

ENROLLED ORDINANCE 162-46

RATIFICATION OF 2007 – 2008 – 2009 AFSCME MASTER
COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with employees represented under the AFSCME Master Unit (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 AFSCME Master Local 2494.

Section I: Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2007 – 2008 – 2009.
- B. Update department listing for seniority purposes.
- C. Renew a Letter of Understanding for the term of the contract which provides that employees classified as Building Service Worker I and Building Service Worker II, and who have been employed prior to 01/01/1996 will not be laid off as a result of a decision by the County to subcontract custodial work in current County facilities.
- D. The County will agree to meet with the Local and discuss the work schedules of the Maintenance Mechanics.

Section II: Employee Benefits

- A. Effective 01/01/2008 modify the Point-of-Service Plan as follows:
 - i. Increase the out-of-network deductible from \$100/\$300 to \$200/\$600.
 - ii. Increase the out-of-network co-insurance percentage from 80%/20% to 70%/30%.
 - iii. Increase the out-of-network co-insurance out-of-pocket maximum from \$500/\$1,000 to \$1,500/\$3,000.
 - iv. Modify the in-network prescription drug benefit by adding a fourth tier at \$100 co-pay per prescription per month.
 - v. Modify the mail orders drug program by changing from a two (2) month

co-pay to a two and one-half (2 ½) month co-pay for a ninety (90) day supply.

- B. Effective 01/01/2009 modify the Point-of-Service plan as follows:
 - i. Increase the in-network deductible from \$100/\$300 to \$150/\$450
 - ii. Increase the in-network co-insurance out-of-pocket maximum from \$400/\$800 to \$600/\$1,200.
- C. Effective 01/01/2008 the County will provide a Post Employment Health Plan. The County will contribute \$200 annually into the plan. Effective 01/01/2009, increase the County contribution into the Post Employment Health Plan from \$200 to \$300.
- D. Modify health insurance provisions to eliminate references to prior HMO plan.
- E. Effective 01/01/2008 modify the retirement sick leave payout by eliminating the cash payout and provide that employees will be eligible to receive sixty-five percent (65%) of their unused sick leave into their Post Employment Health plan.

Section III: Classification and Compensation

- A. An across-the-board increase of two percent (2%) will be applied to the 2006 rates of pay effective January 6, 2007.
- B. An across-the-board increase of one percent (1%) will be applied to the 2007 rates of pay effective July 7, 2007.
- C. An across-the-board increase of two (2%) will be applied to the 2007 rates of pay effective March 29, 2008.
- D. An across-the-board increase of two (2%) will be applied to the 2008 rates of pay effective September 27, 2008.
- E. An across-the-board increase of two percent (2%) will be applied to the 2008 rates of pay effective January 3, 2009.
- F. An across-the-board increase of one percent (1%) will be applied to the 2009 rates of pay effective July 4, 2009.
- G. Effective January 3, 2009, after the across-the-board increase is applied provide for the following equity adjustments:
 - i. Apply a \$1.00 an hour adjustment to Step 5 of the Licensed Practical Nurse salary range.

- ii. Establish a new salary range for the Certified Occupational Therapy Assistant classification as follows:

Biweekly \$1,176.12 \$1,275.22 \$1,345.71 \$1,400.31 \$1,454.90

Provide that the time intervals after the second step are expanded from six (6) to twelve (12) month intervals.

- iii. Provide a new salary step 6 (biweekly) to the Human Services Support Specialist.

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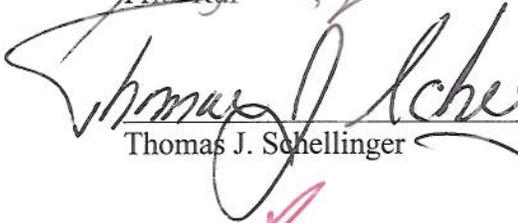
Presented by:
Personnel Committee


Duane E. Paulson, Chair

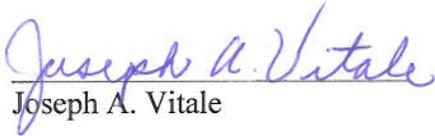

Thomas Bullermann


Peter Gundrum

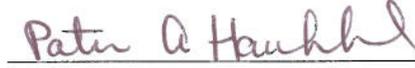

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Thomas J. Schellinger


Robert G. Thelen II

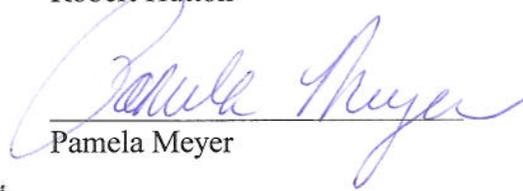

Joseph A. Vitale

Approved by:
Finance Committee


Patricia A. Haukohl, Chair


Donald M. Broesch


Robert Hutton

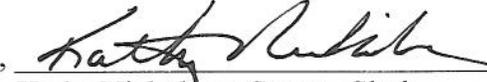

Pamela Meyer


Ted Rolfs


Rodell L. Singert

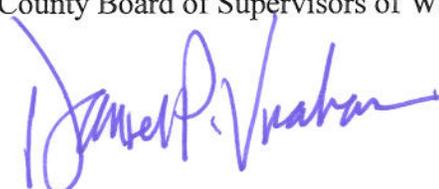

Jean Tortomasi

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

Date: 8/31/07, 
Kathy Nickolaus, County Clerk

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

Approved: X
Vetoed: _____

Date: 9-4-07, 
Daniel P. Vrakas, County Executive

WAUKESHA COUNTY BOARD OF SUPERVISORS

V

DATE-08/28/07

(ORD) NUMBER-1620042

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|--------------------------|--------------------------|
| 1 K. HERRO.....AYE | 2 R. THELEN.....AYE |
| 3 T. ROLFS.....AYE | 4 R. HUTTON..... |
| 5 J. MARCHESE.....AYE | 6 D. BROESCH.....AYE |
| 7 J. JESKEWITZ.....AYE | 8 J. DWYER.....AYE |
| 9 P. HAUKOHL.....AYE | 10 S. WOLFF.....AYE |
| 11 K. HARENDA..... | 12 T. SCHELLINGER....AYE |
| 13 J. MORRIS.....AYE | 14 S. WIMMER.....AYE |
| 15 D. SWAN.....AYE | 16 R. STEVENS.....AYE |
| 17 J. BEHREND.....AYE | 18 B. MORRIS.....AYE |
| 19 W. MITCHELL.....AYE | 20 P. WOLFF.....AYE |
| 21 W. KOLB.....AYE | 22 G. BRUCE..... |
| 23 J. TORTOMASI.....AYE | 24 J. VITALE.....AYE |
| 25 K. CUMMINGS.....AYE | 26 F. RUF.....AYE |
| 27 D. PAULSON.....AYE | 28 P. JASKE.....AYE |
| 29 T. BULLERMANN.....AYE | 30 K. NILSON.....AYE |
| 31 V. STROUD.....AYE | 32 P. GUNDRUM.....AYE |
| 33 K. HAMMITT.....AYE | 34 R. SINGERT.....AYE |
| 35 P. MEYER.....AYE | |

TOTAL AYES-32

TOTAL NAYS-00

CARRIED_____

DEFEATED_____

UNANIMOUS X

TOTAL VOTES-32