

RATIFICATION OF 2002-2003-2004 PARKS
COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with Parks employees represented by AFSCME Local 1365, 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.

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

- A. Change the prescription drug co-pay to \$10 generic/\$15 brand/\$25 out-of-formulary.

50 B. Modify the in-network benefit plan to provide 90%/10% coinsurance; \$100
51 single/\$300 family deductible; \$400 single/4800 family out-of-pocket co-
52 insurance maximum.

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54 Section IV. Classification and Compensation

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56 A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates
57 of pay effective December 29, 2001.

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59 B. An across-the-board increase of three percent (3%) shall be applied to the 2002
60 rates of pay effective December 28, 2002.

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62 C. An across-the-board increase of three percent (3%) shall be applied to the 2003
63 rates of pay effective December 27, 2003.

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65 D. A wage adjustment of thirty-five cents (35¢) per hour shall be applied to all
66 classifications effective December 26, 2003 after the across-the-board increase.

67

68 E. Effective December 26, 2003 reclassify one regular full-time position of Park
69 Maintenance Worker to Park Foreman.

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COLLECTIVE BARGAINING AGREEMENT

Presented by:
Personnel Committee

Duane E. Paulson
Duane E. Paulson, Chair

Donald M. Broesch
Donald M. Broesch

absent
Peter Gundrum

Jeff Morris
Jeff Morris

Carl H. Seitz
Carl H. Seitz

Robert G. Thelen II
Robert G. Thelen II

Matt Thomas
Matt Thomas

Approved by:
Finance Committee

Patricia A. Haukohl
Patricia A. Haukohl, Chair

James R. Behrend
James R. Behrend

Donald M. Broesch
Donald M. Broesch

Genia C. Bruce
Genia C. Bruce

Joseph F. Griffin
Joseph F. Griffin

Joe C. Marchese
Joe C. Marchese

Bonnie J. Morris
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
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
Daniel M. Finley, County Executive

FISCAL NOTE

RATIFICATION OF 2002-2003-2004 PARKS 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 \$27,790 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, \$0.35/hour would be added to the wage range effective January 1, 2004. One Park Maintenance Worker is reclassified to a Park Foreman on December 26, 2003. 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	\$1,244,645	\$37,339	\$1,281,984	3.00%	\$38,460	\$1,320,444	3.00%
Retirement	\$116,997	\$3,510	\$120,507	3.00%	\$3,615	\$124,122	3.00%
Social Security	\$95,215	\$2,856	\$98,071	3.00%	\$2,942	\$101,013	3.00%
Total Section III	\$1,456,857	\$43,705	\$1,500,562	3.00%	\$45,017	\$1,545,579	3.00%
Section II Changes	---	---	---	---	---	---	---
Net	\$1,456,857	\$43,705	\$1,500,562	3.00%	\$45,017	\$1,545,579	3.00%

	2004 ATB	2004 Hourly Rate Increase	2004 Position Reclass.	2004 Wages	%
Salaries	\$39,613	\$21,840	\$2,684	\$1,384,581	4.86%
Retirement	\$3,724	\$2,053	\$252	\$130,151	4.86%
Social Security	\$3,030	\$1,671	\$205	\$105,919	4.86%
Total Section III	\$46,367	\$25,564	\$3,141	\$1,620,651	4.86%
Section II Changes	-\$27,790	---	---	-\$27,790	---
Net	\$18,577	\$25,564	\$3,141	\$1,592,861	3.06%



Lawrence M. Dahl
August 13, 2003

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158-0-058

WAUKESHA COUNTY BOARD OF SUPERVISORS

EO 158-58

V

DATE-08/26/03

(ORD) NUMBER-1580058

- 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