

Board of Supervisors 51 South Main Street Janesville, WI 53545 (608)757-5510

COUNTY BOARD STAFF COMMITTEE THURSDAY – JANUARY 12, 2012 – 5:40 P.M. JURY DELIBERATION ROOM – COURTROOM H – FOURTH FLOOR ROCK COUNTY COURTHOUSE-EAST

<u>Agenda</u>

- 1. Call to Order & Approval of Agenda
- 2. Citizen Participation, Communications and Announcements
- 3. Resolution
 - A. To Ratify the 2012 Labor Agreement between Rock County and AFSCME, Local 2489 (Courthouse)
- 4. Adjournment

RESOLUTION ROCK COUNTY BOARD OF SUPERVISORS

County Board Staff Committee INITIATED BY

County Board Staff Committee SUBMITTED BY



Lori Pope, Asst HR Director DRAFTED BY

January 4, 2012 DATE DRAFTED

TITLE

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

2	WHEREAS, the County is subject to 111.70 of the wiscon	nsin statutes; and,
3 4	WHEREAS, representatives of AFSCME, Local 2489 (Co Management bargaining team and arrived at a mutual agree	•
7	WHEREAS, the proposed wage settlement represents a ba 2012; and,	se wage increase of 1% effective July 1,
8 9 10	WHEREAS, a copy of the proposed contract is attached.	
12 13	NOW, THEREFORE, BE IT RESOLVED, that the Rock assembled this day of, 2013 of the 2012 labor agreement with AFSCME, LOCAL 2489	2 does hereby ratify the terms and conditions
14	Respectfully submitted,	
	COUNTY BOARD STAFF COMMITTEE	
	J. Russell Podzilni, Chair	Ivan Collins
	Sandra Kraft, Vice Chair	Marilynn Jensen
	Eva Arnold	Louis Peer
	Hank Brill	Kurtis L. Yankee
	Betty Jo Bussie	

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

FISCAL NOTE:

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

Sherry L. Oja Finance Director

2012

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 114.70, Wis. Stats.

Jeffrey S. Kuglitsch Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.

Craig Knutson
County Administrator

AGREEMENT

This Agreement, made and entered into this	day of	, 20	112, by and between	en Rock County,
Wisconsin a quasi-municipal corporation, or	municipal	Employer, hereinafte	r referred to as	the "County" or
"Employer" and Local Union 2489, American	Federation	of State, County and	Municipal Empl	oyees, AFL-CIO,
(AFSCME) hereinafter referred to as the "Ur	nion" for t	he purpose of mainta	aining harmoniou	s labor relations,
improving employee efficiency and the quality of	of service r	endered to the County	and public, main	taining a uniform
minimum scale of wages, working conditions and	d hours am e	ong the employees, me	mbers of the Unic	n and to facilitate
a peaceful adjustment of all grievances which i	may arise l	octween the County a	nd setting base wa	ages for the 2012
calendar years for the employees represented by t	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

- 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.
- 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.

This Agreement shall commence on January I, 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:	
FOR THE COUNTY:		
	Date:	
	Date:	

APPENDIX D

AFSCME LOCAL 2489 PAY GRID

RA	NGE AND JOB	
α	ACCIDICATION	

6 18 60 120 180 240 STEP: Start 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	 18.62	19.51	19.61	20.42	20.62
	7/1/2012	16.97	18.81	19.71	19.81	20.62	20.83

Range 1	1/1/2012	15.85	16.94	18.33	19.22	19.41	20.19	20.36
Accountant	7/1/2012	16.01	17.11	18.51	19.41	19.60	20.39	20.56

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

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	20.42

Range 1b	1/1/2012	16,72	17.07	17.50	18.36	18.46	19.21	19.41
Lead Child Support Wkr	7/1/2012	16.89	17.24	17.68	18.54	18.64	19.40	19.6
Lead ES Worker								

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	19.5

Range 3	1/1/2012	16.09	16.55	17.10	17.88	18.04	18.78	18.96
Lead Payroll Clerk	7/1/2012	16.25	16,72	17.27	18.06	18.22	18.97	19.15

Deputy Veterans Service

Officer II

RANGE AND JOB CLASSIFICATION

6 18 6 STEP: Start mos mos m

60 mos 120 mos 180 mos

18.41

18.59

240 mos

18.58

18.77

 Range 4
 1/1/2012
 15.98
 16.28
 16.72
 17.57
 17.69

 Benefit Specialist
 7/1/2012
 16.14
 16.44
 16.89
 17.75
 17.87

Call Taker

Child Support

Reimbursement Spec.

CCSN Mentor

CPS Family Skills

Specialist

Deputy Surveyor

Economic Support

Specialist

Front-end Verification

Specialist

Information & Assistance

Specialist

Legal Stenographer

Public Works Cost

Allocation Specialist

Range 4a	1/1/2012	15.59	15.95	16.37	17.17	17.30	18.04	18.18
Deputy Register in	7/1/2012	15.75	16.11	16.53	17.34	17.47	18.22	18.36
Probate II								

Range 5	1/1/2012	15.23	15,59	16.00	16.78	16,91	17,61	17.78
Account Clerk III	7/1/2012	15.38	15.75	16.16	16.95	17.08	17.79	17.96

Child Support Financial

Deputy Clerk of Court

Worker

Clerk IV

	<u> </u>							
Range 6	1/1/2012	15.13	15.47	15.88	16,63	16.77	17.45	17.62
Acount Clerk - HSD	7/1/2012	15.28	15.62	16.04	16.8	16.94	17.62	17.8

Administrative Assistant/

Senographer

Range 7	1/1/2012	14.84	15.27	15.71	16.48	16.62	17.30	17.46
Account Clerk II	7/1/2012	14.99	15.42	15.87	16.64	16.79	17.47	17.63

Optical Imaging Specialist Social Sevices Aide II Deputy Veterans Service Officer I Register of Deeds Clerk

Real Property Specialist

RANGE AND JOB CLASSIFICATION	STEP:	Start	6 mos	18 mos	60 mos	120 mos	180 mos	240 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
	4/4/0040		4470	* C" 4 A I	45.07	10.00	40.05	40.04
Range 9	1/1/2012	14.23 14.37	14.72	15.14	15.87	16.02	16.65	16.81
Clerk-Steno III Communication Clerk	7/1/2012	[14.37]	14.87	15.29	16.03	16.18	16.82	16.98
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	7/1/2012	13.76	14.07	14.44	15.15	15.27	15.88	16.05
Scheduler/Clerk								
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

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.

Clerk-Typist II

Public Safety Utility Clerk