

OZAUKEE COUNTY HUMAN RESOURCES DIVISION



2005 ANNUAL REPORT

TO THE HONORABLE BOARD OF SUPERVISORS OF OZAUKEE COUNTY, WISCONSIN

It is the mission of the Ozaukee County Human Resources Division to provide the highest level of professional human resources services to its customers. We endeavor to offer the most relevant and timely guidance and assistance on all matters pertaining to staffing, equal employment opportunity, compensation and benefits, training and development, labor relations and employee safety. We seek to foster collaborative work relationships amongst employees and departments to ensure the continuous improvement of Ozaukee County services.

Highlights of the past year:

County approved hiring of Health Care Consultant to review current policies for health, dental, life and long-term disability. This effort provided the following accomplishments:

- No Increase in Health Insurance Premiums for 2006. The County continued with the WCA Group Health Trust as their health insurance plan. The provider was changed from HCN to United HealthCare, which is a much broader network.
- No increase in Dental Premiums for 2006. County remained with Met Life as the dental carrier.
- Decrease in Life insurance premiums by 20% providing a savings of \$7,314.48 annually. Also, a 7% decrease in the long-term disability insurance providing a savings of \$6,138.58. The County remained with Madison National Life Insurance and National Insurance Services for long-term disability.

All four union contracts, which expired on 12/31/04, were settled in 2005. A lot of time was expended in negotiating and settling the contracts. Two-year contracts were reached with the OPEIU and Lasata Care Center union employees, and three-year contracts were obtained for the Sheriff's and Highway Department union employees.

Early Retirement Supplement was developed and approved in 2005. This benefit was included in all four contracts, with an effective date of 1/1/05. The amount available per employee in 2005 was \$3,500. However, this benefit amount is prorated depending on what month the employee retires. Four employees took advantage of this benefit.

A Benefits Fair was held on November 15 and 16, 2005 at all four Ozaukee County locations: Administration Center Auditorium, Highway Department Lunch Room, Lasata Care Center Classroom and the Justice Center Jury Room. The intent was to provide one stop shopping to employees for planning of their 2006 benefits needs. Vendors included Met Life (dental open enrollment); Wage Works, Section 125 enrollment, (medical, dental and dependent care reimbursement), Deferred Compensation (State and North Shore), three Credit Unions (Glacier Hills, Allco, Kohler); AAA Insurance; and Waddell & Reed (financial planning, budgeting, and funding strategies). Employees were able to stop in during their break and lunch periods. This saved time and energy, as representatives were available at different times to answer questions and assist employees in completing the forms. Favorable feedback was received.

Changed Worker's Compensation Carriers from Cambridge Integrated Services to Wisconsin County Mutual, effective March 14, 2005. Wisconsin County Mutual should prove to be more cost effective because they can provide claims administration, safety, training, and recommend changes to the county which will assist in lowering our worker's compensation claims and costs. In conjunction with this effort, a walk-through at the Lasata Care Center has been scheduled for March 14, 2006 to observe employees as they work. Following this session, a report will be prepared by Wisconsin County Mutual with recommendations for possible changes.

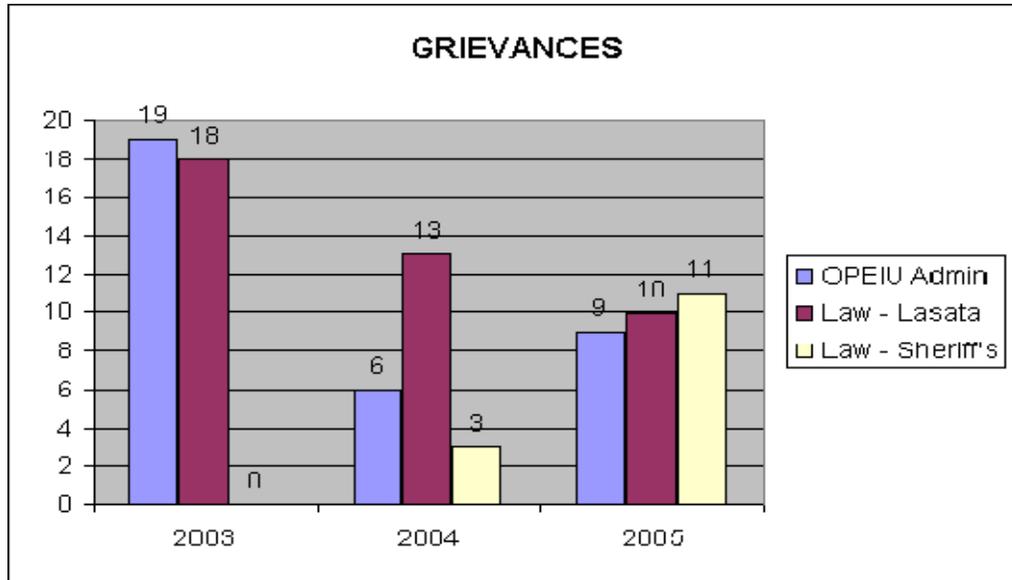
Wisconsin Deferred Compensation changed their provider carrier from Nationwide to Great West Retirement. This change occurred in November 2005 and was beneficial to the employee as it provided them with the capability to review their accounts and make changes on line, in addition to offering a broader time for phone customer service, 7:00-7:00 pm.

