

July 25, 2006

RESOLUTION NO. 2006-60

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RIDGEWOOD LOCAL 310 AFSCME AND RACINE COUNTY FOR THE YEAR 2006

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

BE IT RESOLVED by the Racine County Board of Supervisors that the extension of the existing agreement between Racine County and Ridgewood Local 310 AFSCME as amended by the "Tentative Agreement" set forth in Exhibit "A" which is attached hereto and incorporated herein for the year 2006 is authorized and approved. A copy of the entire agreement is on file with the Racine County Clerk's office.

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. Shakoore, II

Van H. Wanggaard

Pamela Zenner-Richards

INFORMATION ONLY

WHEREAS, County negotiators and negotiators from Ridgewood Local 310 AFSCME have a reached a tentative collective bargaining agreement for the year 2006.

RACINE COUNTY
And
AFSCME Local 310

**Tentative Agreement
For a 2006 Contract**

Article Revision

Wherever it appears change the word "personnel" to "Human Resources" and change "County Clerk" to "Human Resources Department."

AGREEMENT Change dates to "January 1, 2006" and "December 31, 2006."

13.14 After vacation times have been established, such schedules shall be posted not later than March 31st. Once the vacation schedule is posted, no changes will be authorized except in the case of a proven error in copying dates selected by the employee. However, each employee may make one change per year under the following conditions:

- The change must meet established vacation parameters regarding the number of employees allowed to be off at one time;
- ~~The change must be for the same number of days or weeks that the employee originally requested;~~
- The change must have the prior approval of the employee's supervisor.

Employees shall be allowed two pre-approved vacation moves per year. After satisfying the 2 (5) day increments of vacation, vacation moves/changes may be done by single days.

18.02 Revise as follows:

Part time employees eligible for insurance benefits under the provisions of Article XIX who select family coverage shall pay forty (40%) percent of the premium, the County's portion to be sixty (60%) percent of the total premium, but in no event less than ninety (90%) percent of the single premium. Effective the 1st of the month following ratification of the 2006 agreement by both parties, part time employees eligible for insurance benefits under the provisions of Article XIX who select family coverage shall pay forty (40%) percent of the premium, the County's portion to be sixty (60%) percent of the total premium, but in no event less than eighty-five (85%) percent of the single premium. Part time employees who are in at least a two (2) day per week position will be eligible for the following prorated benefits: prorated holiday pay; prorated vacation pay; prorated sick pay; wages lost due to jury duty; military duty, and funeral leave (subject to the limits in the respective articles). Such employees will also be eligible for single health insurance coverage by paying ten percent (10%) of the premium, prorated dental insurance, prorated life insurance, shift premium and overtime pay. Effective the 1st of the month following ratification of the

2006 agreement by both parties, such employees will also be eligible for single health insurance coverage by paying fifteen percent (15%) of the premium, prorated dental insurance, prorated life insurance, shift premium and overtime pay.

18.04(a) Revise as follows:

Effective ~~May 1, 1990~~ the 1st of the month following ratification of the 2006 agreement by both parties, employees will contribute ~~ten (10)~~ 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.

19.01 Revise as follows:

Part time employees who are in at least a two (2) day per week position will be eligible for the following prorated benefits: prorated holiday pay; prorated vacation pay; prorated sick pay; wages lost due to jury duty; and military duty (subject to the limits in the respective articles). Such employees will also be eligible for single health insurance coverage by paying 10% of the premium, prorated dental insurance, prorated life insurance, shift premium and overtime pay. Effective the 1st of the month following ratification of the 2006 agreement by both parties, such employees will also be eligible for single health insurance coverage by paying 15% of the premium, prorated dental insurance, prorated life insurance, shift premium and overtime pay.

22.02 Revise as follows:

Effective January 1, 1989, any employee retiring under the Wisconsin Retirement Plan and having reached age 55, 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 regardless of date of retirement.

Any employee 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 date of the insurance premium. Such retired employees are also required to purchase coverage under the Medicare Part B plan for themselves and their spouse, when the employee and/or spouse is age sixty-five (65).

The following premium requirements apply to all current and future retirees:

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

Those retirees for whom no records are found shall be placed at the 5% rate. (Per letter prepared by the County).

Effective January 1, 2006 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, 2006. 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 January 1, 2006, employees retiring with less than 10 years of service will not be eligible for County retirement insurance.

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.

27.06

Revise as follows:

Full time employees shall be eligible for tuition reimbursement to a maximum of \$500 \$600 per calendar year and part time employees shall be eligible for tuition reimbursement to a maximum of \$250 \$300 per calendar year. Payment will be made only for job related courses at an accredited college or university, except that courses leading to LPN or RN licensure will be considered as job related for all employees. The procedures for reimbursement will be as established in the County's general tuition reimbursement policy.

29.01

Change "2003" to "2006" and "2005" to "2006"

SCHEDULE "A" WAGES RATES

Delete the classification of Account Clerk and replace it with Account Clerk II and III at the following wage rates for 2006:

CLASSIFICATION	Start	Six Months	12 Months	24 Months
Account Clerk III	15.39	16.14	16.85	17.53
Account Clerk II	14.61	15.40	16.16	16.89

Add the following sentence:

The position of Nurse Technician will be paid at a rate of \$2.50 per hour over the Nurse Aide rate.

- 1/1/06 LPN to be increased by \$1.00 per hour with no percent increase.
- 1/1/06 2.5% increase to all other classifications

JULY-25-06

Fiscal Note Resolution No: 2006-60
Changes in Annualized Wage Rates

310
Membership 117.0
FTE's 117.525

Increase in Rate

		Annualized Pay Rate		Increase in Rate		
		12/31/2005	12/31/2006	Year 1 Amount	2006 Percent	
Wages						
General		3,270,912	3,377,285	106,373	3.12%	
Retirement		0	0	0	0.00%	
Step		0	8,384	8,384	0.25%	
Shift Premium		30,201	30,201	0	0.00%	
Weekend Premium		98,450	98,450	0	0.00%	
Longevity		8,986	9,173	187	0.01%	
Total Wages		3,408,549	3,523,492	114,944	3.37%	
Fringes						
	<u>2005</u>	<u>2006</u>				
Retirement	11.50%	11.90%	391,983	419,296	27,312	6.97%
FICA	7.65%	7.65%	260,754	269,547	8,793	3.37%
W/C	2.30%	2.30%	78,397	81,040	2,644	3.37%
Life	0.51%	0.48%	17,384	16,913	(471)	-2.71%
Disability	0.54%	0.49%	18,406	17,265	(1,141)	-6.20%
Health Ins	12,940	15,094	1,513,980	1,765,998	252,018	16.65%
Total Fringes			2,280,903	2,570,059	289,155	12.68%
Total Wages & Fringes			5,689,452	6,093,551	404,099	7.10%

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 less.