



RESOLUTION # 16-5/09

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY
BOARD OF SUPERVISORS

ITEM #: 10/5

BOARD ACTION

Adopted: ☒
For: 31
Against: 0
Abs/Excd: 4
Vote Req: MAJ.
Other Action: _____

EXECUTIVE
COMMITTEE
ACTION

Adopted: ☒
For: 8
Against: 0
Abs/Excd: 1

RE: ADOPTION OF CONTRACT WITH DEPUTY SHERIFF'S ASSOCIATION

WHEREAS, La Crosse County and the Deputy Sheriff's Association have been bargaining for a successor contract for the period of 2009-2010, and;

WHEREAS, the parties have reached tentative agreement on all issues raised through collective bargaining.

NOW THEREFORE BE IT RESOLVED, that the tentative agreements of the parties be adopted as changes to the contract for years 2009-2010, effective as specified in the agreement, including across the board wage increases of 2% January and 1% July of each year of the contract pending ratification by the Union membership.

BE IT FURTHER RESOLVED, that the County Board Chair, County Administrator and Personnel Director are authorized to sign the Collective Bargaining Agreement as amended upon approval of the Corporation Counsel.

BE IT FURTHER RESOLVED, that the Personnel and Finance departments are authorized and directed to take such action as is necessary to put said working agreement into effect and carry out the intent of this resolution.

FISCAL NOTE: The estimated increase in cost of wage, fringe benefits and rollups for 2009 is \$65,678, a package increase (over 2008) of approximately 3.09% of which .91% is insurance and for 2010 \$63,633 a package increase (over 2009 projected) of approximately 2.91% of which .89% is insurance, for which contingency funding was budgeted. There are approximately 29 employees in this bargaining unit.

Date: May 13, 2009

Date: 5-13-09

[Signature]
EXECUTIVE COMMITTEE CHAIR

[Signature]
RECORDING CLERK

| | Recommended | Not Recommended | Reviewed Only | |
|---------------|-------------|-----------------|---------------|--------------------------------|
| Co. Admin. | <u>SO</u> | _____ | _____ | Requested By: Steve O'Malley |
| Fin. Director | <u>GT</u> | _____ | _____ | Date Requested: April 23, 2009 |
| Corp. Counsel | <u>WTS</u> | _____ | _____ | Drafted By: Robert B. Taunt |

Adopted by the La Crosse County Board this 21 Day of MAY, 2009.

Created by La Crosse County Last printed 4/27/2009 9:38:00 AM

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Linda A. Stone, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 21st day of May 2009.

[Signature]
Linda A. Stone, La Crosse County Clerk

**LA CROSSE COUNTY TENTATIVE AGREEMENTS WITH
DEPUTY SHERIFF'S ASSOCIATION, WPPA**

The following items were tentative agreed on April 21, 2009 in Mediation with Rick McLaughlin of the WERC:

- 9.05 Accumulated sick leave is not payable nor granted upon termination of employment, except those employees who retire under the Wisconsin Retirement System, either normal or disability retirement will be credited with ~~sixty~~ seventy five percent ~~(60%)~~ (75%) of accumulation Protective Service only, of the sick leave accumulated to the date of retirement to be applied toward the Post Employment Health Plan (PEHP) exclusively.

BALANCE OF SECTION REMAINS THE SAME.

ARTICLE 13 INSURANCE

- 13.02 Effective with the January 2009 premium for February 2009 coverage, the County will contribute up to a total amount set forth below as "employer" amount to the monthly premium of the County's employee health and dental plans. The employee will bear the cost in excess of the County's contribution for the option selected, designated "employee" amount.

| A. Family | <u>Employer</u> | <u>Employee</u> |
|--------------------------------------|-----------------|-----------------|
| 1. Franciscan Skemp PPO Deductible | \$1,568.70 | \$ 174.30 |
| 2. Gundersen Lutheran PPO Deductible | \$1,568.70 | \$ 174.30 |
| 3. Dental | \$ 69.77 | \$ 20.80 |
| | | |
| B. Single | | |
| 1. Franciscan Skemp Deductible PPO | \$ 640.80 | \$ 71.20 |
| 2. Gundersen Lutheran Deductible PPO | \$ 640.80 | \$ 71.20 |
| 3. Dental | \$ 25.65 | \$ 7.22 |

Maintenance Drug co-pay ~~remains at \$20~~ 2 co-pays for a 100 day supply, but must be filled by mail order. Ordering a 90 day supply through a pharmacy will require a ~~\$30~~ 3 co-pays. Effective 1/1/09, a three tier formulary drug plan will be effective. The current \$10 co-pay for Generic shall remain and there will be a \$25 co-pay for formulary brand drugs and \$45 co-pay for non-formulary drugs.

BALANCE OF SECTION to remain the same as currently written.

Effective 1/1/09 County drug plan will cover prescription birth control pills as part of the 3 tier formulary plan.

17.04 Compensatory Time.

Employees may elect to take comp time in lieu of overtime pay for work in excess of regular weekly or daily duty hours which qualifies as overtime. Employees may accumulate up to forty eight (48) hours of comp time.

17.04.1 Field Training Officer Pay. Any day or portion of a day certified and designated as a Field Training Officer, an employee shall receive one (1) hour of straight time comp time, which can be banked, or two hours of straight time pay, at the employee's discretion.

ARTICLE 20 CLASSIFICATIONS AND PAY GRADES

For those members of the Bargaining Unit on the payroll as of the date of ratification or award:

Effective 1/1/09 – **2.0%** Across the Board
And
Effective 7/1/09 – **1.0%** Across the Board

In addition, effective 7/1/09, add \$.25 cents per hour to Step 7 of the Deputy and Investigator rates, and add \$.20 cents per hour to Step 1 of only the Deputy rates to fix pay step inequities.

Effective 1/1/10 – **2.0%** Across the Board
And
Effective 7/1/10 – **1.0%** Across the Board

ARTICLE 25 DURATION

Amend the section to provide for a 2 year agreement for 2009 and 2010.