

RESOLUTION # - 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:**
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6
7
8 **WHEREAS**, the Labor Relations and Employee Services Committee
9 (hereinafter, "Committee), Attorney John Prentice, County Coordinator, Finance
10 Director, Corporation Counsel and Employee Services Manager have met and settled
11 several union contracts for 2009, 2010. and 2011, and
12

13 **WHEREAS**, the Committee and the Unions have reached settlements
14 concerning the contract for calendar years 2009, 2010 and 2011; and
15

16 **WHEREAS**, the Unions have agreed to concessions in the health insurance at
17 retirement benefit, and
18

19 **WHEREAS**, the County Board of Supervisors approved Resolution #04-2001
20 regarding Health Benefit at Retirement language for all non-represented positions.
21

22 **NOW, THEREFORE, BE IT RESOLVED**, that the Oneida County Board of
23 Supervisors does hereby approve the adjustments for calendar years 2009, 2010 and
24 2011 based upon what has been negotiated and settled between the Committee and
25 the Unions.
26

27 **BE IT FURTHER RESOLVED**, The Non-Represented employees shall received
28 the following principal changes, modifications and improvements for the years of
29 2009, 2010, and 2011:

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

33 Non Represented Employee wage schedule shall increase each year by 1% for
34 concessions made on the Retiree Health Insurance benefit, effective December
35 27, 2008, December 26, 2009, and December 25, 2010 respectively.

36 Health Benefits at Retirement: An employee shall qualify for health benefits at
37 retirement under one of the following conditions:
38

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

45 January 1, 2010, with at least twenty (20) years continuous service and the
46 single plan rate, plus seventy-five dollars (\$75) to be applied to the health plan
47 premium cost of a single plus one or family plan, for employees with at least
48 twenty-five (25) years of continuous service who are eligible to retire on or before
49 December 31, 2010, for up to ten (10) years; for employees with at least twenty
50 (20 years of continuous service and eligible to retire on or before December 31,
51 2011, for up to nine (9) years; for employees with at least twenty (20 years of
52 continuous service and eligible to retire on or before December 31, 2012, for up
53 to eight (8) years; for employees with at least twenty (20 years of continuous
54 service and eligible to retire on or before December 31, 2013, and thereafter, for
55 up to seven (7) years. The employee shall have the option of carrying any plan
56 coverage above and beyond the single plan, provided the employee pays the
57 difference between the County's contribution and the cost of the selected plan
58 coverage.

59 2. An employee who retires from Oneida County between the age of 55 and eligible
60 to participate in the Federal Medicare program, and with less than 20 years of
61 continuous service to Oneida County, and is receiving an annuity from the
62 Wisconsin Retirement System, shall be allowed to continue under Oneida
63 County's group hospital and surgical insurance plan up to the date that they are
64 first eligible to participate in the Federal Medicare program, provided he/she pays
65 the entire premium for such plan to the County each month.

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

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

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

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

71
72 3. Protective Occupation Participants will get 10 years of retiree health insurance
73 coverage, provided they pay fifty percent (50%) of the premium for the last three
74 years.

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

77
78 A fiscal impact statement is attached hereto and made a part hereof.

79
80 Approved by the Labor Relations and Employee Services Committee this

81
82 5th day of November 2009.

83
84 Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____

85
86 The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed by the
87 Corporation Counsel, _____, Date: _____

88

89 Offered and passage moved by: _____
 90 Supervisor
 91 _____
 92 Supervisor
 93 _____
 94 _____
 95 Supervisor
 96 _____
 97 _____
 98 Supervisor
 99 _____
 100 _____
 101 Supervisor
 102 _____
 103 _____

104 Seconded by: _____
 105 _____
 106 _____

107 _____ Ayes
 108 _____
 109 _____ Nays
 110 _____
 111 _____ Absent
 112 _____
 113 _____ Abstain
 114 _____
 115 _____
 116 _____
 117 _____ Adopted
 118 _____

119 by the County Board of Supervisors this 10th day of November 2009.
 120 _____

121 _____ Defeated
 122 _____
 123 _____

124 Robert Bruso, Clerk

Andrew Smith, County Board Chair

**ONEIDA COUNTY
 FISCAL IMPACT
 NON-REPRESENTED EMPLOYEES**

WAGES AND FRINGE BENEFITS	2009 Annual Increase 3.00%	2010 Annual Increase 3.00%	2011 Annual Increase 3.00%
Wages	86,050	88,632	91,290

Social Security	6,585	6,783	6,986
Retirement-er Share	5,189	5,345	5,505
Retirement-ee Share	5,002	5,152	5,307
Income Continuation Ins	286	295	303
Workers Comp	<u>1,018</u>	<u>1,049</u>	<u>1,080</u>
	104,130	107,254	110,472
Less: Wages paid by fees	<u>(13,202)</u>	<u>(13,598)</u>	<u>(14,006)</u>
Contingency Fund-'09/Tax Levy-'10 & '11	90,928	93,656	96,466

RETIREE HEALTH

Eligible for Retiree Health Coverage	Year Eligible	Contribution	# of Employees Eligible
	2010	0	7
	2011	6,000	1
	2012	9,000	1
	2013	12,000	<u>3</u>
			12
Maximum contribution to HRA in 2013		<u>12,000</u>	
Maximum potential contribution		144,000	

Revenue Source: Health Insurance Trust Fund

Maximum potential contribution will not be reached due to:

Employees choice of when to retire, not necessarily 2016

Contribution amounts are less than \$12,000 for persons retiring in 2011-2015

Each year an employee postpones retiree health coverage is \$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