

RESOLUTION NO.: 102—2023-24

TO THE HONORABLE, THE OUTAGAMIE COUNTY BOARD OF SUPERVISORS

LADIES AND GENTLEMEN:

MAJORITY

1 Certain general municipal employees of the Outagamie County Highway Department
2 qualify to organize as a union pursuant to Wis. Stat. §111.70 for the purpose of collective
3 bargaining. As of April 2023, the eligible employees voted and elected the Teamsters
4 Local 662 to represent their interests. Given the implementation of the Total Rewards
5 Study, no negotiation was requested for 2023 beyond the initial placement on the wage
6 scale. Contract discussions and negotiations for 2024 commenced in late 2023 and have
7 resulted in the attached agreement for 2024. The attached agreement provides for
8 recognition of the Teamsters Local 662 as the representative for the highway employees
9 union, as well as sets forth the base wage for fiscal year 2024.

10
11 There is no fiscal impact to the 2024 budget as wages have already been included in the
12 budget.

13
14 NOW THEREFORE, the undersigned members of the Legislative/Audit and Human Resources
15 Committee recommends adoption of the following resolution.

16 BE IT RESOLVED, that the Outagamie County Board does approve an Agreement between
17 Outagamie County and General Teamsters Union Local 662, collective bargaining representative for the
18 employees of the Outagamie County Highway Department for calendar year 2024, with no fiscal impact
19 to the 2024 budget as the wages have already been included in the budget as detailed in the attached
20 Agreement and Appendix A, which by reference are made a part hereof, and

21 BE IT FINALLY RESOLVED, that the Outagamie County Clerk be directed to forward a copy of
22 this resolution to the Outagamie County Human Resources Director, the Outagamie County Finance
23 Director, and the Outagamie County Highway Commissioner.

24 Dated this ____ day of February 2024
25
26
27
28
29
30
31

Respectfully submitted,

LEGISLATIVE/AUDIT & HUMAN RESOURCES
COMMITTEE

Cathy Spears

Sara MacDonald

Ryan Ferguson

Joe Santonato

John Kostelny

Duly and officially adopted by the County Board on: _____

Signed: _____
Board Chairperson

County Clerk

Approved: _____

Vetoed: _____

Signed: _____
County Executive

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34

AGREEMENT

This Agreement has been made and entered into between the Outagamie County, hereinafter referred to as the "Employer" and General Teamsters Union Local 662, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union".

ARTICLE 1. RECOGNITION

The Employer recognizes the Union as the exclusive collective bargaining representative of the employees of the Outagamie County Hwy Department, exclusive of confidential employees, professional and managerial employees, supervisors and superintendents.

ARTICLE 2. SAVINGS CLAUSE

If any Article or Section of this Agreement or any addendum or appendix thereto shall be held invalid by operation of law or by any tribunal with competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this Agreement and addenda and appendices shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

ARTICLE 3. DURATION

- A. This Agreement shall become effective January 1, 2024 and shall remain in full force and effect through December 31, 2024.
- B. Bargaining Procedure: The Union shall give notice of its intent to bargain.

ARTICLE 4. WAGES

- A. The base hourly rates for the employees covered by this Agreement shall increase as set forth in the wage schedule which is attached and incorporated by reference as Appendix A. Increases as set forth in Appendix B shall be applicable to 2024 only. Prior to July 1, of 2024 the Union will determine, and advise the Employer, whether they wish to negotiate base wages for all of its employees annually, or to permanently remain covered by the annual increases as set forth in Appendix A.

[SIGNATURES INCLUDED ON FOLLOWING PAGE]

