

RESOLUTION NO. 2006-45

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE COUNTY AND ATTORNEY'S ASSOCIATION FOR THE COLLECTIVE BARGAINING AGREEMENT FOR THE PERIOD 2005-2006

To the Honorable Members of the Racine County Board of Supervisors:

BE IT RESOLVED by the Racine County Board of Supervisors that the Collective Bargaining Agreement between Racine County and the Attorney's Association whose relevant provisions are set forth in the attached Exhibit "A," that is attached hereto and incorporated herein, is authorized and approved for the period set out.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that any two of the County Executive, the County Clerk or the County Board Chairman are authorized to execute any contracts, agreements or other documents necessary to carry out the intent of this resolution.

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION

Peter L. Hansen, Chairman

Adopted _____

For _____

Against _____

Absent _____

Karen A. Nelson, Vice-Chairman

VOTE REQUIRED: 2/3's M.E.

Thomas Pringle, Secretary

Prepared by:
Corporation Counsel

David J. Hazen

Q. A. Shakoor, II

Van H. Wanggaard

Pamela Zenner-Richards

INFORMATION ONLY

WHEREAS, a tentative collective bargaining agreement has been reached between Racine County and the Attorney's Association.

May 25, 2006

Proposal for a 2005-06 Agreement
between
RACINE COUNTY
and the
ATTORNEYS' ASSOCIATION

Article **Proposal**

VII Adjust all wages by the following percentages:

January 1, 2005	2.0%
January 1, 2006	1.0%
July 1, 2006	1.0%

Revise the following paragraph:

Eligibility for employee merit step increases will be considered annually effective with an employee's anniversary date of employment subject to the maximum limitations of the salary range. Such merit step increase consideration shall be based on an employee's work performance evaluation as reflected by Racine County Performance Review reports. An employee whose overall work performance is categorized as outstanding, very good or satisfactory will receive a salary advancement. The Department Manager, with the concurrence of the County Executive, may advance an employee more than one step (subject to the maximum of the pay range) for outstanding performance that he/she feels is deserving of such advancement. An employee whose overall work performance is categorized as deficient or unsatisfactory will not receive a salary advancement. In the event such an employee improves his/her work performance and the employee's supervisor determines the employee is then deserving of a merit increase, the salary advancement will be granted from the date of the re-evaluation. If the Department Manager does not submit the Performance Review report to the Human Resources Department within 60 days following the employee's anniversary date of employment, the employee will automatically be granted a merit step increase retroactive to the employee's anniversary date of employment. If an employee does not receive a merit increase as specified above, the employee shall have a right to grieve such an action. Such grievance shall follow the normal course of the grievance procedure as set forth in this Agreement. In addition, the Department Manager may, with concurrence of the County Executive, at the time of hire appoint an individual to any step in the pay range detailed above, subject to the maximum limitations of the salary range.

XV Add the following provisions at the end of this Article:

Effective January 1, 2015 any employee retiring 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 employees retiring on or after January 1, 2015. The other

provisions specified above continue to apply.

<u>25 years & over of service</u>	<u>5%</u>
<u>20, 21, 22, 23, 24 years of service</u>	<u>10%</u>
<u>15, 16, 17, 18, 19 years of service</u>	<u>20%</u>

After January 1, 2015, employees retiring with less than 15 years of service will not be eligible for County retirement insurance.

Agreed Items

Article

I Change dates to "January 1,2005" through "December 31, 2006".

XII Revise paragraphs 2 and 3 as follows:

At no cost to the employee, the County will provide a group life insurance and AD&D policy equal to one times an employee's annual salary rounded to the nearest ~~\$500~~ One Thousand (\$1000) for each full time employee. This amount will be adjusted as of January 1 of each year. To be eligible for this benefit, the employee must complete and return proper enrollment forms within thirty (30) days of their hire date. Employees failing to enroll within this thirty (30) day period can only subsequently enroll during the County's annual open enrollment period and subject to the conditions of the life insurance plan.

