

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee  
INITIATED BY

Lori Pope, Asst HR Director  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY



January 4, 2012  
DATE DRAFTED

TITLE

**TO RATIFY THE 2012 LABOR AGREEMENT BETWEEN ROCK COUNTY  
AND  
AFSCME, LOCAL 2489 (COURTHOUSE)**

- 1 WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 WHEREAS, representatives of AFSCME, Local 2489 (Courthouse) have met with the Rock County
- 4 Management bargaining team and arrived at a mutual agreement on base wages; and,
- 5
- 6 WHEREAS, the proposed wage settlement represents a base wage increase of 1% effective July 1,
- 7 2012; and,
- 8
- 9 WHEREAS, a copy of the proposed contract is attached.
- 10
- 11 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors
- 12 assembled this 12 day of January, 2012 does hereby ratify the terms and conditions
- 13 of the 2012 labor agreement with AFSCME, LOCAL 2489 (Courthouse).
- 14

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

Sandra Kraft  
Sandra Kraft, Vice Chair

Absent  
Eva Arnold

Hank Brill  
Hank Brill

Betty Jo Bussie  
Betty Jo Bussie

Absent  
Ivan Collins

Marilynn Jensen  
Marilynn Jensen

Louis Peer  
Louis Peer

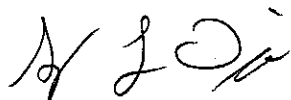
Kurtis L. Yankee  
Kurtis L. Yankee

12-1A-566

TO RATIFY THE 2012 LABOR AGREEMENT BETWEEN  
ROCK COUNTY AND AFSCME, LOCAL 2489 (Courthouse)

**FISCAL NOTE:**

	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2012	\$21,155,517	\$79,838	1 % eff 7/1/2012	.03774%



Sherry L. Oja  
Finance Director

**LEGAL NOTE:**

The County Board is authorized to take this action pursuant to secs. 59.01 and 11A.70, Wis. Stats.



Jeffrey S. Kuglitsch  
Corporation Counsel

**ADMINISTRATIVE NOTE:**

Recommended.



Craig Knutson  
County Administrator

## AGREEMENT

This Agreement, made and entered into this \_\_\_\_ day of \_\_\_\_\_, 2012, by and between Rock County, Wisconsin a quasi-municipal corporation, or municipal Employer, hereinafter referred to as the "County" or "Employer" and Local Union 2489, American Federation of State, County and Municipal Employees, AFL-CIO, (AFSCME) hereinafter referred to as the "Union" for the purpose of ~~maintaining harmonious labor relations, improving employee efficiency and the quality of service rendered to the County and public, maintaining a uniform minimum scale of wages, working conditions and hours among the employees, members of the Union and to facilitate a peaceful adjustment of all grievances which may arise between the County and~~ setting base wages for the 2012 calendar years for the employees represented by the Union.

### ARTICLE I - RECOGNITION AND BARGAINING UNIT

The Employer hereby recognizes the Union, referred to herein as the Local Union affiliated with the Wisconsin Council of County and Municipal Employees, AFSCME AFL-CIO, as the exclusive collective bargaining representative on matters pertaining to wages, hours and other conditions of employment for the bargaining units, described below:

Local 2489: All regular full-time and regular part-time clerical employees in the Rock County Courthouse (Janesville), the Rock County Department of Human Services, the Rock County Public Works Department, non-deputized employees of the Rock County Sheriff's Department, the Rock County Communications Center, but excluding all confidential, supervisory, craft, professional and all other employees of Rock County certified by the Wisconsin Employment Relations Commission March 9, 1981, Case CXXVI No. 27374-ME-1960, Decision No. 18446.

### ARTICLE II – BASE WAGES

Effective July 1, 2012 all Employees in this bargaining unit shall have their base wages increased by one percent (1%).

### ARTICLE III - ALTERATION, LIMITATIONS, DURATION

- 3.01 This Agreement may be amended anytime during its life upon the mutual consent of the Employer and the Union. Such amendment to be enforceable, must be in writing and attached to all executed copies of this Agreement.
- 3.02 This agreement shall supersede all ordinances or resolutions which are in conflict herewith; however, if any article or section be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this Agreement and addendum shall not be affected thereby, and the parties shall enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

3.03 This Agreement shall commence on January 1, 2012 and shall remain in full force and effect through December 31, 2012, unless either party desires to alter, amend or otherwise change this Agreement upon written notice to the other party to be received no later than July 1, 2012, or the first day of July in any year thereafter, this Agreement shall be automatically renewed from year to year. In the event one of the parties desires to alter, amend, or other wise change this Agreement and proper notice is given, but agreement between the parties to the proposed alteration, amendment, or other change is not reached prior to the expiration date of this Agreement, and unless other terms are agreed to this Agreement shall continue in full force and effect until the parties shall agree to the proposed alterations, amendments, or other changes. It is expressly understood between the parties that time is of the essence in the submission and receipt, if any, of the aforementioned notice.

