



Scott Walker, Governor

Gregory L. Gracz, Director

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June 19, 2015

Co-Chairpersons and Members of the
Joint Committee on Employment Relations
Room 113 South, State Capitol
Madison, Wisconsin 53703

Dear Co-Chairpersons and Committee Members:

The State of Wisconsin, represented by the Office of State Employment Relations (OSER), and the Wisconsin Law Enforcement Association (WLEA), have completed the process of negotiating a successor labor agreement for the 2013-2015 biennium for the public safety bargaining unit.

Negotiations resulted in a tentative agreement which has been ratified by the members of the bargaining unit. OSER recommends approval of the tentative agreement by the Joint Committee on Employment Relations and the Legislature.

The tentative agreement represents concessions by both parties and, if approved by the Joint Committee and by the Legislature thereafter, will enhance labor peace and stability through the remainder of the contract period ending June 30, 2015.

The major provisions of the tentative agreement are:

I. Salary Adjustments:

- A. FY 2014 General Wage Adjustment of 3.0% for each employee in pay status, with a lump sum payment for the amount of the increase for all hours back to June 30, 2013.
- B. FY 2015 General Wage Adjustment of 3.0% for each employee in pay status, with a lump sum payment for the amount of the increase for all hours back to June 29, 2014.

II. Health Insurance

Beginning with health insurance premium deductions occurring after implementation of the Agreement, all WLEA bargaining unit members will pay the same health insurance premiums as nonrepresented general employees, including any future increases or decreases to the premiums.

Note: The same increase in employee health insurance premium contributions will apply to nonrepresented State Patrol Sergeants, Lieutenants, Captains, Majors and Colonels, who under Wisconsin Statutes at s. 40.05 (4)(at), pay the same health insurance premiums as represented employees in the public safety unit.

Current and new State Patrol health insurance premium contributions for 2015 are shown in the following table:

Current State Patrol Monthly Premiums			Calendar Year 2015 Premiums		
	<u>Single</u>	<u>Family</u>		<u>Single</u>	<u>Family</u>
Tier-1	\$31.00	\$78.00	Tier-1	\$92.00	\$230.00
Tier-2	\$69.00	\$173.00	Tier-2	\$136.00	\$341.00
Tier-3	\$164.00	\$412.00	Tier-3	\$267.00	\$666.00

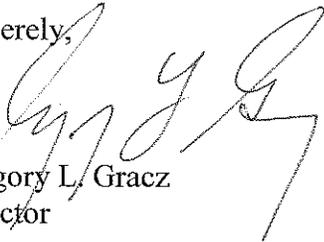
Also, a provision is added to the Agreement to allow bargaining unit members to participate in any health plans implemented by the state, under the same terms and conditions as nonrepresented general employees.

III. Other Key Contract Provisions

- A. *Creation of New Pay Schedules:* A set of new pay schedules (pay ranges 61-41 through 61-48) is created for possible future use, along with administrative language that would apply to classifications that may be assigned to these new schedules.

The effective date of the Agreement, unless otherwise specified within the sections of the Agreement, is the day following publication in the official state newspaper. The Agreement remains in full force and effect through June 30, 2015, unless the parties mutually agree to extend any or all terms of the Agreement.

Sincerely,



Gregory L. Gracz
Director

- Attachments: 1. Bill Draft
2. Fiscal Note
3. 2013-2015 Tentative Agreement