

**RESOLUTION NO. 2012-125**

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE  
AUTHORIZING A TENTATIVE AGREEMENT BETWEEN RACINE COUNTY AND  
THE DEPUTY SHERIFF'S ASSOCIATION**

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

**BE IT RESOLVED** by the Racine County Board of Supervisors that the tentative agreement between the County and the Deputy Sheriff's Association is authorized and approved as set forth in Exhibit "A" which is attached hereto and is on file for review or request in the Office of the County Clerk.

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

\_\_\_\_\_  
Robert N. Miller, Chairman

Adopted \_\_\_\_\_

For \_\_\_\_\_

Against \_\_\_\_\_

Absent \_\_\_\_\_

\_\_\_\_\_  
Q.A. Shakoor, II, Vice-Chairman

VOTE REQUIRED: 2/3 M.E.

\_\_\_\_\_  
Thomas Pringle, Secretary

Prepared by:  
Corporation Counsel

\_\_\_\_\_  
Gilbert Bakke

\_\_\_\_\_  
Donnie Snow

\_\_\_\_\_  
John A. Wisch

\_\_\_\_\_  
Jeff Halbach

**The foregoing legislation adopted by the County Board of Supervisors of  
Racine County, Wisconsin, is hereby:**

**Approved:** \_\_\_\_\_

**Vetoed:** \_\_\_\_\_

**Date:** \_\_\_\_\_,

\_\_\_\_\_  
**James A. Ladwig, County Executive**

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4  
5 **INFORMATION ONLY**

6  
7 **WHEREAS**, Racine County and the Racine County Deputy Sheriff's Association have  
8 reached a tentative agreement for the parties; and

9  
10 **WHEREAS**, the expiration of the agreement will be December 31, 2015; and

11  
12 **WHEREAS**, Effective February 1, 2013 Deputies shall contribute 6.65 % of gross  
13 earnings to the Wisconsin Retirement System (WRS); and

14  
15 **WHEREAS**, in the event the employee contribution is reduced by the Wisconsin  
16 Retirement System (WRS) to an amount less than 6.65% of gross earnings the Deputies  
17 contribution will be reduced to that amount (if the contribution is reduced and later increased the  
18 Deputies contribution will be increased up to a maximum of 6.65%); and

19  
20 **WHEREAS**, this provision does not affect the contribution levels for deputies hired on or  
21 after July 1, 2011 covered by the newly enacted provisions of WI Stats. Chapter 111; and

22  
23 **WHEREAS**, the 2010 wage rates will be adjusted as follows:

24

25	January 1, 2011	1.0%
26	January 1, 2012	2.0%
27	January 1, 2013	2.0%
28	January 1, 2014	2.0%
29	January 1, 2015	2.0%

30

31 **WHEREAS**, all references to insurance plan design shall be removed from the collective  
32 bargaining agreement; and

33  
34 **WHEREAS**, deputies shall be removed from Racine County Plan 9 to Plan 8 effective  
35 February 1, 2013; and

36  
37 **WHEREAS**, the language to be removed will be jointly determined by the best efforts of  
38 the parties and the association has not waived its right to administratively challenge plan design  
39 issues; and

40  
41 **WHEREAS**, deputies on the payroll on January 18, 2013 shall receive a one-time  
42 clothing allowance payment of four hundred dollars (\$400.00) and is in addition to the annual  
43 clothing allowance; and

44  
45 **WHEREAS**, all causes of action associated with Case 2012 CV002784, Racine County  
46 Deputy Sheriff's Association v. James Ladwig and Racine County, shall be dismissed with  
47 prejudice, except as reserved within this agreement; and

48  
49 **WHEREAS**, in the event Racine County grants wage rate or benefit increases in excess  
50 of the terms of this agreement to the Racine County Command Staff Association, Racine  
51 County agrees to reopen this agreement and grant those increased wage rates or benefit  
52 increases to the members of the Deputy's Association; and

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4 **WHEREAS**, if the changes to WI Stats. Chapter 111 regarding benefit plan design are  
5 overturned or found to permit bargaining regarding co-pays and deductibles, Racine County  
6 agrees to reopen this agreement and also agrees to reopen this agreement if the changes  
7 regarding WRS contributions are found to be invalid or found to be subject of bargaining.

