

RESOLUTION NO. 2012-28

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, 2012 THROUGH DECEMBER 31, 2012

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, 2012 through December 31, 2012. 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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11 \_\_\_\_\_  
12 **James A. Ladwig, County Executive**

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**INFORMATION ONLY**

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

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23 **WHEREAS**, the parties have reached a tentative agreement for 2012; and

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

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28 **WHEREAS**, base wage rates will be increased by 1% retroactive to January 1, 2012.

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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, 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

Changes in Annualized Wage Rates

RN's		18.8						
Membership		23		Increase in Rate				
				2011	2012	Year 1	2012	
						Amount	Percent	
<b>Salaries</b>								
General				1,074,435	1,085,179	10,744	1.00%	
Step				0	32,839	32,839	2.84%	
Shift Premium				79,922	79,922	0	0.00%	
Longevity				749	0	(749)	-0.07%	
<b>Total Wages</b>				<b>1,155,106</b>	<b>1,197,940</b>	<b>42,834</b>	<b>3.71%</b>	
<b>Fringes</b>								
		Ater 8/19						
		2011	2011	2012				
Retirement		12.60%	7.30%	7.50%	98,334	88,647	(9,687)	-9.85%
FICA		7.65%	7.65%	7.65%	88,366	91,642	3,276	3.71%
Workers Comp		3.00%	3.00%	3.00%	34,653	35,938	1,285	3.71%
Life		0.52%	0.52%	0.52%	6,007	6,229	222	3.70%
Disability		0.49%	0.49%	0.49%	5,660	5,870	210	3.71%
Health Insurance		12,237	12,237	12,237	281,451	281,451	0	0.00%
<b>Total Fringes</b>				<b>514,470</b>	<b>509,777</b>	<b>(4,693)</b>	<b>-0.91%</b>	
<b>Total Wages &amp; Fringes</b>				<b>1,669,576</b>	<b>1,707,717</b>	<b>38,141</b>	<b>2.28%</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.