

**RESOLUTION NO. 2012-27**

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE  
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE  
COUNTY AND RACINE COUNTY FEDERATION OF NURSES, LOCAL 5039, AFT,  
AFL-CIO FOR THE PERIOD OF JANUARY 1, 2011 THROUGH DECEMBER 31, 2011**

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 Collective Bargaining Agreement between Racine County and Racine County Federation of Nurses, Local 5039, AFT, AFL-CIO 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, 2011 through December 31, 2011. A copy of the full Collective Bargaining Agreement between the parties is on file with 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

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

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

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

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

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12 **James A. Ladwig, County Executive**

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**INFORMATION ONLY**

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21 **WHEREAS**, Racine County and Racine County Federation of Nurses, Local 5039, AFT,  
22 AFL-CIO have been negotiating to reach a collective bargaining agreement for the parties; and

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24 **WHEREAS**, the parties have reached a tentative agreement for 2011; and

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26 **WHEREAS**, the agreement shall be drafted in accordance with the conditions of the new  
27 collective bargaining law; and

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29 **WHEREAS**, base wage rates will be increased by 1% retroactive to January 1, 2011.

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EXHIBIT "A"

**May 9, 2012**

**Tentative Agreement**

**Between**

**Racine County**

**and**

**Racine County Federation of Nurses,**

**Local 5039, AFT, AFL-CIO**

1. Duration – The agreement shall be effective from January 1, 2011 through December 31, 2011.
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, 2011

Changes in Annualized Wage Rates

	RN's	18.8						
	Membership	23		Increase in Rate				
		2010	2011	Year 1	2011			
				Amount	Percent			
<b>Salaries</b>								
General		1,037,937	1,048,328	10,391	1.00%			
Step		0	26,107	26,107	2.33%			
Shift Premium		79,922	79,922	0	0.00%			
Longevity		562	749	187	0.02%			
<b>Total Wages</b>		<b>1,118,421</b>	<b>1,155,106</b>	<b>36,685</b>	<b>3.28%</b>			
<b>Fringes</b>								
			Ater 8/19					
		2010	2011	2011				
Retirement		12.60%	12.60%	7.30%	140,921	98,334	(42,587)	-30.22%
FICA		7.65%	7.65%	7.65%	85,559	88,366	2,806	3.28%
Workers Comp		3.00%	3.00%	3.00%	33,553	34,653	1,101	3.28%
Life		0.52%	0.52%	0.52%	5,816	6,007	191	3.28%
Disability		0.49%	0.49%	0.49%	5,480	5,660	180	3.28%
Health Insurance		12,237	12,237	12,237	281,451	281,451	0	0.00%
<b>Total Fringes</b>					<b>552,780</b>	<b>514,470</b>	<b>(38,310)</b>	<b>-6.93%</b>
<b>Total Wages &amp; Fringes</b>					<b>1,671,201</b>	<b>1,669,576</b>	<b>(1,625)</b>	<b>-0.10%</b>

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.