

RESOLUTION 07-07

LABOR AGREEMENT WITH WPPA – COMMUNICATIONS AND SUPPORT STAFF LOCAL 201
2007-2008

WHEREAS, the County Board rules of order empower the Personnel Committee to negotiate labor agreements on behalf of the full County Board; and

WHEREAS, the parties to these negotiations committed themselves to a process of traditional bargaining and used that process throughout the negotiating process for this proposed labor agreement; and

WHEREAS, general wage adjustments and changes to the Polk County Health Insurance plan for each of the employee groups comprising WPPA – Communications and Support Staff were ratified by the Polk County Board of Supervisors on December 12, 2006 and on December 27, 2006, the WPPA – Communications and Support Staff ratified the same, with implementation on or about January 1, 2007; and

WHEREAS, the Polk County Board of Supervisors agreed on December 12, 2006 to consider approval of the balance of the WPPA – Communications and Support Staff labor agreement upon completion of negotiations; and

WHEREAS, said negotiations are now completed with the remainder of the labor agreement issues being outlined in the attachment to this resolution; and

NOW THEREFORE, BE IT RESOLVED, that the Polk County Board of Supervisors hereby now ratifies the balance of the labor agreement issues as attached to this resolution; and

BE IT FURTHER RESOLVED, that the Polk County Board of Supervisors does hereby ratify the WPPA – Communications and Support Staff Labor Agreement for 2007-2008 incorporating the modifications as set forth in the attachment to this resolution in its entirety.

Submitted at the request of the Personnel Committee.

Funding Amount: N/A

Funding Source: County General Fund, State, Federal and various Grant Funds

Date Finance Committee Advised:

Effective Date: January 1, 2007

Approved as to form: [Signature]

Date Submitted to County Board 1/16/07

County Board Action Adopted

SUBMITTED BY THE PERSONNEL COMMITTEE:

[Signature] _____

**TENTATIVE SETTLEMENT
BETWEEN
POLK COUNTY
AND THE
WISCONSIN PROFESSIONAL POLICE ASSOCIATION
(LAW ENFORCEMENT EMPLOYEE RELATIONS)
ON BEHALF OF THE
POLK COUNTY SHERIFF'S DEPARTMENT
COMMUNICATIONS AND SUPPORT STAFF ASSOCIATION
LOCAL #201**

From December 20, 2006, Bargaining Session

County 1. **ARTICLE III – GRIEVANCE AND ARBITRATION PROCEDURE**

Section 6 Request for Arbitration

Amend to read:

The party requesting the grievance proceed to arbitration shall notify the other party in writing, and must within fifteen (15) calendar days petition the Wisconsin Employee Relations Commission to ~~appoint an arbitrator from their staff~~ provide a panel of five (5) arbitrators from which the parties may strike unless the parties can mutually agree to submit the names of three arbitrators to the WERC, from which the WERC will be requested to make an appointment. The parties shall have the opportunity to strike first from the panel on an alternating basis. The party requesting the arbitrator arbitration shall pay the filing fee.

Note: The parties shall agree to flip a coin to determine who strikes first for the first time after the effective date of this agreement.

County 3. **ARTICLE VI – LEAVES OF ABSENCE**

a. Section 1 Requests for Leave

Add sentence to read:

Applications for a leave of absence for family or medical reason may also be made to Human Resources

b. Section 3 Compensation/Benefits During Leave

Amend second sentence to read:

Any ~~earned but unused~~ accrued paid leave available to the employee...

County 4. **ARTICLE VII – ~~FUNERAL~~ BEREAVEMENT LEAVE**
(Change “funeral leave” to “bereavement leave” throughout contract)
Section 1 Leave for Immediate Family

- b. The County repudiates any past practice of paying for leave for “spouse’s grandparents.”

County 5. **ARTICLE X – WORKER’S COMPENSATION BENEFITS**
Add sentence to read:

- * In addition to any rights under the Family and Medical Leave Act, an employee’s health insurance shall be continued while the County is paying the employee’s full net salary (after taxes) for the period of time the employee is receiving temporary partial or temporary total disability paychecks for a period of time not to exceed the equivalent of six (6) months total pay with the employee being responsible for paying the employee’s share of the insurance premiums. Thereafter, the employee may maintain health insurance by paying the full premium under COBRA, if applicable.

County 6. **ARTICLE XIII – VACATIONS**

- * Section 1 Vacation Accrual Rate
Delete current language and replace with:

Employee shall earn paid vacations according to the following schedule:

- A. Employees shall accrue vacation pay each pay period at a rate equivalent to six (6) days per year when they begin their employment.
- B. Employees shall accrue vacation pay each pay period at a rate equivalent to ten (10) days per year after their first (1st) anniversary date.
- C. Employees shall accrue vacation pay each pay period at a rate equivalent to fifteen (15) days per year after their eighth (8th) anniversary date.
- D. Employees shall accrue vacation pay each pay period at a rate equivalent to twenty (20) days per year after their twelfth (12th) anniversary date.

