

RESOLUTION NO. 4-0806

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the following contract changes to be included in the 2005-2006 Iowa County Highway Department Employees Union contract. The provisions of the current 2003 - 2004 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

1. ARTICLE 13 – INSURANCE AND RETIREMENT. Amend at Section 13.01 as follows:

13.01 Health Insurance: The Employer shall become a participating employer in the Wisconsin Public Employers' Group Health Insurance program. The employees shall have the option to choose a group health insurance plan from the standard plan and alternative health insurance plans, according to the rules established by the Wisconsin Public Employers' Group Health Insurance Board. ~~The Employer agrees to pay the premium for single or family health insurance in the amount of one hundred five percent (105%) of the gross premium of the least costly qualified plan within the service area, but not more than the total premium of the plan selected.~~ *Effective January 1, 2006 Employees will pay \$14.00 per month for single plan coverage and \$ 34.00 per month for family plan coverage of the least expensive plan qualified under the Employee Trust Fund plan framework, and the Employer agrees to pay the balance of that premium. Employees who wish to subscribe to qualified plans other than the least expensive plan must pay the difference between the premium of the plan they choose and the premium of the least expensive plan, in addition to their normal monthly contribution noted above.*

The County agrees to provide a Premiums-Only Section 125 K plan for health insurance premiums.

2. ARTICLE 19 – TERM - Amend at Section 22.1, to read as follows:

19.01 This Agreement shall be in full force and effect for a period from January 1, 2005, and shall remain in full force and effect through December 31, 2006, and shall automatically renew itself from year to year thereafter unless such time that either party desiring to alter, amend or otherwise change this Agreement serves written notice upon the other no later than September 1, 2006 or the first day of September of any year thereafter.

3. APPENDIX A – CLASSIFICATION AND WAGES

- a. Increase all wages by 2% effective January 1, 2005.
- b. Increase all wages by 3.5% effective January 1, 2006.

WHEREAS, Iowa County submitted the aforementioned contract changes to the Wisconsin Employment Relations Commission for **compulsory final and binding arbitration** as the result of collective bargaining impasse,

WHEREAS, the arbitrator selected by both the County and the Association judged the County's final contract offer to be more reasonable than the Association's corresponding offer,

THEREFORE, BE IT RESOLVED, that the Iowa County Salary & Personnel Committee do hereby recommend that the Iowa County Board of Supervisors adopts these changes and additions to be made in the current collective bargaining agreement between Iowa County and the Iowa County Highway Employees Local 1266, AFSCME, AFL-CIO.

Dated this 15th day of August, 2006.

Respectfully submitted:



Peter Berg, Chairperson



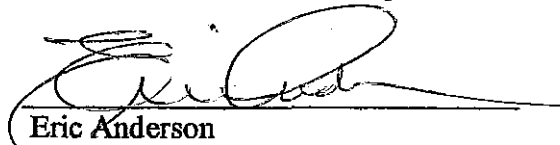
Dana Perry



Diane McGuire, Vice Chairperson



John Lind



Eric Anderson