

**RESOLUTION # 108 - 2009**

1 **Resolution offered by Supervisors of the Labor Relations and Employee Services**  
2 **Committee.**

3  
4 **Resolved by the Board of Supervisors of Oneida County, Wisconsin:**

5  
6 **WHEREAS**, the Labor Relations and Employee Services Committee  
7 (hereinafter, "Committee), Attorney John Prentice, County Coordinator, Finance  
8 Director, Corporation Counsel and Employee Services Manager have met on several  
9 occasions with representatives of the Oneida County Non Protective Association  
10 employees bargaining unit represented by WPPA (hereinafter, "Association"); and  
11

12 **WHEREAS**, the Committee and the Association have reached a tentative  
13 agreement concerning the contract for calendar years 2009, 2010 and 2011; and  
14

15 **WHEREAS**, the principal changes, modifications and improvements to the  
16 contract, set forth below, have been recommended by the Committee; and  
17

18 **WHEREAS**, the Oneida County Board of Supervisors have reviewed the  
19 proposed changes for the purposes of ratification of the agreement between the  
20 Committee and the Association.

21  
22 **NOW, THEREFORE, BE IT RESOLVED**, that the Oneida County Board of  
23 Supervisors does hereby ratify and approve the contract agreement referred to above  
24 for calendar years 2009, 2010 and 2011 as negotiated between the Committee and the  
25 Association.

26 **BE IT FURTHER RESOLVED**, The Union's contract for the years of 2009,  
27 2010, and 2011 shall incorporate the following principal changes, modifications and  
28 improvements:

29 Non Protective Association wage schedule shall increase each year by 2.0%  
30 across the board effective December 27, 2008, December 26, 2009, and  
31 December 25, 2010 respectively.

32 As a *quid pro quo* for health insurance concessions the County will deposit per  
33 pay period the equivalent of 1% of wages each year as follows: \$14.40 in 2009,  
34 \$28.80 in 2010, and \$43.20 in 2011 into the employees VEBA accounts.

35 Article XII, Section 12.02, is amended to read:

36 Section 12.02 - Health Benefits at Retirement: An employee shall qualify for  
37 health benefits at retirement under one of the following conditions:

- 38 1. An employee who is hired before January 1, 2010, and retires with a minimum of  
39 twenty (20) years of continuous service with Oneida County, at age 55 ~~53~~ or  
40 older, and who begins receiving an immediate annuity under the Wisconsin  
41 Retirement System (WRS), shall be allowed to continue under the group hospital  
42 and surgical insurance plan up to the minimum age at which Medicare begins.  
43 The County agrees to pay the single plan rate for employees hired before  
44 January 1, 2010, with at least twenty (20) years continuous service and the

45 single plan rate, plus seventy-five dollars (\$75) to be applied to the health plan  
46 premium cost of a single plus one or family plan, for employees with at least  
47 twenty-five (25) years of continuous service who are eligible and retire on or  
48 before December 31, 2010, for up to ten (10) years; for employees with at least  
49 twenty (20) years of continuous service and eligible to retire on or before  
50 December 31, 2011, for up to nine (9) years; for employees with at least twenty  
51 (20) years of continuous service and eligible to retire on or before December 31,  
52 2012, for up to eight (8) years; for employees with at least twenty (20) years of  
53 continuous service and eligible to retire on or before December 31, 2013, and  
54 thereafter, for up to seven (7) years. The employee shall have the option of  
55 carrying any plan coverage above and beyond the single plan, provided the  
56 employee pays the difference between the County's contribution and the cost of  
57 the selected plan coverage.  
58

59 ~~Grandfather clause: The retirement age of 53 shall be reduced to age 50 for that~~  
60 ~~select group of employees actively employed on January 1, 2002, under the~~  
61 ~~following conditions:~~

- 62 ~~a) who qualify for and take an early retirement under the W.R.S. rules, and;~~
- 63 ~~b) with a minimum age of 50 and continuous years of service with Oneida~~  
64 ~~County added together total 80, and;~~
- 65 ~~c) who meet all other requirements as described in this section.~~

- 66
- 67 2. An employee who retires from Oneida County shall be allowed to continue under  
68 Oneida County's group hospital and surgical insurance plan up to the date that  
69 they are first eligible to participate in the Federal Medicare program, provided  
70 he/she pays the entire premium for such plan to the County each month, under  
71 the following conditions;

- 72
- 73 a) Between the age of 53 and eligible to participate in the Federal Medicare
- 74 program, and;
- 75 b) With less than 20 years of continuous service to Oneida County, and
- 76 c) is receiving an annuity from the Wisconsin Retirement System.
- 77

78 Shall be allowed to continue under Oneida County's group hospital and surgical  
79 insurance plan up to the date that they are first eligible to participate in the  
80 Federal Medicare program, provided he/she pays the entire premium for such  
81 plan to the County each month.

82

83 The present medical and hospitalization benefits will not be reduced but the  
84 County may from time to time change the insurance carrier if it elects to do so.  
85 The County agrees to notify the Association before any such change is  
86 implemented and to advise the Association of the terms of the proposed change.  
87 If a change in insurance carriers is grieved, the sole issue to be determined is the  
88 comparability of benefits expressed in total dollar value to the insured.

89

90 The County and the Association further agreed that the cost containment

91 measures previously developed by the County's reinsurer under such partially  
92 self-funded insurance program together with a hospital bill review cost  
93 containment measure may be implemented by the County. Further, the County  
94 agrees to meet with representatives of the Association and with representatives  
95 of the other bargaining units to review the partially self-funded employee group  
96 health insurance program, including actual administrative expenses and overall  
97 cost of actual claims incurred, or to which the county is obligated, as well as  
98 projected or quoted administrative expenses, anticipated claims expenses  
99 projected for the next calendar year, and the continued development of a prudent  
100 reserve account.

