

November 8, 2005

**RESOLUTION NO. 2005-114**

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE  
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE  
COUNTY AND THE RACINE COUNTY FEDERATION OF NURSES, LOCAL 5039, AFT,  
AFL-CIO FOR THE YEARS 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 extension of the existing agreement between Racine County and Racine County Federation of Nurses Local 5039, AFT, AFL-CIO as amended by the "Tentative Agreement" set forth in Exhibit "A" which is attached hereto and incorporated herein for the years 2005-2006 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 \_\_\_\_\_

\_\_\_\_\_  
Van H. Wanggaard, Vice-Chairman

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

\_\_\_\_\_  
Pamela Zenner-Richards, Secretary

Prepared by:  
Corporation Counsel

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David J. Hazen

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Thomas Pringle

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Q. A. Shakoor, II

\_\_\_\_\_  
Kenneth Lumpkin

**INFORMATION ONLY**

**WHEREAS**, a tentative labor agreement has been negotiated with the Racine County Federation of Nurses Local 5039, AFT, AFL-CIO.

September 26, 2005

RACINE COUNTY  
And  
RACINE COUNTY FEDERATION OF NURSES  
LOCAL 5039, AFT, AFL-CIO  
**Tentative Agreement**  
For a 2005-06 Contract

Article      Revision

AGREEMENT      Change dates to “January 1, ~~2003~~ 2005 and shall be in effect through December 31, ~~2004~~ 2006.”

8.02            The normal work day shall begin at ~~the Nurse's assigned shift starting time and extend for a period of twenty-four (24) hours~~ 12:01 am and end at 12:00 midnight. The day considered scheduled will be that calendar date on which the majority of shift hours actually fall. Nurses will be allowed a five (5) minute wash-up period at the end of each shift.

8.08            Medication Assistants may replace a nurse only after all nurses have been called for straight time ~~and overtime~~. When overtime will be required, Medication Assistants may replace a nurse only after all nurses have been called for the overtime.

12.12           During January of each year, each Nurse will be given an opportunity to select three (3) choices of vacation time for the ensuing year. Employees who are unable to use their vacation time as finalized by March 31 of each year due to short term disability, will be paid for their unused vacation time at their regular rate of pay.

16.02           (a) Effective March 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 packages:

21.02           Nurses retiring under the Wisconsin Retirement Plan after May 1, 1988, shall be entitled to be continued under the County's group health insurance program by paying a percentage of the premium based on years of service. Any such Nurses, who exercise their right to be continued under said group policy as stated in this provision, shall be required to pay their 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 Nurses are also required to purchase coverage under the Medicare Part B for themselves and their spouse, when the employee and/or spouse is age sixty-five (65).

The following are the premium requirements:

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%

These contribution rates shall not apply to employees who retired prior to May 1, 1988.

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 &amp; 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.

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 &amp; 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.

The above contribution rates do not apply to employees receiving long term disability benefits under the County plan. Such employees will be required to contribute 10% of the premium until normal retirement age at which time the above service related contribution rates will apply. Employees who begin receiving a long term disability benefit on, or after, January 1, 2006, will be required to contribute 15% until normal retirement age, regardless of length of service.

30.01 Change dates to:

January 1, 2003 2005 and December 31, 2004 2006.

A.02\* Adjust the 2005 wage rates as follows:

