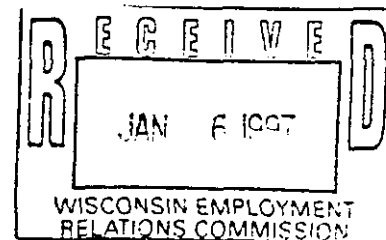


STATE OF WISCONSIN
BEFORE THE ARBITRATOR



In the Matter of the Petition of

WISCONSIN PROFESSIONAL POLICE
ASSOCIATION/LAW ENFORCEMENT
EMPLOYEE RELATIONS DIVISION

Case 195
No. 53064 MIA-1998
Decision No. 28764-A

For Final and Binding Arbitration
Involving Law Enforcement
Personnel in the Employ of

CHIPPEWA COUNTY
(SHERIFF'S DEPARTMENT)

APPEARANCES:

Mr. Richard Little, Bargaining Consultant, WPPA/LEER Division, 9730 West Bluemound Road, Wauwatosa, Wisconsin 53226, appearing on behalf of the Association.

Ms. Margaret McCloskey, Personnel Director, Chippewa County Courthouse, 711 North Bridge Street, Chippewa Falls, Wisconsin 54729, appearing on behalf of the County.

ARBITRATION AWARD

By a June 27, 1996, letter the Wisconsin Employment Relations Commission advised the undersigned that, pursuant to Sec. 111.77(4)(b), Stats., of the Municipal Employment Relations Act, he had been appointed to serve as arbitrator to issue a final and binding award. The matter involves an interest dispute between the Wisconsin Professional Police Association/LEER Division, hereinafter referred to as the Association, and Chippewa County (Sheriff's Department), hereinafter referred to as the County. A hearing was held on September 5, 1996, where the parties were given opportunity to

appear, present oral argument, testimony, and evidence. No stenographic transcript was taken. Post-hearing briefs were filed and the record was closed on November 19, 1996. Now having considered the evidence, the arguments of the parties, and the record as a whole, the undersigned makes and issues the following Award.

ISSUES:

The parties reached tentative agreement on a number of issues to be contained in the successor January 1, 1995, through December 31, 1997, collective bargaining agreement. The remaining unresolved issues are submitted as proposed final offers to be included in the parties' successor agreement. Those final offers are appended to this Award as Appendix A (the Association's Final Offer) and Appendix B (the County's Final Offer). The parties jointly clarified at hearing that with respect to the Association's Final Offer, Article 21, Insurance, Section 2, the parties had previously reached tentative agreement to delete the first two sentences of that section.

STATUTORY CRITERIA:

The parties have not established their own procedure for resolving impasse over the terms for a new collective bargaining agreement. Rather, they have agreed to binding arbitration under the Municipal Employment Relations Act, Section 111.77(4)(b), Stats. Under that form of arbitration the arbitrator must consider the following factors listed under Section 111.77(6), Stats., in reaching a decision:

- (a) The lawful authority of the employer.

(b) Stipulations of the parties.

(c) The interests and welfare of the public and the financial ability of the unit of government to meet these costs.

(d) Comparison of the wages, hours and conditions of employment of the employes involved in the arbitration proceeding with the wages, hours and conditions of employment of other employes performing similar services and with other employes generally:

1. In public employment in comparable communities.

2. In private employment in comparable communities.

(e) The average consumer prices for goods and services, commonly known as the cost of living.

(f) The overall compensation presently received by the employes, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

(g) Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.

(h) Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

BACKGROUND:

The Association represents all regular full-time law enforcement employees of Chippewa County, including jailers, dispatchers, patrol officer, sergeants, investigators and process servers. The duration of the parties' last contract was from January 1, 1992, through December 31, 1994. The parties had reached tentative agreements on a number of issues before impasse was reached in their bargaining on the successor labor agreement.

The parties agree on the external group of comparables, which include: Barron County, City of Chippewa Falls, Clark County, Dunn County, Eau Claire County, Rusk County, and Taylor County. Both parties also agree that the successor agreement will have a three year duration from January 1, 1995 through December 31, 1997.