101 The County agrees to contribute to the health reimbursement account of each  
102 eligible retiree as follows:

103 Six Thousand Dollars (\$6000) to employees retiring in 2011;

104 Nine Thousand Dollars (\$9000) to employees retiring in 2012;

105 Twelve Thousand Dollars (\$12,000) to employees retiring in 2013;  
106

107 Protective Occupation Participants will get 10 years of retiree health insurance  
108 coverage, provided they pay fifty percent (50%) of the premium for the last three  
109 years.

110 County covers basic coverage cost of WRS life insurance benefit; employee has  
111 the option to buy up to maximum.

112 Modify Article IX, Section 9.04, to make meal allowance benefit the same as  
113 Deputy Association.

114 Replace employee uniforms (1 pant, 1 long sleeve shirt, 1 short sleeve shirt)  
115 pursuant to Association's proposal modifying Article XIV and Appendix C;  
116 presented by Association 6/9/09.

117 Increase hourly rate for certain positions as follows:

118 Secretary:Effective 12/27/08 \$15.00; 12/26/09 \$15.30; 12/25/10 \$15.61

119 Payroll Tech:Effective 12/27/08 \$15.31; 12/26/09 \$15.62; 12/25/10 \$15.93

120 Finance Tech:Effective 12/27/08 \$15.76; 12/26/09 \$16.08; 12/25/10 \$16.40

121 Evidence Tech:Effective 12/27/08 \$15.76; 12/26/09 \$16.08; 12/25/10 \$16.40

122 Article XXIII, Section 21.01, is amended to read:

123 Section 21.01 - Duration: This Agreement shall become effective December 27  
124 31, 2008 and shall remain in effect through January 6 ~~December 31, 2012~~08.

125 Association will withdraw furlough grievances; County will not implement  
126 furloughs for 2009, 2010 or 2011.

127 The Association is not waiving any rights with respect work schedules, call-in  
128 procedures, PTO rules or any other mandatory subject of bargaining.

129 *Status quo* on the balance of the contract.  
130

131 A fiscal impact statement is attached hereto and made a part hereof.  
132

133 Approved by the Labor Relations and Employee Services Committee this  
134  
135 26th day of October 2009.

136  
137 Vote Required: Majority = \_\_\_\_\_ 2/3 Majority = \_\_\_\_\_ 3/4 Majority = \_\_\_\_\_  
138

139 The County Board has the legal authority to adopt: Yes \_\_\_\_\_ No \_\_\_\_\_ as reviewed by the  
140 Corporation Counsel, \_\_\_\_\_, Date: \_\_\_\_\_  
141

142 Offered and passage moved by: \_\_\_\_\_  
143 Supervisor  
144 \_\_\_\_\_  
145 Supervisor  
146 \_\_\_\_\_  
147 Supervisor  
148 \_\_\_\_\_  
149 Supervisor  
150 \_\_\_\_\_  
151 Supervisor  
152 \_\_\_\_\_  
153 Supervisor  
154 \_\_\_\_\_  
155 Supervisor  
156

157 Seconded by: \_\_\_\_\_  
158

159  
160 \_\_\_\_\_ Ayes

161  
162 \_\_\_\_\_ Nays

163  
164 \_\_\_\_\_ Absent

165  
166 \_\_\_\_\_ Abstain

167  
168

169  
170 \_\_\_\_\_ Adopted

171  
172 by the County Board of Supervisors this 10th day of November 2009.

173  
174 \_\_\_\_\_ Defeated

175  
176

177 Robert Brusio, Clerk

178 Andrew Smith, County Board Chair  
179

**ONEIDA COUNTY  
FISCAL IMPACT  
NON-PROTECTIVE SHERIFF'S UNION**

<b>WAGES AND FRINGE BENEFITS</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
	<b>Annual Increase</b>	<b>Annual</b>	<b>Annual</b>
	<b>2.00%</b>	<b>Increase</b>	<b>Increase</b>
		<b>2.00%</b>	<b>2.00%</b>
Wages	33,000	33,660	34,333
Social Security	2,525	2,575	2,626
Retirement-er Share	1,815	1,952	1,991
Retirement-ee Share	1,947	2,087	2,129
Income Continuation Ins	83	84	86
Workers Comp	<u>353</u>	<u>360</u>	<u>367</u>
	39,723	40,718	41,532
	<b>Annual Increase</b>	<b>Annual</b>	<b>Annual</b>
	<b>1.00%</b>	<b>Increase</b>	<b>Increase</b>
		<b>1.00%</b>	<b>1.00%</b>
VEBA Contribution	<u>17,222</u>	<u>17,222</u>	<u>17,222</u>
Total Wage Increase	56,945	57,940	58,754
Revenue Source: Tax Levy			

<b>RETIREE HEALTH</b>		
Eligible for Retiree Health Coverage		# of Employees
Year Eligible	Contribution	Eligible
2010	0	1
2011	6,000	2
2012	9,000	0
2013	12,000	<u>0</u>
		3
Maximum contribution to HRA in 2013		<u>12,000</u>
Maximum potential contribution		36,000

Revenue Source: Health Insurance Trust Fund

Employees choice of when to retire, not necessarily 2013

Contribution amounts are less than \$12,000 for persons retiring in 2011-2012

Each year an employee postpones retiree health coverage is \$7,400-\$8,300 less in retiree health costs

Employees eligible to retire in 2010 can choose the high deductible HRA plan with the contribution or the low deductible plan without the contribution