

RESOLUTION #20-2010

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 Public Health 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 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 2010 and 2011 as negotiated between the Committee and the
25 Association.
26

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

30 Public Health Association wage schedule shall include across the board
31 increases of 2% on January 1, 2010, and 2% December 25, 2010,

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: \$18.00 in 2010,
34 \$36.00 in 2011, and \$55.00 in 2012 into the employees VEBA accounts.

35 Article 9, Section C, is amended to read:

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

- 38 1. An employee who is hired before January 1, 2011, and retires with a minimum of
39 twenty (20) years of continuous service with Oneida County, at age 55 or older,
40 and who begins receiving an immediate annuity under the Wisconsin Retirement
41 System (WRS), shall be allowed to continue under the group hospital and
42 surgical insurance plan up to the minimum age at which Medicare begins. The
43 County agrees to pay the single plan rate for employees hired before January 1,
44 2011, with at least twenty (20) years continuous service and the single plan rate,

45 plus seventy-five dollars (\$75) to be applied to the health plan premium cost of a
46 single plus one or family plan, for employees with at least twenty-five (25) years
47 of continuous service who are eligible to retire on or before December 31, 2011,
48 for up to ten (10) years; for employees with at least twenty (20 years of
49 continuous service and eligible to retire on or before December 31, 2012, for up
50 to nine (9) years; for employees with at least twenty (20 years of continuous
51 service and eligible to retire on or before December 31, 2013, for up to eight (8)
52 years; for employees with at least twenty (20 years of continuous service and
53 eligible to retire on or before December 31, 2014, and thereafter, for up to seven
54 (7) years. The employee shall have the option of carrying any plan coverage
55 above and beyond the single plan, provided the employee pays the difference
56 between the County's contribution and the cost of the selected plan coverage.
57

- 58 2. An employee who retires from Oneida County shall be allowed to continue under
59 Oneida County's group hospital and surgical insurance plan up to the date that
60 they are first eligible to participate in the Federal Medicare program, provided
61 he/she pays the entire premium for such plan to the County each month, under
62 the following conditions;
63
- 64 a) Between the age of 53 and eligible to participate in the Federal Medicare
 - 65 program, and;
 - 66 b) With less than 20 years of continuous service to Oneida County, and
 - 67 c) is receiving an annuity from the Wisconsin Retirement System.
- 68

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

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

75 Twelve Thousand Dollars (\$12,000) to employees retiring by December
76 31, 2013.

77 Article 22 – Duration, is amended to read:

78 Section A - This Agreement shall become effective January 1, 2007~~10~~ and shall
79 remain in effect through ~~December 31, 2009~~ January 6, 2012. All subsequent
80 labor agreements shall begin the first day of the pay period closest to January 1st.

81 Article 7, number 6, is amended to read:

82 The right and responsibility to establish department philosophies and policies
83 regarding a) standards of care, b) teaching and treatment of patients, ~~and~~ c) the
84 evaluation and training of employees, and d) health department operations.

85 Article 8 – Wages, is amended to read:

86 Section C: Oneida County will provide a license fee reimbursement in the
87 following manner; for Registered Nurses, Advanced Practice Nurses, and
88 Certified Dieticians the County will reimburse up to ~~Sixty-Six dollars (\$66.00)~~
89 Eighty-six dollars (\$86.00) every two years. For Registered Dieticians

90 Sanitarians, the County will reimburse up to ~~Fifty-six~~ One hundred-seven dollars
91 (\$107.00) every two years, and for the Health Educator fees up to fifty-five dollars
92 (\$55.00) per year. ~~For an Advanced Practice Nurse, the County will reimburse~~
93 ~~up to Seventy-three dollars (\$73.00) every two years.~~ To qualify for the
94 reimbursement, the employee shall provide the County with a copy of proof of
95 payment and a copy of the new license/certificate.

96 Article 9 – Insurance – Retirement, is amended to read:
97 Section E: The County shall pay one hundred percent (100%) of the premium of
98 the basic life insurance program provided by the State Group Life Plan.

99 Employees have the option to purchase up to the maximum coverage of the
100 State Group Life Plan with the employee paying the difference through payroll
101 deduction.

102 The County will not implement furlough days in 2010 or 2011.
103 *Status quo* on the balance of the contract.
104

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

106
107 Approved by the Labor Relations and Employee Services Committee this
108 10th day of February, 2010.

109
110 Vote Required: Majority = _____ 2/3 Majority = _____ ¾ Majority = _____

111
112 The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed by the
113 Corporation Counsel, _____, Date: _____

114
115 Offered and passage moved by: _____
116 Supervisor
117 _____
118 Supervisor
119 _____
120 Supervisor
121 _____
122 Supervisor
123 _____
124 Supervisor
125 _____
126 Supervisor
127 _____
128 Supervisor

129
130
131 Seconded by: _____

132
133
134 _____ Ayes

135
136 _____ Nays

137
 138 _____ Absent
 139
 140 _____ Abstain
 141
 142
 143
 144 _____ Adopted
 145
 146 by the County Board of Supervisors this 16th day of February 2010.
 147
 148 _____ Defeated
 149
 150
 151 Robert Brusio, Clerk
 152

Andrew Smith, County Board Chair

**ONEIDA COUNTY
 FISCAL IMPACT
 PUBLIC HEALTH ASSOCIATION**

WAGES AND FRINGE BENEFITS		2010	2011
		Annual Increase	Annual Increase
Wages	2.00%	8,996	9,176
Social Security		688	702
Retirement-er Share		522	532
Retirement-ee Share		558	569
Income Continuation Ins		23	23
Workers Comp		<u>204</u>	<u>208</u>
		10,991	11,210
VEBA Contribution	\$18.00 per payperiod	<u>4,493</u>	<u>4,493</u>
		15,484	15,703
Less: Increase in positions supported by fees and state aids		(8,471)	(8,725)
Tax Levy		7,013	6,978

RETIREE HEALTH			# of Employees
Eligible for Retiree Health Coverage			Eligible
Year Eligible	Contribution		Eligible
2010	12,000		2
2011	12,000		1
2012	12,000		0
2013	12,000		<u>0</u>

Maximum potential contribution 36,000³

Revenue Source: Health Insurance Trust Fund

Maximum potential contribution will not be reached due to:
Employees choice of when to retire, not necessarily by
2013

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

Employees eligible to retire in 2008 can choose the high deductible HRA plan with the contribution or the
low deductible plan without the contribution