FOR THE EMPLOYER

FOR THE UNION

Thomas Nelson
County Executive
Dated: _____

Dated: _____

Jeff Nooyen
Outagamie County Board Chair
Dated: _____

Jeff King
Outagamie County Clerk
Dated: _____

APPENDIX A

OUTAGAME COUNTY WAGE SCHEDULE - eff: 12/17/23													
PAY GRADE	RECOMMENDED JOB TITLE	DEPARTMENT	FLSA	1	2	3	4	5	6	7	8	9	10
100				\$15.81	\$16.28	\$16.77	\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62
				\$32,884.80	\$33,862.40	\$34,881.60	\$35,921.60	\$37,003.20	\$38,105.60	\$39,249.60	\$40,435.20	\$41,641.60	\$42,889.60
105				\$16.92	\$17.43	\$17.95	\$18.49	\$19.04	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07
				\$35,193.60	\$36,254.40	\$37,336.00	\$38,459.20	\$39,603.20	\$40,788.80	\$42,016.00	\$43,284.80	\$44,574.40	\$45,905.60
110				\$18.10	\$18.64	\$19.20	\$19.78	\$20.37	\$20.98	\$21.61	\$22.26	\$22.93	\$23.62
				\$37,648.00	\$38,771.20	\$39,936.00	\$41,142.40	\$42,389.60	\$43,678.40	\$44,998.80	\$46,350.80	\$47,694.40	\$49,129.60
115				\$19.37	\$19.95	\$20.55	\$21.17	\$21.80	\$22.45	\$23.12	\$23.81	\$24.52	\$25.26
				\$40,289.60	\$41,496.00	\$42,744.00	\$44,033.60	\$45,344.00	\$46,696.00	\$48,089.60	\$49,524.80	\$51,001.60	\$52,540.80
120				\$20.73	\$21.35	\$21.99	\$22.65	\$23.33	\$24.03	\$24.75	\$25.49	\$26.25	\$27.04
	Highway Field Worker	HIGHWAY	N	\$43,118.40	\$44,408.00	\$45,739.20	\$47,112.00	\$48,526.40	\$49,982.40	\$51,480.00	\$53,019.20	\$54,600.00	\$56,243.20
125				\$22.17	\$22.84	\$23.52	\$24.23	\$24.96	\$25.71	\$26.48	\$27.27	\$28.09	\$28.93
				\$46,113.60	\$47,486.40	\$48,921.60	\$50,398.40	\$51,916.80	\$53,476.80	\$55,078.40	\$56,721.60	\$58,427.20	\$60,174.40
130				\$23.73	\$24.44	\$25.17	\$25.93	\$26.71	\$27.51	\$28.34	\$29.19	\$30.07	\$30.97
				\$49,358.40	\$50,835.20	\$52,353.60	\$53,914.40	\$55,516.80	\$57,220.80	\$58,947.20	\$60,715.20	\$62,545.60	\$64,417.60
	Inventory/Supply Technician	HIGHWAY OFFICE	N										
	Senior Account Technician	HIGHWAY OFFICE	N										
	Senior Account Technician	HIGHWAY OFFICE	N										
	Equipment Operator I	HIGHWAY PATROL	N										
135				\$25.40	\$26.16	\$26.94	\$27.75	\$28.58	\$29.44	\$30.32	\$31.23	\$32.17	\$33.14
				\$52,837.00	\$54,412.80	\$56,035.20	\$57,720.00	\$59,446.40	\$61,235.20	\$63,065.60	\$64,958.40	\$66,913.60	\$68,931.20
	Administrative/Real Estate Coordinator	HIGHWAY OFFICE	N										
	Equipment Operator II	HIGHWAY PATROL	N										
	Mechanic/Maintenance Technician	HIGHWAY SHOP	N										
140				\$27.17	\$27.99	\$28.83	\$29.69	\$30.58	\$31.50	\$32.45	\$33.42	\$34.42	\$35.45
				\$56,513.60	\$58,219.20	\$59,966.40	\$61,755.20	\$63,506.40	\$65,320.00	\$67,196.00	\$69,133.60	\$71,133.60	\$73,196.00
	Engineering Technician	HIGHWAY ENGINEERING	N										
	Equipment Operator III	HIGHWAY PATROL	N										
	Sign Technician	HIGHWAY PATROL	N										
145				\$29.07	\$29.94	\$30.84	\$31.77	\$32.72	\$33.70	\$34.71	\$35.75	\$36.82	\$37.92
				\$60,465.60	\$62,275.20	\$64,147.20	\$66,081.60	\$68,087.60	\$70,096.00	\$72,196.80	\$74,360.00	\$76,585.60	\$78,873.60
