

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Lori Pope, Assistant HR Director
DRAFTED BY

December 7, 2010
DATE DRAFTED

TITLE

TO RATIFY THE 2010-2011 LABOR CONTRACT 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 labor agreement have met with the Corporation
- 4 Counsel and the Human Resources Director several times in an attempt to arrive at a mutual agreement
- 5 on wages, hours, and conditions of employment; and
- 6
- 7 WHEREAS, the proposed wage settlement represents a wage increase of 0% for 2010, 1% effective
- 8 January 1, 2011, 1% effective December 31 2011; and,
- 9
- 10 WHEREAS, the proposed settlement includes salary adjustments to several steps in the wage appendix
- 11 as outlined in the attached summary; and,
- 12
- 13 WHEREAS, a summary of the contractual language modifications is attached,
- 14
- 15 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors
- 16 assembled this 16th day of December, 2010 does hereby ratify the terms and conditions
- 17 of the 2010-2011 labor agreement with AFSCME, Local 2489 (Courthouse).
- 18

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Eva Arnold
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

10-12A-238

TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN
ROCK COUNTY AND AFSCME, LOCAL 2489(COURTHOUSE).

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FISCAL NOTE:

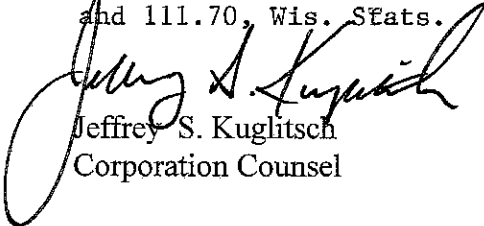
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2010	19,646,588	344,728	0%	1.75465%
2011	19,991,316	550,254	1%: 1-1-11 1%: 12/31/11	2.7525%



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

**AFSCME LOCAL 2489 AND ROCK COUNTY
Synopsis of Changes to the 2007-2009 Agreement
November 29, 2010**

ARTICLE IV – PROBATION AND TRIAL PERIOD

- 4.01 All newly hired employees shall serve a probationary period of six months continuous service, except Telecommunicators, Lead Telecommunicators, Correctional Officers, Economic Support Specialists, Lead Economic Support Specialists, Child Support Reimbursement Specialist, Lead Child Support Worker, and Family Skills Specialists. Family Skills Specialist shall serve a probationary period of nine (9) months of continuous service. Telecommunicators, Lead Telecommunicators, Economic Support Specialists, Lead Economic Support Specialists, Child Support Reimbursement Specialist, Lead Child Support Worker, and Correctional Officers shall serve a probationary period of twelve (12) months of continuous service. Telecommunicators, Lead Telecommunicators, Correctional Officers, Economic Support Specialists, Lead Economic Support Specialists, Child Support Reimbursement Specialist, Lead Child Support Worker and Family Skills Specialists shall receive the six month step and be entitled to any other benefits that become available at six months of continuous service. During such probationary period, they shall not attain any seniority rights and shall be subject to dismissal at the sole discretion of the Employer and without recourse to the grievance procedure hereinafter provided.
- 4.08 Employees other than probationary who are promoted to the classification of Telecommunicator, Lead Telecommunicator, Correctional Officers, Economic Support Specialists, Lead Economic Support Specialists, Child Support Reimbursement Specialists, Lead Child Support Worker and Family Skills Specialists shall serve a ninety (90) day trial which shall begin upon completion of a sixty-day training and orientation period.

