

May 1, 2012

**RESOLUTION NO. 2012- 7**

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE ESTABLISHING  
A TENTATIVE AGREEMENT BETWEEN RACINE COUNTY AND THE ATTORNEYS'  
ASSOCIATION FOR 2012**

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 Racine County and the Attorneys' Association as amended and as set forth in the Summary that is attached hereto as Exhibit "A" and incorporated herein, is authorized and approved for the period of January 1, 2012 through December 31, 2012.

**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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5  
6 **INFORMATION ONLY**  
7

8 **WHEREAS**, Racine County and the Attorneys' Association have been negotiating to  
9 reach a collective bargaining agreement for the parties; and

10  
11 **WHEREAS**, the parties have reached a tentative agreement; and

12  
13 **WHEREAS**, the agreement shall be drafted in accordance with the conditions of the new  
14 collective bargaining law; and

15  
16 **WHEREAS**, base wage rates will be increased by 1% retroactive to January 1, 2012.  
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\*MAY-1-12\*

Fiscal Note Resolution No. 2012-7  
 Changes in Annualized Wage Rates

Attorney's Association  
 Membership 4.0

Salaries	Annualized Pay Rate			Increase in Rate			
	12/31/2011	12/31/2012	Year 1 Amount	2012 %			
General	442,416	446,841	4,424	1.00%			
Step	0	7,387	7,387	1.67%			
Reduction of 1 Union Member		(85,067)	(85,067)	-19.23%			
Total Wages	442,416	369,160	(73,256)	-16.56%			
Fringes							
	2011	After 8/19 2011	2012				
Retirement	13.20%	7.30%	7.50%	48,360	32,963	(15,397)	-31.84%
FICA	7.65%	7.65%	7.65%	33,845	28,241	(5,604)	-16.56%
Workers Comp	0.10%	0.10%	0.10%	442	369	(73)	-16.56%
Life	.52/1000	.52/1000	.52/1000	2,761	2,304	(457)	-16.56%
Disability	0.49%	0.49%	0.49%	2,168	1,809	(359)	-16.56%
Health	12,237	12,237	12,237	48,948	48,948	0	0.00%
Total Fringes				136,524	114,633	(21,890)	-16.03%
Total Wages & Fringes				578,940	483,793	(95,147)	-16.43%

Note: This analysis measures annual wage rates at points in time. Because employees receive step increases on their anniversary date throughout the year, the budget impact will be less. This reflects step increase as though they were effective January 1st.

**April 17, 2012**

**Tentative Agreement**

**Between**

**Racine County**

**and**

**The Attorney's Association**

1. Duration – The agreement shall be effective from January 1, 2012 through December 31, 2012.
2. The agreement shall be drafted in accordance with the conditions of the new collective bargaining law.
3. Base wage rates will be increased by 1% retroactive to January 1, 2012