ASSOCIATION'S POSITION:

At the outset, the Association notes there is no dispute that the County has the authority to lawfully meet the Association's final offer. With respect to the prior tentative agreements, the Association submits that those are of a "housekeeping" nature which should have little effect on the arbitrator's decision. In that regard, the Association points out that neither party argues that any of those tentative agreements result in any additional costs or savings.

With respect to the criteria of the interests and welfare of the public, the Association asserts that its final offer best serves the citizens of the County because it recognizes the need to maintain the officers' morale and to retain the best and most qualified officers. In this regard, the Association points out that the law enforcement officers of this department must regularly work side by side officers from other departments. Moreover, given that law enforcement staff must always be mentally and physically capable of performing their work, morale is very important. The County's final offer will jeopardize their morale. For example, the County's offer, while raising the wage level of Jail and Dispatch employees, bases its proposed increases on LESB certification. While LESB certification is required for police officers, there is no such mandate for

Jailers or Dispatchers. The County did not submit any comparison data in support of the pay raises for Dispatchers and Jailers based upon LESB certification. In addition, testimony at hearing demonstrated that a majority of such employees have been or are in the process of obtaining certification without the benefit of that wage increase. The Association further asserts that the County's attempt to pay for the proposal comes by providing substandard increases for the remainder of the unit. On the other hand, the Association's proposal will narrow the gap between the hourly rates of the applicable classifications.

The financial ability of the County to meet the fiscal impact of the contract was only briefly addressed at hearing. The County never argued that it does not have the economic resources to fund either final offer. Given that the County is proposing wage increases in each year of the contract, it is more of an unwillingness to pay rather than inability to pay. In this regard the Association notes that both proposals provide a nearly identical monetary impact.

Both parties point to the same group of comparables; therefore, the appropriate group of law enforcement comparables is not at issue.

Under either wage proposal the Top Deputy/Top Patrol Officer classification will continue fifth among the comparables, as it has for the previous six years. With respect to the average wages, both offers will result in slippage with respect to the average comparable wages. However, the Association's proposal will slow the fall of base wages, while under the County's offer there is a \$.23 per hour loss over the three year contract.

The Association's offer best follows the pattern of external comparable departments, while the County's wage proposal will result in the lowest percentage increase of the comparables.

With respect to the health insurance proposal, currently, employees hired on or after January 1, 1990, pay 20% of the monthly premium, while those hired before that date pay only 7%. The Association proposes that all employees pay 7% of the monthly premium, arguing that a clear majority of the external comparables require a substantially smaller employee contribution than the current 20% required of the bargaining unit employees hired after January 1, 1990. Moreover, all but one of the internal comparables provide for no employee contribution after two years of service.

The Association acknowledges that its overtime proposal is unique; however, it is the only one among the comparables that provides for the use of reserve officers in filling vacant shifts. Under the Association proposal full-time officers would allow a greater opportunity to choose shifts.

While internal comparables are given weight by arbitrators, the Association submits that, given the unique issues involved here as well as the fact that law enforcement personnel should more appropriately be compared with other law enforcement personnel, internal comparables should not be given controlling weight. Moreover, even with consideration of internal comparables, as noted above, under the health premium issue, most internal comparables fare better than the Association's final proposal. Finally, no internal comparable reflects the County's proposal with respect to the LESB certification pay.

Turning to the cost of living criteria, the Association submits that the best gauge for cost of living is comparable area voluntary settlements, and the Association's final offer is similar to those settlements.

With respect to the costing of the proposals, the Association strongly objects to the County's inclusion of overtime costs. While overtime is an additional cost, the concept that the overtime will be continued from year to year cannot be justified. Overtime is solely at the discretion of the County. Using overtime artificially inflates actual cost. On the other hand, the Association framed its final offer within the parameters of the current economic climate and comparable settlements.

Nothing in the overall compensation and benefits of the patrol officers with the County as compared to other law enforcement counterparts gives cause to find the Association offer unreasonable.