ARTICLE X - VACATIONS

- 10.03 Effective 1/1/2011, employees shall be entitled to annual paid vacation as follows: Upon the completion of one year, ten working days; in addition, employees shall be entitled to one additional day of vacation per year for each additional year of employment, up to a maximum of twenty-two five working days of paid vacation per year according to the following schedule:
- ~~10.04 Employees hired after January 1, 2003, shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days. Each year starting with the completion of five years of service, an employee shall receive one additional day of paid vacation up to a maximum of 25 days according to the following schedule:~~

After 5 <u>2</u> years – 11 days	After 13 <u>10</u> years – 19 days
After 6 <u>3</u> years – 12 days	After 14 <u>11</u> years – 20 days
After 7 <u>4</u> years – 13 days	After 15 <u>12</u> years – 21 days
After 8 <u>5</u> years – 14 days	After 16 <u>13</u> years – 22 days
After 9 <u>6</u> years – 15 days	After 17 years – 23 days
After 10 <u>7</u> years – 16 days	After 18 years – 24 days
After 11 <u>8</u> years – 17 days	After 19 years – 25 days
After 12 <u>9</u> years – 18 days	

Employees hired prior to January 1, 2003 will receive vacation as specified in Article 10.03 until the employee's length of service would provide additional vacation under Article 10.04 at which time the employee will be placed in the vacation schedule specified in Article 10.04.

ARTICLE XII – FUNERAL LEAVE

- 12.01 In the event of a death in any employee's family, absence will be allowed without loss of pay according to the following schedule: Three days for death of spouse, domestic partner as defined by the State of Wisconsin, brother or sister, child or parent; two days for death of grandparent, grandchild, mother-in-law, father-in-law, ~~brother or sister~~, step-parent, step-child, one day for death of sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt or uncle. Any additional days shall be charged to vacation or at the employee's request, to accumulated leave, including compensatory time, but excluding sick time.

ARTICLE XIII – BENEFITS IN LIEU OF WAGES

- 13.10 Sheriff Department Uniform Allowance. Each employee covered by this Agreement employed in the Rock County Sheriff's Department shall be granted an annual uniform allowance of ~~\$220.00~~ \$245.00 from which they may draw as necessary and they shall receive laundry and dry cleaning expenses of \$95.00 per year.
- 13.11 Uniform Allowance - Correctional Officers. The County shall grant an annual uniform allowance of ~~\$275.00~~ \$310.00 from which they may draw as necessary. The County shall grant an annual laundry and dry cleaning allowance of \$175.00.
- 13.12 Uniform Allowance - 911 Center. ~~Effective January 1, 2001~~ The County shall grant an annual uniform allowance of ~~\$175.00~~ \$200.00

ARTICLE XIV – HOURS OF WORK, WAGES, CLASSIFICATION AND PAYDAY

- 14.01 Section B. Each regular full-time employee shall receive time and one-half his/her hourly wage or time and one-half compensatory time off for all hours worked in excess of eight hours per day or forty hours per week; time and one-half

compensatory time off shall be taken within the calendar year in which it was earned.

Effective 1/1/2011 for employees at the 911 Center the accumulation of compensatory time off shall not exceed eighty (80) hours during a calendar year.

- 14.05 The County shall provide for current job descriptions for each classification listed in the Wage Appendix of this Agreement which are reviewed and updated annually.
- 14.06 Each employee covered by this Agreement shall be classified by a job title as listed in the Wage Appendix under "Classification" and when any such employee is temporarily required to perform the work of a higher classified job title for more than ~~twenty~~ ten (10) working days, he/she shall receive the rate of pay for such job title as provided in the Wage Appendix.
- 14.14 Correctional Officers assigned to serve as Jail Training Officers and Telecommunicators/Lead Telecommunicators assigned to serve as Communication Training Officers shall be compensated one-half hour of overtime for each four hour period they are required to prepare a Daily Observation Report for an employee in training. Jail Training Officers may elect to receive one-half hour compensatory time instead of overtime pay.

ARTICLE XIX - DEFINITIONS

- g) Immediate Family -- Includes spouse, domestic partner as defined by the State of Wisconsin, child, step-child, parent, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild.

WAGES AND ADJUSTMENTS

- 0% ATB 1/1/2010
- 1% ATB 1/1/2011
- 1% ATB 12/31/2011
- a 2% increase on the 60 month step (5 years) effective 7/1/2011
- a 1% increase on the 180 month step (15 years) effective 7/1/2011