**ARTICLE IV - SCOPE OF NEGOTIATIONS**

The parties agree that the clauses and provisions set forth in this Agreement constitute the entire Agreement between the parties.

**FOR THE UNION:**

_____	Date: _____
_____	Date: _____
_____	Date: _____
_____	Date: _____
_____	Date: _____

**FOR THE COUNTY:**

_____	Date: _____
_____	Date: _____

## APPENDIX D

## AFSCME LOCAL 2489 PAY GRID

RANGE AND JOB CLASSIFICATION	STEP:	Start	6	18	60	120	180	240
			mos	mos	mos	mos	mos	mos

Range 0	1/1/2012	21.01
Ld Telecommunicator	7/1/2012	21.22

Range 0.5	1/1/2012	16.80	17.76	18.62	19.51	19.61	20.42	20.62
		7/1/2012	16.97	17.94	18.81	19.71	19.81	20.62

Range 1	1/1/2012	15.85	16.94	18.33	19.22	19.41	20.19	20.36
	Accountant Ch. Deputy Clerk of Court Collections/Accts Manager Information Technology Support Specialist Deputy County Clerk Deputy County Treasurer Deputy Register of Deeds Communication Center Support Specialist Printing Services Coord Secretary to Circuit Court Judge & Calendar Clerk	7/1/2012	16.01	17.11	18.51	19.41	19.60	20.39

Range 1a	1/1/2012	16.39	17.29	18.15	19.05	19.23	20.01	20.22
	Data Base Coordinator	7/1/2012	16.55	17.46	18.33	19.24	19.42	20.21

Range 1b	1/1/2012	16.72	17.07	17.50	18.36	18.46	19.21	19.41
	Lead Child Support Wkr Lead ES Worker	7/1/2012	16.89	17.24	17.68	18.54	18.64	19.40

Range 2	1/1/2012	15.52	16.44	17.35	18.23	18.39	19.12	19.31
		7/1/2012	15.68	16.6	17.52	18.41	18.57	19.31

Range 3	1/1/2012	16.09	16.55	17.10	17.88	18.04	18.78	18.96
	Lead Payroll Clerk Deputy Veterans Service Officer II	7/1/2012	16.25	16.72	17.27	18.06	18.22	18.97



RANGE AND JOB CLASSIFICATION	STEP:	Start	6	18	60	120	180	240
			mos	mos	mos	mos	mos	mos

Range 8	1/1/2012	14.90	15.14	15.55	16.32	16.46	17.11	17.28
Administrative Assistant	7/1/2011	15.05	15.29	15.71	16.48	16.62	17.28	17.45

Range 9	1/1/2012	14.23	14.72	15.14	15.87	16.02	16.65	16.81
Clerk-Steno III	7/1/2012	14.37	14.87	15.29	16.03	16.18	16.82	16.98
Communication Clerk								
Job Center Support Specialist								

Range 10	1/1/2012	14.27	14.54	14.92	15.61	15.78	16.41	16.60
Account Clerk I	7/1/2012	14.41	14.69	15.07	15.77	15.94	16.57	16.77
Clerk III								
Data Processing Operator								
Word Processing Operator								
Typist III								

Range 11	1/1/2012	13.85	14.08	14.43	15.16	15.29	15.90	16.09
Clerk-Steno II	7/1/2012	13.99	14.22	14.57	15.31	15.44	16.06	16.25
Clerk-Typist III								
Duplicating Equipment Operator								

Range 12	1/1/2012	13.62	13.93	14.30	15.00	15.12	15.72	15.89
Specialized Transit Scheduler/Clerk	7/1/2012	13.76	14.07	14.44	15.15	15.27	15.88	16.05

Range 13	1/1/2012	13.45	13.80	14.06	14.71	14.86	15.44	15.58
Clerk II	7/1/2012	13.58	13.94	14.2	14.86	15.01	15.59	15.74
Clerk-Typist II								
Public Safety Utility Clerk								

The wage scale is printed in the contract for reference purposes only. Wage scales are maintained in the Rock County Policy and Procedures Manual under the Appendices.