The Association cites various exhibits and arbitral authority in support of its position. In conclusion, it submits that, when the statutory criteria have been considered, the Association's final offer is more reasonable than the County's and should be accepted.

COUNTY'S POSITION:

The County first notes that, using the "cast forward" method, the cost of the County's offer is \$3,708,829.75 over three years, while the Association's offer is \$3,716,946.78. The difference is only \$8,117.03. Practically, the cost is essentially the same for the two proposals. Other factors should therefore take on greater importance.

The County submits that with its proposal it begins to close the wage gap between Patrol Officers and the Jailers and Dispatchers. Recently, counties have begun to realize the inherent dangers and stress for Jailers and Dispatchers, and the County's proposal gives some recognition to these factors.

Under the Association's proposal, it would take 17 cents of the money the County would use to start creating pay equity for Jailers and Dispatchers in 1996 (51 cents less 34 cents), and apply it fourteen months earlier, in April of 1995. The Jailers and Dispatchers, however, would have no raise whatsoever for the first six months of 1995. The Association would then use what the County offered for closing the wage gap in 1996 and 1997 for across-the-board increases for all classifications. While the gap would decrease for Jailers and Dispatchers in 1995 and 1996, by 1997 the gap is again widening.

Moreover, in two external comparables the Jailers and Dispatchers are paid the same as Patrol Officers, while in one external comparable Jailers and Dispatchers are paid at 98% of Patrol Officers' wages.

The County's final offer in the third year includes a wage differential of 20 cents per hour for Jailers and Dispatchers who have LESB certification. Such certification would allow the County greater options and ease in scheduling and assignments. In addition, it would provide the Jailers and Dispatchers additional training and self-confidence. On the other hand, the Association is placed in the awkward position of rejecting this proposed increase in the County's offer.

With respect to internal comparables, the historical data demonstrates a pattern of consistent internal settlements. As County Personnel Committee Chair, Jerilyn Brost,

testified, additional money was to be used to lessen the wage gap for Jailers and Dispatchers, not to provide the deputies a higher wage settlement than all other County employees. The County's final offer maintains the consistency. In 1995 all bargaining units received 2.5%, applied as cents-per-hour based on the average bargaining unit wage.

The Association offer breaks the pattern in 1996 and 1997. The Association proposal of 2% in January 1996 and one additional percent in July costs 2.5%, but it gives a lift of an additional one half-percent, which increases the cost in the future. Moreover, the Association's 1997 proposal is not only one-half percent greater than the County's but also adds a second one-half percent lift for future bargains.

Many arbitrators have held that if an internal pattern exists, that factor must be given controlling weight. The Association has not demonstrated a need to break the internal pattern.

External comparable settlements do not clearly favor either party's final offer. Given the mill rate freeze, the County has essentially been penalized for conservative management over the years. Over the past three years the County has been operating with a freeze on operating expenditures. For 1997 the fiscal condition looks bleak. While the actual dollar difference between the County and Association is small, for the reasons given above, the County's wage offer is preferable.

Turning to the Association's overtime proposal, the County notes that under the status quo, the use of Reserve Officers in various capacities has allowed full-time officers to enjoy their negotiated benefits. In addition, a great deal of overtime is available for the full-time deputies. In fact, the Reserve Officers used less than their permitted 50%

allowed overtime. Under the Association's overtime proposal, the Association's proposal would be impossible to implement because it would create difficult scheduling problems. The Association's proposal does not address when the 50% criteria is met. The Association's proposal would adversely affect the County's ability to meet the Department's operational needs and it would create a hardship on the County. The Association has not demonstrated any quid pro quo for the County to agree to the overtime proposal, nor has it demonstrated any compelling need for the change.

The Association's health insurance change is highly significant. Currently, employees hired after January 1, 1990, pay 20%; however, the Association's proposal would impose a substantial cost to the County. Over time all law enforcement bargaining unit employees would end up paying only 7% of the premium. The County notes that over the past few years law enforcement employees have received additional benefits such as money toward physical exams and mammograms.