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9

\*FEB-12-2013\*

Fiscal Note Resolution 2012-125  
Changes in Annualized Wage Rates

Deputy Sheriff  
Membership 2010 2011 2012 2013 - 2015

	Annualized Pay Rate		Year 1 2011		Pay Rate		Year 2 2012		Pay Rate		Year 3 2013		Pay Rate		Year 4 2014		Pay Rate		Year 5 2015		
	12/31/2010	12/31/2011	Amount	%	12/31/2012	Amount	%	12/31/2013	Amount	%	12/31/2014	Amount	%	12/31/2015	Amount	%					
Salaries																					
General	6,624,692	6,690,935	66,243	1.00%	6,752,446	132,401	2.00%	6,567,310	128,777	2.00%	6,741,427	132,175	2.00%	6,930,422	135,898	2.00%					
Position Count Change		79,513	79,513	1.20%	(121,656)	(121,656)	-1.84%	41,363	41,363	0.64%	0	0	0.00%	0	0	0.00%					
Retirement (f)		(170,533)	(170,533)	-2.57%	(263,277)	(263,277)	-3.98%	(89,165)	(89,165)	-1.37%	(42,141)	(42,141)	-0.63%	(42,984)	(42,984)	-0.63%					
Step Increase		20,130	20,130	0.30%	71,020	71,020	1.07%	89,744	89,744	1.38%	95,238	95,238	1.42%	53,507	53,507	0.78%					
Clothing Allowance (b) (e)	67,200	68,400	1,200	1.79%	66,600	(1,800)	-2.63%	112,000	45,400	68.17%	67,200	(44,800)	-40.00%	67,200	0	0.00%					
<b>Total Wages</b>	<b>6,691,892</b>	<b>6,688,445</b>	<b>(3,447)</b>	<b>-0.05%</b>	<b>6,505,133</b>	<b>(183,312)</b>	<b>-2.74%</b>	<b>6,721,252</b>	<b>216,119</b>	<b>3.32%</b>	<b>6,861,724</b>	<b>140,472</b>	<b>2.09%</b>	<b>7,008,145</b>	<b>146,421</b>	<b>2.13%</b>					
Fringes																					
Retirement (a) - Co Full Pay	22.30%	22.90%	23.10%	24.60%	1,492,292	1,345,719		1,202,421		107,609											
Retirement (a) - Co Part Pay		17.10%	17.20%	17.95%		127,146		212,118		1,108,537		1,219,617		1,257,962							
Total Rmt					1,492,292	1,472,865	(19,427)	-1.30%	1,414,539	(58,326)	-3.96%	1,216,146	(198,393)	-14.03%	1,219,617	3,471	0.29%	1,257,962	38,345	3.14%	
FICA	7.65%	7.65%	7.65%	7.65%	511,930	511,666	(264)	-0.05%	497,643	(14,023)	-2.74%	514,176	16,533	3.32%	524,922	10,746	2.09%	536,123	11,201	2.13%	
Workers Comp	0.75%	0.75%	1.05%	0.95%	50,189	50,163	(26)	-0.05%	68,304	18,141	36.16%	63,852	(4,452)	-6.52%	63,852	0	0.00%	63,852	0	0.00%	
Life	.52/1000	.52/1000	.52/1000	.52/1000	38,545	41,736	3,191	8.28%	40,592	(1,144)	-2.74%	41,941	1,349	3.32%	42,817	877	2.09%	43,731	914	2.13%	
Disability (d)	0.00%	0.00%	0.00%	0.00%	0	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0	0.00%	
Health	12,237	12,237	12,237	11,000	1,370,544	1,395,018	24,474	1.79%	1,370,544	(24,474)	-1.75%	1,232,000	(138,544)	-10.11%	1,232,000	0	0.00%	1,232,000	0	0.00%	
<b>Total Fringes</b>					<b>4,955,792</b>	<b>4,944,313</b>	<b>7,948</b>	<b>0.16%</b>	<b>4,806,161</b>	<b>(79,827)</b>	<b>-1.61%</b>	<b>4,284,260</b>	<b>(323,507)</b>	<b>-6.73%</b>	<b>4,302,825</b>	<b>15,094</b>	<b>0.35%</b>	<b>4,391,630</b>	<b>50,460</b>	<b>1.17%</b>	
<b>Total Wages &amp; Fringes</b>					<b>11,647,683</b>	<b>11,632,758</b>	<b>4,502</b>	<b>0.04%</b>	<b>11,311,294</b>	<b>(263,139)</b>	<b>-2.26%</b>	<b>11,005,512</b>	<b>(107,388)</b>	<b>-0.95%</b>	<b>11,164,549</b>	<b>155,566</b>	<b>1.41%</b>	<b>11,399,775</b>	<b>196,881</b>	<b>1.76%</b>	

**Notes:**

(a) As of 2/1/2013 Deputies will contribute up to a maximum of 6.65% except for those Deputies hired on or after July 1, 2011 covered by the newly enacted provisions of WI Stats Chapter 111. For the purpose of the fiscal note it assumes a full year of contribution.

(b) Clothing allowance is \$600 per deputy annually. In this contract deputies on the payroll on January 28, 2013 will receive a one-time clothing allowance payment of \$400.

(d) Deputies do not get disability insurance

(e) Clothing allowance does not have Retirement