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

	1/1/05		1/1/06		7/1/06	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Step 1	\$ 20.7872	\$ 3,603	\$ 20.9951	\$ 3,639	\$ 21.2050	\$ 3,675
Step 2	\$ 21.4107	\$ 3,711	\$ 21.6248	\$ 3,748	\$ 21.8411	\$ 3,785
Step 3	\$ 22.6954	\$ 3,934	\$ 22.9224	\$ 3,973	\$ 23.1516	\$ 4,013
Step 4	\$ 23.6032	\$ 4,091	\$ 23.8392	\$ 4,132	\$ 24.0776	\$ 4,173
Step 5	\$ 24.5473	\$ 4,254	\$ 24.7928	\$ 4,297	\$ 25.0407	\$ 4,340
Step 6	\$ 25.6521	\$ 4,446	\$ 25.9086	\$ 4,491	\$ 26.1677	\$ 4,536
Step 7	\$ 26.9346	\$ 4,669	\$ 27.2040	\$ 4,715	\$ 27.4760	\$ 4,762
On-Call	\$ 29.99		\$ 30.29		\$ 30.59	
On-Call/Retirement	\$ 28.17		\$ 28.45		\$ 28.74	

~~For the remainder of 2003, there will be no additional step increases on, or after April 1, 2003.~~

A.05 Modify as follows:

Weekend Differential. A Registered Nurse shall be paid a weekend premium of \$2.00 per hour for hours worked on the weekend.

Extra Weekend Differential. Employees who volunteer to work a non-scheduled weekend at Management's request shall receive an additional \$6.00 (\$8.00 total) per hour for hours worked on the weekend, provided that the employee worked the previous scheduled weekend and works the following scheduled weekend.

Effective with ratification of the 2005-06 agreement, the Extra Weekend Differential will be modified as follows:

Extra Weekend Differential. Employees who volunteer to work a non-scheduled weekend at Management's request shall receive an additional \$2.00 (\$4.00 total) per hour for hours worked on the weekend, provided that the employee worked the previous scheduled weekend and works the following scheduled weekend.

Fiscal Note Resolution No: 2005-114  
 Changes in Annualized Wage Rates

	RN's		Membership		Increase in Rate							
	16.8		26.0		Year 1		2005		Year 2		2006	
	2004	2005	Amount	Percent	2006	Amount	Percent	2006	Amount	Percent		
<b>Salaries</b>												
General	853,709	870,786	17,077	2.00%	900,425	13,307	1.50%					
Step	0	16,332	16,332	1.89%	16,572	16,572	1.84%					
Shift Premium +	8,958	8,958	(0)	0.00%	4,479	(4,479)	-0.51%					
Longevity	2,995	3,744	749	0.09%	4,867	1,123	0.13%					
<b>Total Wages</b>	<b>865,662</b>	<b>899,820</b>	<b>34,158</b>	<b>3.95%</b>	<b>926,343</b>	<b>26,523</b>	<b>2.95%</b>					
<b>Fringes</b>												
	<u>2004</u>	<u>2005</u>	<u>2006</u>									
Retirement	11.00%	11.50%	11.90%	95,223	103,479	8,256	8.67%	110,235	6,756	6.53%		
FICA	7.65%	7.65%	7.65%	66,223	68,836	2,613	3.95%	70,865	2,029	2.95%		
Workers Comp	2.30%	2.30%	2.30%	19,910	20,696	786	3.95%	21,306	610	2.95%		
Life	0.51%	0.51%	0.48%	4,415	4,589	174	3.95%	4,446	(143)	-3.11%		
Disability	0.54%	0.54%	0.49%	4,675	4,859	184	3.95%	4,539	(320)	-6.58%		
Health Insurance *	11,206	12,940	14,583	291,356	336,440	45,084	15.47%	379,145	42,705	12.69%		
<b>Total Fringes</b>				<b>481,802</b>	<b>538,899</b>	<b>57,098</b>	<b>11.85%</b>	<b>590,536</b>	<b>51,637</b>	<b>9.58%</b>		
<b>Total Wages &amp; Fringes</b>	<b>1,347,464</b>	<b>1,438,719</b>	<b>91,256</b>	<b>6.77%</b>	<b>1,516,880</b>	<b>78,160</b>	<b>5.43%</b>					

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.

+ Extra weekend premium decreases from \$6/hr to \$2/hr.

\* Effective with ratification, the employee portion of the premium will increase from 10% to 15%; therefore, this 5% increase in the employee portion has been reflected.