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WASHINGTON COUNTY, WISCONSIN

Date of enactment: 3/10/09
Date of publication: 3/19/09

VOTE

2008 RESOLUTION 73

2008-2009 Washington County Deputy Sheriffs' Association Employees Labor Agreement

WHEREAS, Washington County Deputy Sheriffs' Association representing certain employees in the Washington County Sheriff's Department 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 issue(s) relating to wages; and

WHEREAS, an arbitration decision was issued on February 18, 2009, in favor of Washington County, 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:

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(1) In network co-pay split of 90%/10% with an out of pocket maximum of \$500 for single coverage/\$1,500 for family coverage.

(2) 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) The Washington County Deputy Sheriffs' Association employees shall have the option to participate in the voluntary dental plan offered by the County at their own expense.

(F) Add language to include the cost of an annual physical for the employee's spouse.

(G) Add language to include the following: "The maximum benefits paid under the health insurance plan shall be \$1,000,000 in any one calendar year and \$2,000,000 for the lifetime of the insured person."

4. Increase annual uniform allowance to \$550/year as of 1/1/08 and to \$570/year effective 1/1/09.

5. Amend the Grievance procedure to allow more flexibility to present the grievance to the Administrative Services Committee at their next regularly scheduled meeting instead of a set number of calendar days.

6. Amend the Leaves of Absence of more than thirty (30) calendar days to be submitted to the Human Resources Director.

7. Amend the Residency requirement to permit employees to reside in Washington County or the surrounding counties which include Dodge, Fond du Lac, Milwaukee, Ozaukee, Sheboygan and Waukesha.

NOW, THEREFORE, BE IT RESOLVED by the Washington County Board of Supervisors that said labor agreement between Washington County and Washington County Deputy Sheriffs' Association, the terms of which are generally summarized herein and as more specifically set forth in the Arbitrator's Decision, is adopted, the original being on file in the County Human Resources Department.

VOTE REQUIREMENT FOR PASSAGE: Majority

RESOLUTION SUMMARY: Resolution recognizing favorable arbitration decision resulting in 2008-2009 Washington County Deputy Sheriffs' Association Employees Labor Agreement.

APPROVED: Introduced by members of the ADMINISTRATIVE

(signed by Kimberly A. Nass) SERVICES COMMITTEE as filed with the

1 Kimberly A. Nass, County Attorney

County Clerk.

2 Dated **3/11/09**

(signed by Roy C. Justman)

3

Roy C. Justman, Chairperson

4 Considered **3/10/09**

5 Adopted **3/10/09**

6 Ayes **27** Noes **3** Absent **0**

7 Voice Vote _____

8

9 (The two year contract for 2008 and 2009 will cost approximately \$157,100 and \$165,740
10 respectively. Because this settlement includes back-pay for all of 2008, we will be charged
11 interest from the Wisconsin Retirement System. The amount of interest is unknown at this time.
12 Funds from 2008 have been carried forward to 2009 to fund the back-pay. The 2009 budget
13 includes funds to cover the costs for that year.)