

1 **WASHINGTON COUNTY, WISCONSIN**

2
3 Date of enactment: 4/21/09

4 Date of publication: 4/28/09

5 **VOTE**

6 **2009 RESOLUTION 9**

7
8 **2008-2009 Washington County Sheriff's Department Protective Services**
9 **Command Staff Association Labor Agreement**

10
11 **WHEREAS**, Washington County Code provides for County Board approval as a
12 prerequisite to a voluntary binding agreement between Washington County and any employee
13 labor group; and

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15 **WHEREAS**, a tentative labor agreement has been reached between the Washington
16 County Sheriff's Department Protective Services Command Staff Association representing
17 certain employees and the Washington County Negotiating Committee for the period of
18 January 1, 2008 to December 31, 2009, the original being on file and available for review with
19 the Human Resources Department; and

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21 **WHEREAS**, said tentative agreement has been ratified by the members of the
22 employee bargaining unit and has also been ratified by the Administrative Services Committee
23 of the Washington County Board; and

24
25 **WHEREAS**, the following issues summarize the major changes from the previous
26 labor agreement:

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- 28 1. A two (2) year agreement that will be in effect from January 1, 2008 through
- 29 December 31, 2009.
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- 31 2. Wages – Adjust the salary schedule in the contract to provide a 3% across the
- 32 board increase effective January 1, 2008 and a 3% across the board increase
- 33 effective January 1, 2009.
- 34
- 35 3. Amend the Health Insurance Plan as follows:
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- 37 (A) Adjust caps as necessary to continue an 85% employer contribution and
- 38 15% employee contribution to cover the monthly cost of the health
- 39 insurance premium.
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- 41 (B) Retain \$250 single and \$750 family deductible for health insurance.
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- 43 (C) Amend insurance effective January 1, 2008 as follows:
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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 Sheriff's Department Protective Services Command Staff 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 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.

THEREFORE, BE IT RESOLVED by the Washington County Board of Supervisors that said labor agreement between Washington County and Washington County Sheriff's Department Protective Services Command Staff Association is hereby ratified, the original being on file in the County Human Resources Department.

VOTE REQUIREMENT FOR PASSAGE: Majority

RESOLUTION SUMMARY: Resolution approving 2008-2009 Washington County Sheriff's Department Protective Services Command Staff Association labor agreement.

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2 APPROVED:
3 **(signed by Kimberly A. Nass)**
4 Kimberly A. Nass, County Attorney
5 Dated **4/22/09**
6
7 Considered **4/21/09**
8 Adopted **4/21/09**
9 Ayes **22** Noes **4** Absent **4**
10 Voice Vote _____

Introduced by members of the ADMINISTRATIVE
SERVICES COMMITTEE as filed with the
County Clerk.
(signed by Roy C. Justman)
Roy C. Justman, Chairperson

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12 (The two year contract for 2008 and 2009 will cost approximately \$29,150 and \$30,100
13 respectively. Because this settlement includes back-pay for all of 2008, we will be charged
14 interest by the Wisconsin Retirement System. The amount of interest is unknown at this time.
15 Funds from 2008 have been carried forward to 2009 to fund the back-pay. The 2009 budget
16 includes funds to cover the costs for that year.)