

RESOLUTION NO. 2010-24

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE
COUNTY AND THE RACINE COUNTY DEPUTY SHERIFF'S ASSOCIATION 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 contract between Racine County and the Racine County Deputy Sheriff's Association is authorized and approved as amended by the provisions set forth in Exhibit "A" which is attached hereto and incorporated herein for the years 2010 and 2011 with a 2011 wage re-opener. A complete copy of the contract 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

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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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14 **William L. McReynolds, County Executive**

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INFORMATION ONLY

19 **WHEREAS**, Racine County and the Racine County Deputy Sheriff's Association have
20 been negotiating to reach an agreement for the parties; and

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

RACINE COUNTY
And
Deputy Association

For a 2010-2011 Contract with 2011 wage re-opener

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 111.77. The association reserves its rights pursuant to 111.77 regarding furloughs in the 2011 negotiations.

4.03

Should it be determined by the Racine County Board of Supervisors at any time that the personnel of the Sheriff's Department is too large and that a reduction in the number of Deputy Sheriffs is necessary, Deputy Sheriffs may and shall be terminated to bring about such reduction. The Deputy Sheriff or Deputy Sheriffs so terminated shall be the youngest in point of service and shall be reappointed if the personnel is increased or if any vacancy occurs within two (2) years after their termination without examination, providing they meet the physical requirements of the Civil Service Commission. If layoffs occur in 2011, Correction Officers shall be laid off prior to Deputies.

New

Memorandum of Understanding

The parties agree that for calendar year 2010 there will be no layoffs of any bargaining unit employees but the County will have the right to furlough each employee for up to three unpaid days for the 2010 calendar year.

If bargaining unit positions are eliminated through attrition, it will be from the ranks of sworn jail personnel. This clause shall expire December 31, 2011.

Tentative Agreements

1. Modify Article 6.01 by deleting the reference to "twenty-one (21) investigators.
2. Modify Article 14.03 by changing "one (1) hour" to two (2) hours before the employee is scheduled to report for work. The county wishes to continue discussions regarding verification of illness.
3. Modify Article 27.01 by changing "will" be assigned to security officer duties to "may" be assigned to security officer duties.
4. Modify 28.02 to read as follows: "Positions that become vacant after January 1st of each year will be posted "on the day after the County Board passes the annual budget."

5. Modify 28.01 regarding the annual posting of shift assignments to read as follows: "Shift assignments will be posted once a year on the day after the County Board passes the annual budget. The schedule change will be effective within the first 15 days of January the following year."
6. Modify the first sentence of 27.02 by adding the following language: "**if a position is available**". Also modify the fourth paragraph regarding posting to a patrol position by adding: "**if a position is available.**"
7. Modify Article 12.10 to clarify that in the jail only one deputy per off day group may be on vacation.
8. The parties have agreed to modify the language of article 28.01(b)

For the County

For the Union

Date _____

Date _____

Deputy Sheriff
Membership 112.0

	Annualized Pay Rate		Increase in Rate	
	12/31/2009	12/31/2010	Year 1	2010
	Amount	Amount	Amount	%
Salaries				
General	6,502,286	6,599,824	97,538	1.50%
Step Increase		24,867	24,867	0.38%
Total Wages	6,502,286	6,624,692	122,405	1.88%
Fringes				
	2009	2010		
Retirement	21.20%	22.30%	98,822	7.17%
FICA	7.65%	7.65%	9,364	1.88%
Workers Comp	1.50%	0.75%	(47,849)	-49.06%
Life	.52/1000	.52/1000	764	1.88%
Health	12,382	12,237	(16,240)	-1.17%
Total Fringes	3,400,802	3,445,662	44,860	1.32%
Total Wages & Fringes	9,903,089	10,070,354	167,265	1.69%

Note: This analysis measures annual wage rates at points in time. Because employees re step increases on their anniversary date, the budget impact will be less