	Highway Operations Foreman	HIGHWAY PATROL	N										
	Mechanic	HIGHWAY SHOP	N										
150				\$31.11	\$32.04	\$33.00	\$33.99	\$35.01	\$36.06	\$37.14	\$38.25	\$39.40	\$40.58
				\$64,708.80	\$66,643.20	\$68,640.00	\$70,699.20	\$72,820.80	\$75,004.80	\$77,251.20	\$79,560.00	\$81,952.00	\$84,408.40
155				\$33.28	\$34.38	\$35.51	\$36.67	\$37.86	\$39.08	\$40.34	\$41.63	\$42.96	\$44.32
				\$69,722.40	\$71,802.40	\$73,444.80	\$75,649.60	\$77,916.80	\$80,246.40	\$82,659.20	\$85,134.40	\$87,692.80	\$90,313.60
	Highway Operations Supervisor - Patrol	HIGHWAY PATROL	N										
	Highway Operations Supervisor - Shop	HIGHWAY SHOP	N										
160				\$35.61	\$36.68	\$37.78	\$38.91	\$40.08	\$41.28	\$42.52	\$43.80	\$45.11	\$46.46
				\$74,068.80	\$76,294.40	\$78,582.40	\$80,932.80	\$83,366.40	\$85,862.40	\$88,441.60	\$91,104.00	\$93,828.80	\$96,636.80
165				\$38.11	\$39.25	\$40.43	\$41.64	\$42.89	\$44.18	\$45.51	\$46.88	\$48.29	\$49.74
				\$79,268.80	\$81,640.00	\$84,094.40	\$86,611.20	\$89,211.20	\$91,894.40	\$94,660.80	\$97,510.40	\$100,443.20	\$103,459.20
	Assistant Highway Engineer	HIGHWAY ENGINEERING	E										
	Finance Manager - Hwy	HIGHWAY OFFICE	E										
170	<i>Compensatory time earned after 45 hours worked</i>			\$40.77	\$41.99	\$43.25	\$44.55	\$45.89	\$47.27	\$48.69	\$50.15	\$51.65	\$53.20
				\$84,801.60	\$87,339.20	\$89,960.00	\$92,664.00	\$95,451.20	\$98,321.60	\$101,275.20	\$104,312.00	\$107,432.00	\$110,656.00
	Highway Engineer	HIGHWAY ENGINEERING	E										
	Patrol Superintendent	HIGHWAY PATROL	E										
	Fleet & Facilities Superintendent	HIGHWAY SHOP	E										
175	<i>Compensatory time earned after 45 hours worked</i>			\$43.62	\$44.93	\$46.28	\$47.67	\$49.10	\$50.57	\$52.09	\$53.65	\$55.26	\$56.92
				\$90,729.60	\$93,454.40	\$96,262.40	\$99,153.60	\$102,128.00	\$105,185.60	\$108,347.20	\$111,592.00	\$114,940.80	\$118,393.60
180	<i>Compensatory time earned after 45 hours worked</i>			\$46.68	\$48.08	\$49.52	\$51.01	\$52.54	\$54.12	\$55.74	\$57.41	\$59.13	\$60.90
				\$97,094.40	\$100,006.40	\$103,001.60	\$106,100.80	\$109,303.20	\$112,569.60	\$115,939.20	\$119,412.80	\$122,990.40	\$126,672.00
185	<i>Compensatory time earned after 45 hours worked</i>			\$51.25	\$52.89	\$54.48	\$56.11	\$57.79	\$59.52	\$61.31	\$63.15	\$65.04	\$66.99
				\$106,808.00	\$110,011.20	\$113,318.40	\$116,708.80	\$120,203.20	\$123,801.60	\$127,524.80	\$131,352.00	\$135,283.20	\$139,339.20
190	<i>Compensatory time earned after 45 hours worked</i>			\$56.48	\$58.17	\$59.92	\$61.72	\$63.57	\$65.48	\$67.44	\$69.46	\$71.54	\$73.69
				\$117,478.40	\$120,993.60	\$124,633.60	\$128,377.60	\$132,225.60	\$136,198.40	\$140,275.20	\$144,476.80	\$148,803.20	\$153,275.20
	Highway Commissioner	HIGHWAY OFFICE	E										
195	<i>Compensatory time earned after 45 hours worked</i>			\$60.44	\$62.25	\$64.12	\$66.04	\$68.02	\$70.06	\$72.16	\$74.32	\$76.55	\$78.85
				\$125,715.20	\$129,480.00	\$133,369.60	\$137,363.20	\$141,481.60	\$145,724.80	\$150,092.80	\$154,585.60	\$159,224.00	\$164,008.00