

WASHINGTON COUNTY, WISCONSIN

Date of enactment: 12/9/08

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VOTE

2008 RESOLUTION 50

2008-2009 Para-Professional Employees Labor Agreement

WHEREAS, Labor Association of Wisconsin Local Union No. 809 representing certain Para-Professional employees and the Washington County Negotiating Committee for the period of January 1, 2008 to December 31, 2009, were able to reach agreement on various contract terms, but ultimately agreed to submit the matter to arbitration due to certain unresolved issues; and

WHEREAS, an arbitration decision was issued on November 4, 2008, which was reported to the Administrative Services Committee of the Washington County Board and will be reduced to a formal collective bargaining agreement; and

WHEREAS, the following issues summarize the major changes from the previous labor agreement:

1. A two (2) year agreement that will be in effect from January 1, 2008 through December 31, 2009.
2. Wages – Adjust the salary schedule in the contract to provide a 3% across the board increase effective January 1, 2008 and a 3% across the board increase effective January 1, 2009.
3. Amend the Health Insurance Plan as follows:
 - (A) The caps will be adjusted as necessary to continue an 85% employer contribution and 15% employee contribution to cover the monthly cost of the health insurance premium.
 - (B) The current \$250 single and \$750 family deductible will be retained.
 - (C) Co-insurance would be amended effective January 1, 2008 to the following: In network co-pay split of 90%/10% with an out of pocket maximum of \$500 for single coverage/\$1,500 for family coverage.
 - (D) Out of network co-pay split of 70%/30% with an out of pocket maximum of \$2,000 for single coverage/\$6,000 for family coverage.
 - (E) Para-Professional employees shall have the option to participate in the voluntary dental plan selected by the County at their own expense.
 - (F) Add language to include the cost of an annual physical for the employee's spouse.

1 (G) Add language to include the following: "The maximum benefits paid under
2 the health insurance plan shall be \$1,000,000 in any one calendar year and
3 \$2,000,000 for the lifetime of the insured person."
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5 4. Revise vacation language to allow new employees to take up to one week of their
6 vacation allotment after completing their probationary period rather than waiting
7 until after one full year of employment has been obtained.
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9 5. Provide language that would amend the Management Rights Clause to address
10 2006 Resolution 33 (Declared Emergency).
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12 **NOW, THEREFORE, BE IT RESOLVED** by the Washington County Board of
13 Supervisors that said labor agreement between Washington County and Labor Association of
14 Wisconsin Local Union No. 809, the terms of which are generally summarized herein and as
15 more specifically set forth in the Arbitrator's Decision, is adopted, the original being on file in
16 the County Human Resources Department.
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18 _____
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20 VOTE REQUIREMENT FOR PASSAGE: Majority

21
22 RESOLUTION SUMMARY: Resolution adopting arbitration award resulting in 2008-2009
23 Para-Professional Employees Labor Agreement.
24

25 APPROVED: Introduced by members of the ADMINISTRATIVE
26 **(signed by Kimberly A. Nass)** SERVICES COMMITTEE as filed with the
27 Kimberly A. Nass, County Attorney County Clerk.

28 Dated **12/9/08** **(signed by Roy C. Justman)**

29 Considered **12/9/08** Roy C. Justman, Chairperson

30 Adopted **12/9/08**

31 Ayes **28** Noes **1** Absent **1**

32 Voice Vote _____
33

34 (The approximate costs per year are \$30,685 for 2008 and \$33,600 for 2009. The costs include
35 fringe benefits. Funds for both years are included in the appropriate year's budget.)