

**RESOLUTION NO. 2010-23**

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE  
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE  
COUNTY AND RIDGEWOOD LOCAL NO. 310, AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO FOR THE YEARS 2010-  
2011 WITH A 2011 WAGE RE-OPENER**

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 Ridgewood Local No. 310, American Federation of State, County and Municipal Employees, 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 years 2010 and 2011 with a 2011 wage re-opener. 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 \_\_\_\_\_

\_\_\_\_\_  
Mark M. Gleason, Vice-Chairman

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

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

Prepared by:  
Corporation Counsel

\_\_\_\_\_  
Joseph F. Bellante, Jr.

\_\_\_\_\_  
Q. A. Shakoor, II

\_\_\_\_\_  
Van H. Wanggaard

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

1 Resolution No. 2010-23  
2 Page Two

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

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

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

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

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13 **\_\_\_\_\_**  
14 **William L. McReynolds, County Executive**

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19 **INFORMATION ONLY**

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**WHEREAS**, Racine County and Ridgewood Local No. 310, American Federation of State, County and Municipal Employees, AFL-CIO have been negotiating to reach a collective bargaining agreement for the parties; and

**WHEREAS**, the parties have reached a tentative agreement for 2010 and 2011 with a 2011 wage re-opener.

April 19, 2010

RACINE COUNTY  
And  
AFSCME 310

**Tentative Agreement**  
For a 2010-2011 Contract with 2011 wage re-opener

Article            Proposal

AGREEMENT

Racine County (hereinafter referred to as the County) and Local No. 310, American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the Union), for and on behalf of themselves and the employees in the bargaining unit hereinafter described; such Agreement to commence on January 1, ~~2009~~ 2010 and shall remain in effect through December 31, ~~2009~~ 2011.

12.06            New provision to read as follows:

All Food Service Workers and Ward Clerks working a scheduled or unscheduled weekend shall receive a \$1.00 per hour premium in addition to their base rate of pay and all applicable premiums.

12.07            New provision to read as follows:

Maintenance Engineers who are required to be available via cell phone during non-work hours will be compensated at the rate of \$.50 for each non-work hour that the employee must be available.

22.02            Add the following paragraph:

For employees hired on, or after, January 1, 2011 the following retiree premium payment schedule will apply:

20 years & over of service            15%  
15, 16, 17, 18, 19 years of service   20%

Schedule A      Wages will be adjusted as follows:

January 1, 2010      1.5%

Add the following phrase:

The contract will be re-opened for the purpose of negotiating a 2011 wage increase and if the parties fail to reach a voluntary agreement on 2011 wages, the issue will be

subject to arbitration under Wisconsin Statute 111.70. Wages are hereby defined as the wage rates specified in Schedule A.02 of the 2010-2011 collective bargaining agreement.

Add the following paragraph to **LETTER OF UNDERSTANDING #3** regarding part time scheduled off days:

Non-benefit part time employees who request a day off with the advanced notice required above, and who obtain approval from a supervisor, will be permitted the time off on two occasions each calendar year. This scheduled time off will not be counted as absent days for disciplinary purposes.

**LETTER OF UNDERSTANDING  
No Sale/No Lease**

During the term of the contract, which expires on December 31, ~~2005~~ 2011, Racine County will not sell or lease Ridgewood Care Center.

Fiscal Note Resolution No: 2010-23  
Changes in Annualized Wage Rates

310  
Membership 92.0 154  
FTE's 109.3

	Annualized Pay Rate		Increase in Rate	
	2009	2010	Year 1 Amount	2010 Percent
<b>Wages</b>				
General	3,292,034	3,342,681	50,647	1.64%
Step	0	7,447	7,447	0.24%
Shift Premium *	27,955	29,203	1,248	4.31%
Weekend Premium **	101,869	107,277	5,408	59.09%
Longevity	2,246	2,246	(0)	0.00%
<b>Total Wages</b>	<b>3,424,105</b>	<b>3,488,855</b>	<b>64,750</b>	<b>2.10%</b>
<b>Fringes</b>				
Retirement	11.90%	12.60%	439,596	8.76%
FICA	7.65%	7.65%	266,897	2.10%
W/C	3.00%	3.00%	104,666	2.10%
Life	0.52%	0.52%	18,142	2.10%
Disability	0.49%	0.49%	17,095	2.10%
Health Ins	9.904	10.032	1,015,238	11.28%
<b>Total Fringes</b>			<b>1,861,635</b>	<b>8.37%</b>
<b>Total Wages &amp; Fringes</b>			<b>5,350,489</b>	<b>4.05%</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.

\* Maintenance Engineers required to be on call will receive \$.50 for each non-work hour  
\*\* Premium \$1/hr given to dietary employees and ward clerks.