The burden is on the Association to demonstrate the need for the change in the health insurance premium; however, it has failed to meet the burden. Simply because the Association desires such a change, it does not show a need for the change. In addition, it has again not demonstrated any quid pro quo to go with the proposed change. As one arbitrator has stated, fundamental benefit changes should be negotiated, not imposed by an arbitrator.

The County has cited various exhibits and arbitral authority in support of its position. In conclusion, for the above reasons, the County contends that its final offer is more reasonable and should be adopted by the arbitrator.

DISCUSSION

A. ASSOCIATION'S OVERTIME PROPOSAL:

The Association's proposal would add the following language: "Full time employees will first be offered all available overtime until the 50% level is reached." The Association acknowledges that this proposal is unique among the comparables; however, it also notes that no other comparable includes the use of Reserve Officers in filling vacant shifts. The County, on the other hand, responds that there is no demonstrated need for the language and its implementation would create havoc.

The Association has the burden to demonstrate the need for the change in the overtime language. However, overtime usage over the past few of years indicates that the Reserve Officers never reached the 50% level allowed under the status quo language. For example: in 1994 Full-time Patrol Officers worked 57.69% of the overtime; in 1995 the Full-time Patrol Officers worked 68.19% of the overtime; and through August, 1996 Full-time Patrol Officers worked all of the overtime hours (see County Exhibit 30). For the Jailers: Full-time Officers worked 70.89% of the overtime in 1993; 60.25% in 1994; 66.25% in 1995; and 64.71% through July, 1996. Considering such usage by Full-time Officers in both the Patrol and Jail divisions, there does not appear to be a need for the change proposed by the Association.

A proposed language change should also not cause an unusual burden to administer. Patrol Lieutenant Gutsch and County Jail Administrator, Captain Jerabek, both testified, however, that the Association's proposed Overtime language would be

extremely difficult to implement. After carefully reviewing the language, the undersigned agrees that its implementation would be burdensome. It would be difficult, for example, for the County to attempt to track the overtime usage to comply with the provision while simultaneously trying to fill the required time with the appropriately classified officers.

Given that there was no clearly demonstrated need for the change in the Overtime language and that its implementation would be unusually difficult, I determine that the Association has not met its burden and find in favor of the County to keep the status quo language on Overtime.

C. ASSOCIATION'S HEALTH INSURANCE PROPOSAL:

Currently, employees hired before January 1, 1990 pay 7% toward the single and family premiums, while employees hired on or after that date pay 20% toward the single and family premiums. The Association proposes that all bargaining unit employees pay 7% toward the monthly premium for health insurance. The Association contends that its proposal is more closely aligned with the external and internal comparables. The County, on the other hand, argues that the Association is making an expensive proposal without a quid pro quo, and such a benefit change should be negotiated, not awarded.

The following is a listing of the internal comparables for the County's contribution to the monthly health insurance premium, for both 1995 and 1996:

| | |
|----------------------|--|
| <u>Highway Dept.</u> | Hired before 1/1/89 - 100% |
| | Hired after 1/1/89 - 80% (for 24 months) |
| <u>Nurses</u> | Hired before 8/1/90 - 100% |

Hired after 8/1/90 - 80%
Professionals Hired before 1/1/90 - 100%
Hired after 1/1/90 - 80% (for 24 months)
Support Staff Hired before 1/1/90 - 100%
Hired after 1/1/90 - 80% (for 24 months)

All the internal comparables allow for 100% contribution for certain specified "grandfathered" employees, and for all but one unit (the Nurses), employees hired after a certain date will have 100% contribution after 24 months. The Association's proposal that the County pay 93% of the monthly premium for all employees would be more closely aligned with the internal comparables than the County's status quo proposal. In fact, most of the other represented employees in the County would continue to be better off, with the County paying 100% of the premium (after the 24 month waiting period for certain of those employees).

