

RESOLUTION NO. 2010-53

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE COUNTY AND COURTHOUSE UNIT, LOCAL LODGE #66, DISTRICT 10, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO FOR THE PERIOD OF JANUARY 1, 2010 THROUGH DECEMBER 31, 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 the Courthouse Unit, Local Lodge #66, District 10, International Association of Machinists and Aerospace Workers, 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, 2010 through December 31, 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

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

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

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

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

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**William L. McReynolds, County Executive**

**INFORMATION ONLY**

**WHEREAS**, Racine County and the Courthouse Unit, Local Lodge #66, District 10, International Association of Machinists and Aerospace Workers, 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 clause.

\*SEPT-13-2010\*

RESOLUTION NO: 2010-53  
EXHIBIT "A"

June 4, 2010

**Tentative Agreement**

Between

RACINE COUNTY

And

IAM, COURTHOUSE BARGAINING UNIT

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

Article

Proposal

AGREEMENT

This Agreement is made and entered into by and between Racine County (hereinafter referred to as the County) and Courthouse and Office Employees Unit, Local Lodge #66, District 10, International Association of Machinists and Aerospace Workers, AFL-CIO (hereinafter referred to as the Union), for and on behalf of themselves and the employees under the jurisdiction of the bargaining unit hereinafter described; such Agreement to commence on January 1, ~~2009~~ 2010 and shall be in effect at least through December 31, ~~2009~~ 2011 with a Schedule "A" wage reopener for 2011.

1.01

Revise as follows:

Racine County recognizes the Union as the sole and exclusive bargaining representative for all regular full time and regular part time employees employed at the Racine County Courthouse and clerical employees in County offices located outside of the Courthouse, which includes offices in the Public Works Office Building, ~~the County School Office,~~ and the Office of Emergency Government; but excluding professional employees, department heads, supervisors, Register in Probate, Deputy County Clerk, Deputy Treasurer II, Executive Secretary, Administrative Secretary, Administrative Assistant-County Clerk's Office, Administrative Assistant-Family Court Commissioner's Office, Administrative Assistant-Sheriff's Dept., Administrative Deputy Clerk of Courts, Administrative Assistant-Clerk of Courts, bailiffs, and employees represented by other bargaining units.

21.03

Add the following paragraph:

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

<u>20 years &amp; over of service</u>	<u>15%</u>
<u>15, 16, 17, 18, 19 years of service</u>	<u>20%</u>

29.01(4) Revise the last sentence as follows:

During the first year of employment for all new correction officers, they will may be rotated through all shifts so that they are thoroughly trained in all aspects of the job.

Schedule A Wages

January 1, 2010 1.5%

Add the following phrase:

The contract will be re-opened only 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 of the 2010-2011 collective bargaining agreement.

Delete the following provision:

Effective on the date shown below, the following base hourly rates of pay will be in effect for the classification of Child Support Specialist hired before 1/1/1988.

January 1, 2009

<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>	<u>Step</u>
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
\$14.55	\$15.13	\$15.75	\$16.33	\$16.92	\$17.54	\$18.11	\$18.73	\$19.29	\$19.93

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.

Change Correction Officer to Corrections Officer wherever it appears in the contract.

Step pay advances will continue for the duration of the contract.

\*SEPT-13-10\*

Fiscal Note Resolution No. 2010-53  
 Changes in Annualized Wage Rates

Courthouse

Membership 153.15

No Health Insurance - 2.15 FTE

Full Health Insurance -149

1/2 Health Insurance - 4

Increase in Rate

Salaries	Annualized Pay Rate		Year 1 Amount	2009 %
	12/31/2009	12/31/2010		
General	5,711,180	5,796,858	85,678	1.50%
Step		49,975	49,975	0.88%
Retirement	0	(31,603)	(31,603)	-0.55%
<b>Total Wages</b>	<b>5,711,180</b>	<b>5,815,230</b>	<b>104,050</b>	<b>1.82%</b>
<b>Fringes</b>				
	<u>2009</u>	<u>2010</u>		
Retirement	11.90%	12.60%	53,089	7.81%
FICA	7.65%	7.65%	7,960	1.82%
Workers Comp	0.25%	0.10%	(8,463)	-59.27%
Life	.52/1000	.52/1000	1,371	4.00%
Disability	0.49%	0.49%	510	1.82%
Health	12,382	12,237	(21,895)	-1.17%
<b>Total Fringes</b>			<b>32,571</b>	<b>1.06%</b>
<b>Total Wages &amp; Fringes</b>	<b>8,773,928</b>	<b>8,910,549</b>	<b>136,621</b>	<b>1.56%</b>

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. Only positions that are 20 hours a week or more are entitled to Health Insurance Benefits.