A vacation day shall be defined as equal to the amount of hours established in the employee's current position and regular workday.

County 8. **ARTICLE XVI – PAY PERIOD**

Add new sentence to read:

Effective January 1, 2007, all employees shall be paid through direct deposit. If an error is made and an individual employee is overpaid on a check that is direct deposited, the County shall work with the employee and Union to develop a reasonable recoupment schedule.

County 10. **APPENDIX A**

- a. Wages – see below
- c. Any pay increases are to be effective beginning the first payroll period after the date set for the increase.

Wages – 3% Jan. 1, 2007 and 3% Jan.1, 2008

Terms of contract – 2 years

Health Insurance with changes as presented (see attached for supporting documentation)

F:\docs\Insurance\Wis.County.Mutual\0053Polk Co Communications (07-08)\TA2.wpd

2007 - 2008 Polk County Health Plan
Change of Providers from BCBS of WI to HealthPartners on Jan 1, 2007

	Current Plan	2007 Plan Design	2008 Plan Design
Lifetime Max	\$3,000,000	\$3,000,000	\$3,000,000
Deductible			
<i>In Network</i>	\$100 ind/\$300 fam	\$150 ind/\$450 fam	\$200 ind/\$600 fam
<i>Out of Network</i>	\$100 ind/\$300 fam	\$300 ind/\$900 fam	\$400 ind/\$1,200 fam
Max Out of Pocket			
<i>In Network</i>	\$800 ind/\$1,600 fam	\$900 ind/\$1,800 fam	\$900 ind/\$1,800 fam
<i>Out of Network</i>	\$800 ind/\$1,600 fam	\$1,500 ind/\$3,000 fam	\$1,500 ind/\$3,000 fam
Inpatient Svcs			
<i>In Network</i>	100%	90%	90%
<i>Out of Network</i>	100%	70%	70%
Diagnostic/Laboratory			
<i>In Network</i>	100%	100%	100%
<i>Out of Network</i>	100%	100%	100%
Office Visits/Outpatient			
<i>In Network</i>	80%	90%	90%
<i>Out of Network</i>	80%	70%	70%
Emergency Room			
<i>In Network</i>	\$50 copay then 100%	100% Preventative	100% Preventative
<i>Out of Network</i>	\$50 copay then 100%	\$50 copay then 100%	\$50 copay then 100%
Prescription Drugs			
Generic	\$10 (mandatory generic)	\$5	\$5
Preferred Brand	\$20 Brand and 34 days	\$25	\$25
Brand	or 100 units, whichever greater	\$50	\$50
Monthly Premiums		Cap of \$250/\$500	Cap of \$250/\$500
Employee Single	\$49.10 (current)	Same as 2006	Same as 2006
Employee Family	\$126.20 (current)	Same as 2006	Same as 2006
County's Single	\$441.90 (current)	Same as 2006	Same as 2006
County's Family	\$1135.80 (current)	Same as 2006	Same as 2006
Rate Increase		0%	0%

**Polk County
January 2007
HealthPartners Overview**

HealthPartners Plan and Administrative Enhancements

- 100% Preventive Care
- One annual eye exam covered at 100%
- Prenatal & Postnatal, well-child care covered at 100%
- Diabetic supplies covered as standard benefit under DME (durable medical equipment)
- All transplants covered the same
- Tobacco cessation programs included
- Corporate influenza prevention program – administration of program at employer's location
- Access to Health Assessments, Jump Start, 10,000 steps program
- National network access
- Pharmacy management for transition of care program for new members
- Medical Management provided by disease management for the following: diabetes, high-risk maternity, obesity, depression, asthma, renal disease, heart failure, coronary artery disease, chronic obstructive pulmonary disease, 14 rare and chronic diseases
- Access to network and benefit experts – Member services, Careline, Babyline, Nurse navigators, Personal assistance line
- Healthpartners.com – online SPD and benefit summaries, coverage criteria, drug formularies and cost calculators

HealthPartners Additional Services Available

- Employee assistance program (EAP), that links members to HealthPartners network providers when appropriate to ensure continuity of care (\$1.50 per employee per month)
- Numerous employer sponsored health improvement programs are available at varying rates

HealthPartners Plan Changes

- Oral surgery and anesthesia would not be covered on medical plan
- Out of network prescription drugs would be subject to deductible and coinsurance
- Prescription drugs would be covered under a standard 30 day supply/90 day mail order
- Standard prescription drug administration (dispensed as written removed)
- Communication services of a personal care assistant would not be covered

This is a general plan comparison only and not contractual and is not guaranteed to be 100% accurate. Exact terms and conditions to be negotiated.