With respect to the external comparables, the employer contributions vary, depending upon: the comparable, whether single or family coverage, and the type of plan. The range for the employer contribution to the monthly premium is from 80% to 100%. The monthly premium for 1996 health insurance (the latest known year for all comparables) ranges from approximately \$387 to \$890 for family coverage and from approximately \$161 to \$501 for single coverage. For Chippewa County the monthly premium is within those ranges, with approximately \$491 for family coverage and approximately \$191 for single coverage.

Under most categories, the external comparables have the employer contributing at least as much as the Association's proposal here. The external comparable data, though somewhat mixed, is more closely aligned with the Association's proposal.

Of some concern is that with the 1992-1994 collective bargaining agreement the parties had voluntarily reached agreement on the employee contribution level to the monthly premium. Certain health benefits were improved under that contract, such as a \$100 annual contribution by the County for physical examinations and elimination of the \$200 deductible. Arbitrators prefer not to approve changes through interest arbitration to language which the parties have recently voluntarily negotiated.

However, when all pertinent criteria are considered, the Association's proposal is viewed as somewhat more favorable. While I agree with the County that it is better through the normal give and take of negotiations to voluntarily reach agreement on a benefit improvement, with the internal and external comparables favoring the Association's proposal, that proposal is preferable.

D. WAGE PROPOSALS:

1. ACROSS-THE-BOARD WAGE INCREASES:

The Association proposes the following wage increases:

| | | |
|------|-----|--|
| 1995 | 1/1 | \$.34/hour for Investigator, Sergeant, Patrol Officer & Process Server (computed as 2.5% on bargaining unit average wage) |
| | 4/1 | \$.51/hour for Jailer & Dispatcher |
| 1996 | 1/1 | 2.0% |
| | 7/1 | 1.0% |

| | | |
|------|-----|------|
| 1997 | 1/1 | 2.0% |
| | 7/1 | 1.5% |

The County proposes the following wage increases:

| | | |
|------|-----|--|
| 1995 | 1/1 | \$.34/hour (computed as 2.5% on bargaining unit average wage) |
| 1996 | 1/1 | 2.5% |
| | 7/1 | \$.20/hour for Jailers & Dispatchers |
| 1997 | 1/1 | 2.0% |
| | | Plus \$.20/hour for LESB-Certified Jailers & Dispatchers |
| | 7/1 | 1.0% |

Turning first to the internal comparables, for 1995 both proposals are the same, and they are equivalent to the 2.5% wage increase the other bargaining units in the County received for that year. For 1996 the County's offer of 2.5% is also the same as what the other County bargaining units settled for. The Association's proposal of 2% on January 1, 1996, and 1% on July 1, 1996, costs the equivalent of 2.5% but generates a lift of 3%. The Association's offer is thus somewhat more generous for 1996 than the internal comparables. For 1997 there is no data yet available to compare from the other internal bargaining units. Because of the lift differential the Association's proposal generates in 1996, the County's proposal is slightly closer to the internal comparables.

Next considering external comparables, at the end of 1994 Chippewa County Top Deputy/Top Patrol Officers' pay ranked fifth among the comparables. Under either wage proposal the pay for those classifications would continue to rank fifth under each year of the contract.

The percentage increases for the external comparables range from 3% to 3.5% for 1995 (two with 3%, one with a 2%-1% split, one with a 1.5%-2% split, and one with 3.5%). One county has a cents per hour split for 1995; however, the record does not reflect what the equivalent percentage would be. For 1996 the percentage increases range from 3% to 3.5% (five of the seven comparables have 3%, one has a 2%-1% split, and one has a 3.5%). For 1997 the comparable increases range from 3% to 3.5% (four with 3%, one with a 2%-1% split, one with 3.5%, and one with a 2%-1.5% split).

For 1995 the 2.5% wage increase proposed by both parties is lower than the external comparable wage increases. For 1996 the County's proposal is lower than any of the external comparable spectrum of wage increases; the Association's 2%-1% split is at the low end of the external comparable range. For 1997 the County's 2%-1% split matches with only one external comparable; the Association's proposal of 2%-1.5% is about in the middle of the range.