Effective May 1, 1990, employees will contribute ten (10) percent of the single or family premium for the coverage selected by the employee. Effective January 1, 2006 employees will contribute fifteen (15) percent of the single or family premium for the coverage selected by the employee. The payment will be made through payroll deduction from the first two paychecks of each month. The County will establish an IRS Section 125 plan to allow the deductions to be taken on a pre-tax basis, if the employee chooses to participate, and subject to IRS regulations. Each eligible employee shall have the following options regarding health care insurance.

XV Add the following provisions after the second paragraph:

Any member retiring 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. Any such member who exercises his/her right to continue under said group policy as stated in this provision, shall be required to pay his/her share of the cost of such insurance coverage to the County Clerk at least thirty (30) days prior to the due date of the insurance premium. Such retired employees are also required to purchase coverage under Medicare Part B for themselves and their spouse, when the employee and/or spouse is age sixty-five (65). The percentage contributions are as follows:

Over 25 years of service	5%
20, 21, 22, 23, 24 years of service	10%

Exhibit "A"

15, 16, 17, 18, 19 years of service	20%
10, 11, 12, 13, 14 years of service	25%
5, 6, 7, 8, 9 years of service	40%
1, 2, 3, 4 years of service	50%

Effective with the ratification of the 2005-06 contract any employee retiring 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 employees retiring on or after the ratification of the 2005-06 contract. The other provisions specified above continue to apply.

<u>25 years & over of service</u>	<u>5%</u>
<u>20, 21, 22, 23, 24 years of service</u>	<u>10%</u>
<u>15, 16, 17, 18, 19 years of service</u>	<u>20%</u>
<u>10, 11, 12, 13, 14 years of service</u>	<u>25%</u>

After the ratification of the 2005-06 contract, employees retiring with less than 10 years of service will not be eligible for County retirement insurance.

Racine County reserves the right to add to, amend or delete any provisions in this proposal during the course of negotiations. No portion of these proposals shall be deemed a waiver of any existing rights; all proposals regarding existing rights are merely attempts to codify existing conditions.

Fiscal Note Resolution No. 2006-45
Changes in Annualized Wage Rates

Attorney's Association
Membership 9.0

Salaries	Annualized Pay Rate			Increase in Rate		Pay Rate 12/31/2006	Year 2 Amount	2006 %		
	12/31/2004	12/31/2005	Year 1 Amount	2005 %						
General	554,589	565,680	11,091	2.00%	591,979	8,601	1.47%			
Replacement		(2,972)	(2,972)	-0.54%	(52,832)	(52,832)	-9.06%			
Step	0	20,670	20,670	3.73%	16,793	16,793	2.88%			
Total Wages	554,589	583,378	28,789	5.19%	555,940	(27,439)	-4.70%			
Fringes										
	2004	2005	2006							
Retirement	11.00%	11.50%	11.90%	61,005	67,088	6,084	9.97%	63,643	(3,446)	-5.14%
FICA	7.65%	7.65%	7.65%	42,426	44,628	2,202	5.19%	42,529	(2,099)	-4.70%
Workers Comp	0.60%	0.50%	0.50%	3,328	2,917	(411)	-12.34%	2,780	(137)	-4.70%
Life	.51/1000	.47/1000	.48/1000	3,394	3,290	(104)	-3.06%	3,303	13	0.38%
Disability	0.54%	0.54%	0.49%	2,995	3,150	155	5.19%	2,724	(426)	-13.53%
Health	11,206	12,940	15,350	100,854	116,460	15,606	15.47%	138,150	21,690	18.62%
Total Fringes				214,001	237,534	23,533	11.00%	253,129	15,594	13.78%
Total Wages & Fringes				768,590	820,912	52,322	6.81%	809,068	(11,844)	-1.76%

Note: This analysis measures annual wage rates at points in time. Because employees receive step increases on their anniversary date, the budget impact will be This assumes actual termination through 6/26/06.