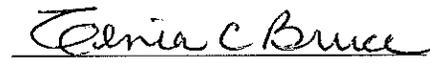
  
Matt Thomas

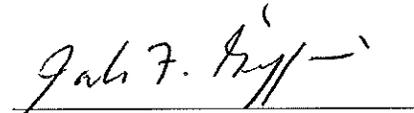
Approved by:  
Finance Committee

  
Patricia A. Haukohl, Chair

  
James R. Behrend

  
Donald M. Broesch

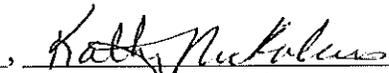
  
Genia C. Bruce

  
Joseph F. Griffin

  
Joe C. Marchese

  
Bonnie J. Morris

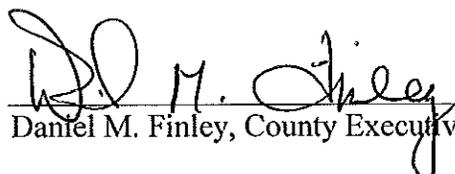
The foregoing legislation adopted by the County Board of Supervisors of Waukesha County, Wisconsin, was presented to the County Executive on:

Date: 8-29-03,   
Kathy Nickolaus, County Clerk

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

Approved:

Vetoed:

Date: 8-29-03,   
Daniel M. Finley, County Executive

## FISCAL NOTE

### RATIFICATION OF 2002-2003-2004 PUBLIC HEALTH NURSES 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 \$17,472 in 2004 (based on a January 1 start).

**Section III: Classification and Compensation** 3% across-the-board (ATB) increases would be made for 2002, 2003 and 2004. In addition, a seventh step would be added to the wage range effective April 3, 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	\$966,527	\$28,996	\$995,523	3.00%	\$29,866	\$1,025,389	3.00%
Retirement	\$90,854	\$2,726	\$93,580	3.00%	\$2,807	\$96,387	3.00%
Social Security	\$73,939	\$2,218	\$76,157	3.00%	\$2,285	\$78,442	3.00%
Total Section III	\$1,131,320	\$33,940	\$1,165,260	3.00%	\$34,958	\$1,200,218	3.00%
Section II Changes	---	---	---	---	---	---	---
Net	\$1,131,320	\$33,940	\$1,165,260	3.00%	\$34,958	\$1,200,218	3.00%

	2004 ATB	2004 New Step	2004 Wages	%
Salaries	\$30,762	\$10,534	\$1,066,685	4.03%
Retirement	\$2,892	\$990	\$100,269	4.03%
Social Security	\$2,353	\$806	\$81,601	4.03%
Total Section III	\$36,007	\$12,330	\$1,248,555	4.03%
Section II Changes	-\$17,472	---	---	---
Net	\$18,535	\$12,330	\$1,231,083	2.57%



Lawrence M. Dahl  
August 7, 2003

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WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/26/03

(ORD) NUMBER-1580057

- 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.....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.....
- 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.....AYE
- 20 M. KIPP.....AYE
- 22 G. BRUCE.....AYE
- 24 A. SILVA.....
- 26 S. KLEIN.....AYE
- 28 P. JASKE.....AYE
- 30 K. NILSON.....
- 32 P. GUNDRUM.....
- 34 R. SINGERT.....NAY

TOTAL AYES-29

TOTAL NAYS-01

CARRIED X

DEFEATED \_\_\_\_\_

UNANIMOUS \_\_\_\_\_

TOTAL VOTES-30