Given such external comparable data, I find that the Association's across-the-board wage proposal is more closely aligned with those comparables. In that regard, it is noted that under either proposal, there is some decrease in position relative to the average external comparable wage for Top Deputy/Top Patrol. In 1994 Chippewa County was \$.18 above the average. In 1997 under the Association proposal that pay rate will be \$.12 above the average; however, under the County's proposal it will be \$.05 below the average.

With respect to the across-the-board wage proposal I find in favor of the Association for the following reasons. The Association's proposal is closer to the pattern

of area wage settlements. As for the internal comparables, in 1995 the parties have the same proposal. In 1996 the Association's proposal generates an additional 1/2 of one percent lift than the other internal comparables but costs the same. For 1997 the internal comparables do not yet have wage settlements. In other words, over the three year contract, the Association's proposal diverges from the internal comparables only one year by one half percent lift, with no difference in cost.

2. WAGE INCREASES FOR JAILERS AND DISPATCHERS:

Both parties recognize a need to improve the pay for Jailers and Dispatchers. The Association proposes a \$.51/hour increase on April 1, 1995; the County proposes \$.20/hour increase on July 1, 1996, and an additional \$.20/hour on January 1, 1997, for those Jailers and Dispatchers with LESB certification. By January 1, 1997, when the second bump would take effect, it is expected that 5 of 6 Dispatchers and 7 of 12 Jailers would possess the certification. The certification would allow the Jailers and Dispatchers to perform a wider array of law enforcement tasks.

At the end of 1994 the pay for Chippewa County's Jailers and Dispatchers ranked just below pay for Jailers in Eau Claire County (which does not include Dispatchers). Under either proposal by July 1, 1997, the Jailers and Dispatchers would continue to rank just below Eau Claire County. When considering a comparison between Jailers/Dispatchers' pay and Top Deputy/Patrol Officers' pay, under either proposal the Chippewa County Jailers and Dispatchers would slip to fourth place among the external comparables. However, under the County's LESB-certified Jailers and Dispatchers wage

proposal, the percentage would be closer, with Jailers and Dispatchers being paid at 97.02% of Top Deputies/Patrol Officers.

I find in favor of the Association's proposal on the additional wage increase for Jailers and Dispatchers for the following reasons. While both proposals recognize the need for a pay bump for Jailers and Dispatchers, when external comparables are considered, particularly with respect to Jailers/Dispatchers' pay as a percentage of Top Patrol/Deputies, both proposals lose ground. However, the County's proposal of the LESB certification requirement to receive an additional bump is not supported by the record. There is no evidence that any other external comparable requires the certification; yet, many of those same comparables have moved closer to equivalent pay between the classifications in 1997 without that requirement. To tie such a condition of employment to a wage increase should be negotiated, not unilaterally imposed, particularly when no other external comparable requires the certification. While the County may wish to use Jailers and Deputies in other capacities, that, by itself, is not persuasive, given the instant record.

3. WAGES - IN SUMMARY:

For the reasons noted above, I find in favor of the Association with respect to the across-the-board wage increases and the Jailers/Dispatchers wage increases. While the County offered testimony that because of the State's enactment of the mill rate freeze, it will be in some financial difficulty, such an argument is overshadowed by the County's own final offer. As the County points out, the difference in the costs of the two proposals over the entire three year term is negligible, with the Association's final offer amounting to

only \$8,117.03, or approximately 2/10ths of one percent, more than the County's total proposed final offer.

CONCLUSION:

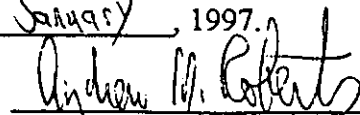
Though the Association argues that external patterns are more important while the County argues the internal patterns should be given primary weight, neither offer perfectly mirrored external or internal settlements. It was therefore necessary to consider and weigh each issue based upon both internal and external comparable settlement patterns, along with the other statutory criteria. While the proposed Overtime language in the Association's final offer appears unnecessary and unwieldy, nonetheless, the Association's final offer on the economics more closely follows the comparable data overall. As in most interest arbitration disputes, the economic issues are the driving force, and they tip the balance here as well. After full consideration of all statutory criteria, I find the Association's final offer on the whole is more appropriate.

