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From the Chief Human Resources Officer, Department of Human Resources, requesting ratification of the 2015-2018 Memorandum of Agreement between Milwaukee County and the Milwaukee Deputy Sheriff's Association, by recommending adoption of the following:

**AN AMENDED RESOLUTION**

WHEREAS, the negotiation staff of Milwaukee County and the Milwaukee Deputy Sheriffs' Association, have reached agreement on all issues relating to wages, hours, and conditions of employment for employees in the bargaining unit represented by the Milwaukee Deputy Sheriffs' Association, for the period effective January 1, 2015, through December 31, 2018, modifying the previous Agreement in the following respects:

**Section 2.01 DURATION OF AGREEMENT**

Amend dates to reflect a four-year agreement, January 1, 2015, through December 31, 2018.

**Section 3.01 WAGES**

Effective Pay Period 1, 2015, the wages of bargaining unit employees shall be increased by 2.0 percent.

Effective Pay Period 1, 2016, the wages of bargaining unit employees shall be increased by 2.0 percent.

Effective Pay Period 1, 2017, the wages of bargaining unit employees shall be increased by 1.75 percent.

Effective Pay Period 1, 2018, the wages of bargaining unit employees shall be increased by 1.0 percent and effective Pay Period 14 the wages of bargaining unit employees shall be increased by 1.0 percent.

All Milwaukee Deputy Sheriff Association members employed during the years of 2015, 2016, or 2017 shall receive retroactive salary payments. This includes any employee who retired prior to the Agreement being ratified and approved by the parties.

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**Section 3.11 EMPLOYEE HEALTH AND DENTAL BENEFITS**

(1) All employees shall be covered by the Milwaukee County Health Insurance Plan.

Employees covered by the Milwaukee County Health Insurance Plan shall pay a monthly amount toward the monthly cost of health insurance as described below:

Freeze employee contribution at the 2014 level for 2015, 2016 and 2017.

Employees shall pay one hundred forty dollars (\$140.00) per month toward the monthly cost of an Employee only plan effective January 1, 2018.

Employees shall pay one hundred sixty-six dollars (\$166 .00) per month toward the cost of an Employee + Child/Children plan effective January 1, 2018.

Employees shall pay two hundred thirty-three dollars and fifty cents (\$233 .50) per month toward the cost of an Employee + Spouse/Partner plan effective January 1, 2018.

Employees shall pay two hundred sixty dollars (\$260.00) per month toward the cost of an Employee + Family plan effective January 1, 2018.

Employees are also eligible to participate in any offered Milwaukee County Wellness Plan under the same terms as non-represented employees.

The County shall provide dental coverage.

(2) All eligible bargaining unit employees enrolled in the Milwaukee County Dental Benefit Plan shall pay as described below:

Freeze employee contributions for 2015, 2016 and 2017.

Employees shall pay twelve dollars (\$12.00) per month toward the monthly cost of an Employee only plan effective January 1, 2018.

Employees shall pay twenty dollars (\$20.00) per month toward the cost of an Employee + Child/Children plan effective January 1, 2018.

Employees shall pay twenty dollars (\$20.00) per month toward the cost of an Employee + Spouse/Partner plan effective January 1, 2018.

Employees shall pay twenty dollars (\$20.00) per month toward the cost of an Employee + Family plan effective January 1, 2018.

Employees may opt not to enroll in the Dental Benefit Plan.

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; and

WHEREAS, such Agreement was ratified by the membership of the Milwaukee Deputy Sheriff's Association on December 1, 2017; and

WHEREAS, the Committee on Finance and Audit, at its meeting of December 11, 2017, recommended adoption of File No. 17-811(vote 7-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board) hereby approves the Agreement on wages with the Milwaukee Deputy Sheriff's Association, which is incorporated herein by reference to this File No. 17-811, and hereby authorizes and directs the County Executive and the County Clerk to execute the Agreement- ; and

BE IT FURTHER RESOLVED, the Director, Department of Administrative Services, working with the Comptroller, is hereby authorized and directed to prepare and submit appropriation transfer requests for County Board approval reflecting this Agreement at a later date, if necessary.

srb  
12/14/17  
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