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RESOLUTION # 40-2010

Resolution offered by Supervisors of the Labor Relations Employee Services Committee.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

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

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

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

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

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

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

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

As a *quid pro quo* for health insurance concessions the County will deposit per pay period the equivalent of 1% of wages as follows: New **Section 7.09 - Voluntary Employees Beneficiary Association (VEBA): The County will make a per pay period deposit in each employees VEBA account equal to \$18.15 (2009), \$36.30 (2010) and \$85.00 (2011). The deposit amount shall be recalculated for each subsequent year of the agreement based upon the cost of living adjustment each year.**

The parties acknowledge and continue the terms resolving the seniority related grievances 07-361 and 07-203 respectively.

Modify **Section 12.01 - Hospitalization**: All employees who desire hospital and sickness insurance, shall be included in the regular County program of hospital and sickness insurance now in force, or as the same may be hereinafter modified or improved, with the County to pay ninety-five (95.0%) percent of the premium and the employee will pay five (5.0%) percent of the premium, **effective January 1 2011 the County shall pay ninety-two (92.0%) percent of the premium and the employee will pay eight (8.0%) percent of the premium**, which may be administered and funded by the County under a partially self-funded insurance plan to be implemented on July 1, 1987.

50 Modify **Section 12.02 - Health Benefits at Retirement**: An employee shall qualify for health
51 benefits at retirement under one of the following conditions.

52
53 An employee who **is hired before January 1, 2011, and** retires with a minimum of twenty
54 (20) years of continuous service with Oneida County, at age 53 or older, and who begins
55 receiving an immediate annuity under the Wisconsin Retirement System (WRS), shall be
56 allowed to continue under the group hospital and surgical insurance plan up to the minimum
57 age at which Medicare begins. The County agrees to pay the single plan rate for employees
58 **hired before January 1, 2011** with at least twenty (20) years continuous service and the
59 single plan rate, plus seventy-five dollars (\$75) to be applied to the health plan premium cost
60 of a single plus one or family plan, for employees with at least twenty-five (25) years of
61 continuous service **who are eligible to retire on or before December 31, 2011, for up to**
62 **ten (10) years; for employees with at least twenty (20) years of continuous service and**
63 **eligible to retire on or before December 31, 2012, for up to nine (9) years; for**
64 **employees with at least twenty (20) years of continuous service and eligible to retire**
65 **on or before December 31, 2013, for up to eight (8) years; for employees with at least**
66 **twenty (20) years of continuous service and eligible to retire on or before December**
67 **31, 2014, and thereafter, for up to seven (7) years. In addition to eligibility as noted**
68 **above, retired employees may continue their retiree health insurance coverage for an**
69 **additional thirty-six (36) months/three (3) years, provided they pay fifty percent (50%)**
70 **of the monthly premium.** The employee shall have the option of carrying any plan
71 coverage above and beyond the single plan, provided the employee pays the difference
72 between the County's contribution and the cost of the selected plan coverage.

73 **Grandfather clause:** The retirement age of 53 shall be reduced to age 50 for that select group of
74 employees actively employed on January 1, 2002, under the following conditions: (1) who
75 qualify for and take an early retirement under the W.R.S. rules, and (2) with a minimum age of
76 50 and continuous years of service with Oneida County added together total 80 and (3) who
77 meet all other requirements as described in this section.

~~78~~ **County agrees to deposit Twelve Thousand Dollars (\$12,000) into the employees**
79 **Voluntary Employees Beneficiary Association (VEBA) Account upon retirement, or no**
80 **later than December 31, 2013, for any employee eligible to retire according to the**
81 **provisions of 12.02 Retiree Health Insurance on or before December 31, 2016.**

82 **Article XXI - Section 21.01 - Duration:** This Agreement shall become
83 effective December ~~28, 2008~~ ~~31, 2005~~ and shall remain in effect through December ~~31,~~
84 ~~2011~~ ~~27, 2008~~. All subsequent labor agreements shall begin the first day of the pay period
85 closest to January 1st. **The County agrees to not reduce the workday or workweek**
86 **hours of bargaining unit employees during the term of this agreement and Grievance**
87 **# 09-00367 is withdrawn by the Association.**

88
89 Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____

90
91 The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed
92 by the Corporation Counsel, _____, Date:
93 _____

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95 Approved by the Labor Relations Employee Services Committee this 14th day of April, 2010.

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97 Offered and passage moved by:

Supervisor

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Supervisor

Supervisor

Supervisor

Supervisor

_____ Ayes

_____ Nays

_____ Absent

_____ Abstain

_____ Adopted

by the County Board of Supervisors this 20th day April, 2010.

_____ Defeated

Robert Brusio, Clerk

County Board Chair

**ONEIDA COUNTY
 FISCAL IMPACT
 PROTECTIVE UNION
 2009-2011**

	2009 Increase	2010 Increase	2011 Increase
2% Across the board wages	30,303	30,909	31,527
Social Security	2,318	2,365	2,412
Retirement-er	3,333	3,555	3,626
Retirement-ee	1,515	1,700	1,734
Workers Comp	542	671	684
Income Continuation Ins	<u>78</u>	<u>78</u>	<u>80</u>
	38,090	39,276	40,063
VEBA Contribution per payperiod	18.15	18.15	48.70
VEBA X 26 payperiods	<u>472</u>	<u>472</u>	<u>1,266</u>

Total	38,561	39,748	41,329
3% Additional Employee health insurance contribution			<u>(14,683)</u>
Revenue Source: Tax Levy			26,646
Employees eligible for VEBA retiree contribution			6
			<u>12,000</u>
To be paid from Health and Welfare Trust			72,000

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