

RESOLUTION NO. 2005-100

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE WAIVING ANY REQUIREMENTS FOR COMPETITIVE BIDDING AND AUTHORIZING THE COUNTY TO ENTER INTO AN AGREEMENT WITH LONG & HALSEY ASSOCIATES FOR LABOR RELATIONS SERVICES

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

BE IT RESOLVED by the Racine County Board of Supervisors that pursuant to Sec. 7-230 of the Racine County Code of Ordinances, any and all competitive bidding requirements are hereby waived in regard to a contract with Long & Halsey Associates for labor relations services.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that Racine County is hereby authorized to enter into a five (5) year agreement with Long & Halsey Associates and that said contract is set forth in Exhibit "A" which is attached hereto and incorporated herein.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that any two of the County Clerk, the County Executive and/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 _____

Van H. Wanggaard, Vice-Chairman

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

Pamela Zenner-Richards, Secretary

Prepared by:
Corporation Counsel

David J. Hazen

Thomas Pringle

Q. A. Shakoore, II

Kenneth Lumpkin

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INFORMATION ONLY

WHEREAS, Racine County used the services of Long & Halsey Associates for labor relations services for a period of eighteen (18) years; and

WHEREAS, Long & Halsey has provided excellent services to Racine County; and

WHEREAS, the current contract with Long & Halsey will expire at the end of 2005.

PROPOSED
CONTRACT FOR SERVICES

Racine County, hereinafter referred to as "the County", enters into the following agreement with Long & Halsey Associates, Inc., hereinafter referred to as "the consultants":

A. SERVICES TO BE PROVIDED

1. Negotiations for labor agreements with all Racine County bargaining unit or labor relations matters related to municipal service consolidation. This includes meeting with appropriate personnel/officials prior to the start of bargaining to establish objectives and parameters.

The consultants will periodically update County officials on the status of bargaining with each unit. The consultants will prepare a summary of agreement for presentation to the Human Resources/Finance Committee.

Services will include representation through the arbitration process, if necessary, and guidance in the implementation of contract changes and arbitration awards.

The bargaining teams will consist of at least one of the consultants and one or more County management staff bargaining with each unit.

The County will provide all data and materials required for negotiations; such as wage rates, salary projections, benefit costs, cost analyses, salary surveys and any related information. The County will prepare and distribute copies of all agreements.

2. Grievance Services. The consultants will process all grievances after the employee/union has filed an appeal to the level of the labor negotiator. This includes all meetings with department managers, employees, the Human Resources/Finance Committee, and the mediation and/or arbitration process set forth in each of the labor agreements.

The County will provide all financial data, resource data, or related documents as requested by the consultants.

The consultants will be responsible for preparation of briefs and formatting of exhibits from material/data provided by the County.

3. Representation for any administrative actions or challenges filed by the union related to the process of negotiations as well as any actions sought by the County to challenge an arbitration, union jurisdiction, or contract provisions.

4. The consultants will also provide research, information and recommendations regarding compliance with State and Federal employment and labor relations laws.
5. Reclassification requests. The consultants shall evaluate all bargaining unit and non-represented employee reclassification requests. The consultants shall prepare a report for submission to the Human Resources Director. The Human Resources Department shall continue to handle the notification of departments/employees of the application process and time deadlines. After requests have been submitted to the Human Resources Department with the supporting data, the consultants shall be responsible for evaluation of all requests.

B. DURATION

The term of this contract shall be for a period commencing on January 1, 2006 and ending on December 31, 2010.

C. PAYMENT FOR SERVICES

The County will pay the consultants as follows:

\$88,307 for 2006
\$86,099 for 2007
\$83,947 for 2008
\$85,626 for 2009
\$87,339 for 2010

The amounts specified for each calendar year will be paid in equal quarterly installments on January 1, April 1, July 1, and October 1 of each calendar year.

D. ADDITIONAL SERVICES

Any human resources or legal services not set forth above, which the County requests and the consultants agree to provide, will be at an hourly fee of \$90.00 plus expenses.

E. TERMINATION

This contract may be terminated by the Racine County Board or the consultants due to any material or substantial breach of any of the terms and conditions of this contract.

The parties understand and agree that work done by the consultants pursuant to this contract shall be performed by either Victor J. Long or William R. Halsey. The County has the sole right, at its discretion to terminate this contract if any of the following events occur:

1. Either Victor J. Long or William R. Halsey leave their employment with the

consultants, die or become permanently disabled or;

2. The consultants assign someone other than Victor J. Long or William R. Halsey to perform the work under this contract.

Dated at Racine, Wisconsin this ____ day of _____, 2005.

LONG & HALSEY ASSOCIATES, INC.

BY: _____
Victor J. Long

BY: _____
William R. Halsey

RACINE COUNTY

BY: _____

BY: _____

BY: _____

