

Tentative Agreement
For a 2007-08 Contract
between
RACINE COUNTY
and the
ATTORNEYS' ASSOCIATION

Article Proposal

VII Adjust wages rates as follows:

January 1, 2007 2.0%
April 1, 2008 2.0%
October 1, 2008 2.0%

XV Add the following Paragraph to this section:

Employees who are hired on, or after, January 1, 2008 and retire under the Wisconsin Retirement Plan shall be entitled to be continued under the County's group health insurance plan by paying a percentage of the premium based on years of service. The following premium requirements apply to all such employees. The other provisions specified above continue to apply.

20 years & over of service	15%
15, 16, 17, 18, 19 years of service	20%

Agreed Items

Article Revision

I This shall be effective January 1, 2005 2007 and shall extend through December 31, 2006 2008.

VII A new paragraph to read as follows:

Wages will be subject to mandatory direct deposit.

Fiscal Note Resolution No. 2007-146
Changes in Annualized Wage Rates

Attorney's Association
Membership 5.0

Salaries	Increase in Rate						
	Annualized Pay Rate		Year 1		Year 2		
	12/31/2006	12/31/2007	Amount	%	Amount	%	
General Step	356,278	363,403	7,125	2.00%	383,406	7,611	2.03%
	0	12,392	12,392	3.48%	11,346	11,346	3.02%
Total Wages	356,278	375,795	19,517	5.48%	394,752	18,957	5.04%
Fringes							
Retirement	42,397	45,471	3,074	7.25%	47,646	2,174	4.78%
FICA	27,255	28,748	1,493	5.48%	30,123	1,375	4.78%
Workers Comp	1,781	1,879	98	5.48%	1,575	(304)	-16.17%
Life	2,052	2,210	158	7.68%	2,363	153	6.92%
Disability	1,746	1,841	96	5.48%	1,929	88	4.78%
Health	76,750	76,750	0	0.00%	67,790	(8,960)	-11.67%
Total Fringes	151,982	156,900	4,918	3.24%	151,426	(5,474)	-3.49%
Total Wages & Fringes	508,260	532,695	24,435	4.81%	546,178	13,483	2.53%

Note: This analysis measures annual wage rates at points in time. Because employees receive step increases on their anniversary date throughout the year, the budget impact will be less. This reflects step increase as though they were effective January 1st.

In the 2008 budget 2 Attorneys positions were eliminated from the Corporation Counsel - Child Support Enforcement Division. In order to provide a meaningful comparison, these positions that were vacant in the first half of 2007 have been removed from 2006 and 2007. These employees will still receive the retro pay due them

The 2008 general increase is 2% on 4/1/08 and 2% on 10/1/08. This results in a 2% build on the base for the 2009 wages.

This sets the 2009 base at 4% greater than 2008.