

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Connie Ihrke, HR Manager
DRAFTED BY

January 4, 2011
DATE DRAFTED

TITLE

**TO RATIFY THE 2012 LABOR AGREEMENT BETWEEN ROCK COUNTY
AND
AFSCME, LOCAL 1077 (PUBLIC WORKS/GENERAL SERVICES)**

- 1 WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and
- 2
- 3 WHEREAS, representatives of AFSCME, Local 1077 labor union 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 base wage settlement represents a base wage increase of 3/4% effective
- 7 April 1, 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 1077 (Public Works/General Services).
- 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

Ivan Collins
Ivan Collins

Marilyn Jensen
Marilyn Jensen

Louis Peer
Louis Peer

Kurtis L. Yankee
Kurtis L. Yankee

12-1A-554

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FISCAL NOTE:

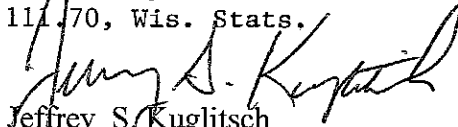
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2012	\$5,280,971	\$23,787	¾% Eff. 4/1/12	.04504%



Jeffrey A. Smith
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 111.70, 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 1077, 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 year for the Employees represented by the Union.

ARTICLE I - RECOGNITION AND BARGAINING UNIT

All Employees of the Rock County Department of Public Works and maintenance Employees of the General Services Department, but excluding all Executive, Managerial, Supervisory, Confidential, Clerical and Craft Employees.

ARTICLE II - BASE WAGES

Effective April 1, 2012 all Employees in this bargaining unit shall have their base wages increased by three-quarters of one percent (3/4%).

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 otherwise 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 B
AFSCME LOCAL 1077 PAY GRID

	Start	6 Mos	5 Years	10 Years	15 Years	20 Years	
Classification I	1/1/2012	17.95	18.88	19.16	19.42	20.21	20.42
	4/1/2012	18.08	19.02	19.30	19.57	20.36	20.57
Classification II	1/1/2012	18.39	19.35	19.64	19.90	20.73	20.96
	4/1/2012	18.53	19.50	19.79	20.05	20.89	21.12
Classification III Custodian Stock Clerk	1/1/2012	18.75	19.74	20.03	20.31	21.17	21.35
	4/1/2012	18.89	19.89	20.18	20.46	21.33	21.51
Classification III(A)	1/1/2012	18.75	19.74	20.03	20.31	21.17	21.35
	4/1/2012	18.89	19.89	20.18	20.46	21.33	21.51
Classification III(B) PWD Mtncce Worker	1/1/2012	18.75	19.74	20.03	20.31	21.17	21.35
	4/1/2012	18.89	19.89	20.18	20.46	21.33	21.51
Classification III(C) Heavy Trk Driver	1/1/2012	18.89	19.89	20.18	20.46	21.33	21.51
	4/1/2012	19.03	20.04	20.33	20.61	21.49	21.67
Classification IV Bridge Crew Crusher Opr Heavy Eq Opr Machnist Mtncce Worker IV Mechanic Shover Operator Welder	1/1/2012	19.31	20.31	20.61	20.94	21.78	22.01
	4/1/2012	19.45	20.46	20.76	21.10	21.94	22.18
Classification IV(A) Airport Mtncce Wkr	1/1/2012	19.31	20.31	20.61	20.94	21.78	22.01
	4/1/2012	19.45	20.46	20.76	21.10	21.94	22.18
Classification V Crew Leader	1/1/2012	20.45	21.50	21.82	22.14	23.05	23.26
	4/1/2012	20.60	21.66	21.98	22.31	23.22	23.43
Classification V(A) Airport Crew Ldr	1/1/2012	21.21	22.27	22.59	22.92	23.84	24.05
	4/1/2012	21.37	22.44	22.76	23.09	24.02	24.23

	Start	6 Mos	5 Years	10 Years	15 Years	20 Years
Seasonal Employees	1/1/2012					
	4/1/2012					

**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.**