Listed below is a summary of the grievances for the last three years. A goal for 2006 is to foster a better working relationship between union and management to reduce the number of grievances.

GRIEVANCES SUMMARY 2003 – 2005

	2003	2004	2005
OPEIU Admin	19	6	9
Law – Lasata	18	13	10
Law - Sheriff's	0	3	11
TOTALS	37	22	30

Note: There were NO grievances from the Highway Union Employees.



Ozaukee County Fair was again a huge success and a lot of fun due to the exciting twist of the Ozaukee County Idol contest. A few brave souls volunteered for this event, including our Ozaukee County Administrator. The dunk tank was also a draw as employees were given a chance to dunk their favorite County person in a very chilly dunk tank. County Board Chairman Brooks, County Administrator Meaux and County Board Supervisors Sopko and Miller braved taking the plunge into the cold water. The money collected was donated to the Courthouse Restoration project!

The United Way campaign began in late September requesting monetary donations from Ozaukee County employees to assist residents by supporting and strengthening families, promoting economic self-sufficiency, meeting basic needs, helping children succeed and to build healthier neighborhoods and communities. As in the past, employees were very generous in their donations to the United Way campaign. Listed is the money collected from employees during the last three campaigns:

2003 - \$9,372.00; 2004 - \$9,639.00; 2005 - \$9,927.00

Additionally, in early fall, \$6,767.94 was collected for Hurricane Katrina, providing total donations from employees with these two collections in 2005 of \$16,694.94. These efforts show the generous hearts of the Ozaukee County employees!

PERSONNEL TRANSACTIONS:

	2003	2004	2005
<u>New Hires:</u>			
Lasata	79	77	61
All Other:	<u>111</u>	<u>130</u>	<u>132</u>
Total New Hires:	190	207	193

Note: New Hires and Terminations include all full time, part-time, monthly, and seasonal employees.

Terminations:

Lasata	74	91	65
All Other	<u>125</u>	<u>122</u>	<u>101</u>
Total Terms:	199	213	166

Implementation of reorganization plans in the Department of Administration occurred in October, 2005 with the elimination of the Human Resources Director and Human Resources Technician. The changes were made to improve efficiency, reduce costs and to create a positive environment with expectations of changing the historical culture of hostility in labor negotiations and employee relations. The separation of those duties is a first step to changing the culture of these relations. The staff has fully demonstrated their willingness to work through the reorganization by giving their full support.

2006 Objectives:

A program is being set up with UWM and MATC for Development of Management Training Programs for Supervisors and Department Heads. Program should provide our supervisory/management staff with the skills to more efficiently direct, evaluate, and increase the performance of supervised employees. This program has the potential to award participants with a certificate in Public Administration, which will provide the county with a more professional supervisory staff.

OPEIU and Lasata union agreements expire at the end of 2006. An ad hoc committee has been created to assist in the negotiating strategy process. First planning session was scheduled for February 23, 2006. The intent is to get started earlier than we have in the past in the hopes of arriving at an agreement by budget time. The downside to beginning the negotiation sessions earlier is not having the actual rates for monthly health insurance. An attempt will be made to obtain the best estimate for 2007 health insurance premiums as possible.

Reduce worker's compensation claims and costs. Focus on safety awareness.

Endorse more continual communication between employees and management.

Focused strategy to meet rising health insurance and prescription drug costs.

Respectfully submitted,

Betty Klumb
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Human Resources Division
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