Based upon the foregoing, the undersigned makes the following

AWARD

That the parties' 1995-1997 collective bargaining agreement contain the final offer of the Association.

Dated at Madison, Wisconsin, this 3rd day of January, 1997.


ANDREW M. ROBERTS
Arbitrator

CHIPPewa COUNTY DEPUTY SHERIFF'S ASSOCIATION

FINAL OFFER

In the Matter of a
Petition for Municipal
Interest Arbitration

Between

Chippewa County (Employer)

and

Case 195
No. 53064
MIA- 1998

The Chippewa County Deputy
Sheriff's Association Represented
by WPPA/LEER (Association)

The Association makes the following Final Offer on all issues in dispute for a successor agreement to begin January 1, 1995, and remain in full force and effect through December 31, 1997.

1. All terms and conditions of the 1992-1994 Agreement shall be continued for a three (3) year term except as otherwise agreed to between the parties in their written stipulations and except as noted below:
2. Amend Article 14 - WORK WEEK, HOURS OF WORK AND OVERTIME, Section 4 - Overtime,(B)(1) to read as follows:
 1. That the Sheriff will offer full time bargaining unit employees, pursuant to said provisions, at least 50% of the available overtime which is created by virtue of full time employees utilizing sick leave, vacation and/or compensatory time. It is understood that employees will only be offered overtime if the department is given 72 hours notice of sick leave, vacation or compensatory time. Full time employees will first be offered all available overtime until the 50% level is reached.
3. Amend Article 21 - INSURANCE, Section 2 to read as follows:

Section 2: ~~If hired before January 1, 1990, the period January 1, 1992, through June 30, 1992, the County will pay the full cost of insurance coverage. If hired before January 1, 1990, effective July 1, 1992, the County will pay a dollar amount equal to 96 1/2% of the single and family premiums for the County's self-funded group hospital/surgical/medical insurance. If hired before January 1, 1990, effective October 1, 1993, The County will pay a dollar amount equal to 93% of the single and family premiums for the County's self-funded group hospital/surgical/medical insurance. If hired on or after January 1, 1990, the County will pay a dollar amount equal to 80% of the single~~

Appendix A

~~and family premiums for the County's self-funded group hospital/surgical/medical insurance.~~
(The remainder of this Section will remain unchanged)

4. Amend Article XX - WAGES to provide all employees the following wage increases:

- | | |
|------------------|--|
| Effective 1-1-95 | \$.34 across the board for classifications of Investigator; Sergeant; Patrol Officer; Process Server. |
| Effective 4-1-95 | \$.51 across the board for classifications of Jailer; Dispatcher. |
| Effective 1-1-96 | 2% across the board for all classifications. |
| Effective 7-1-96 | 1% across the board for all classifications. |
| Effective 1-1-97 | 2% across the board for all classifications. |
| Effective 7-1-97 | 1.5% across the board for all classifications. |

CHIPPEWA COUNTY FINAL OFFER TO WPPA BARGAINING UNIT (DEPUTIES)
MARCH 22, 1996

- Three year contract, effective 1-1-95 through 12-31-97
- All tentative agreements
- Effective 1-1-95, 34 cents per hour (2.5% on bargaining unit average wage)
- Effective 1-1-96, 2.5% across-the board
- Effective 1-1-97, 2% across-the-board
- Effective 7-1-97, 1% across-the-board
- Effective 7-1-96, 20 cents per hour for jailers and dispatchers, added to base
- New: Article 13, Section 8. Wage Differential for LESB-Certified Jailers and Dispatchers. Effective 1-1-97, LESB-Certified Jailers and Dispatchers shall receive a wage differential of twenty (20) cents per hour. The wage differential shall be applied upon the County's receipt of certification from the State.
- Worker's Compensation language is not retroactive. Tina Sturz continues under the current practice.

Appendix B