

**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 1258 (ROCK HAVEN)

- 1 WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and,
- 2
- 3 WHEREAS, representatives of the AFSCME, Local 1258 (Rock Haven) have met with the Rock
- 4 County 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 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 1258 (Rock Haven).
- 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

Marilynn Jensen
Marilynn Jensen

Louis Peer
Louis Peer

Kurtis L. Yankee
Kurtis L. Yankee

TO RATIFY THE 2012 LABOR AGREEMENT BETWEEN
ROCK COUNTY AND AFSCME, LOCAL 1258 (ROCK HAVEN)

FISCAL NOTE:

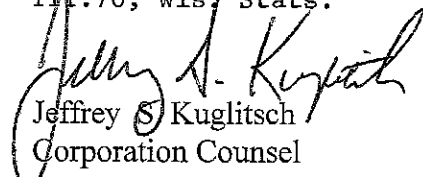
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2012	\$8,735,653	\$33,110	1% eff 7/1/2012	.03790%



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 1258, 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

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 representatives on matters pertaining to base wages, hours and other conditions of employment for the bargaining unit described below:

Local 1258

All regular full-time and regular part-time employees of the Rock Haven Nursing Home, the Developmental Disabilities Board, and the Rock County Health Department, General Services maintenance workers employees at the Health Care Center, Psychiatric Technicians in the Human Services Department, and pool employees of the Rock Haven Nursing Home in the positions of Pool Nursing Assistants, LPN, Activity Therapy Assistant, and Medication Assistant but excluding administrators, supervisory, confidential, craft, professional and temporary employees.

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, LIMITATION, DURATION

3.01 This Agreement may be amended anytime during its life upon 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 be in effect on January 1, 2012 and shall remain in full force and effect through December 31, 2012.

3.04 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 automatically be 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, this Agreement shall remain in full force and effect until the parties shall agree on the terms and conditions of any proposed alteration, amendment, or other change.

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: _____

FOR THE COUNTY:

_____	Date: _____
_____	Date: _____

APPENDIX C
AFSCME LOCAL 1258 PAY GRID

RANGE AND JOB CLASSIFICATION	STEP:	6		18		30		60		120		180		240	
		A	B	C	D	E	F	G	H						
Range 1 Mechanical Maintenance Supervisor	1/1/2012	\$16.79	\$17.63	\$18.51	\$19.75	\$20.34	\$20.94	\$21.78	\$22.22						
	7/1/2012	\$16.96	\$17.80	\$18.70	\$19.95	\$20.54	\$21.15	\$22.00	\$22.45						
Range 2 Mech. Mtnc Worker III	1/1/2012	\$16.65	\$17.47	\$18.36	\$19.53	\$20.11	\$20.72	\$21.52	\$22.00						
	7/1/2012	\$16.81	\$17.65	\$18.55	\$19.73	\$20.31	\$20.93	\$21.74	\$22.22						
Range 2A LPN	1/1/2012	\$19.22	\$19.61	\$19.98	\$20.39	\$20.80	\$21.22	\$21.85	\$22.29						
	7/1/2012	\$19.41	\$19.80	\$20.18	\$20.60	\$21.01	\$21.43	\$22.07	\$22.51						
Range 3 Alcohol & Abuse Couns.	1/1/2012	\$16.54	\$17.61	\$18.31	\$18.91	\$19.61	\$20.19	\$21.00	\$21.42						
	7/1/2012	\$16.70	\$17.78	\$18.49	\$19.10	\$19.80	\$20.39	\$21.21	\$21.63						
Range 3A Accountant	1/1/2012	\$15.63	\$16.12	\$17.25	\$18.64	\$19.19	\$19.76	\$20.54	\$20.96						
	7/1/2012	\$15.78	\$16.28	\$17.42	\$18.82	\$19.38	\$19.96	\$20.75	\$21.17						
Range 4 Disabilities Director Staff Ass't to Dev.	1/1/2012	\$15.63	\$16.54	\$17.61	\$18.31	\$18.91	\$19.46	\$20.26	\$20.66						
	7/1/2012	\$15.78	\$16.70	\$17.78	\$18.49	\$19.10	\$19.66	\$20.46	\$20.86						
Range 5 COTA Environmental Services Supervisor DD Finance Worker	1/1/2012	\$15.75	\$16.67	\$17.32	\$17.97	\$18.56	\$19.12	\$19.90	\$20.29						
	7/1/2012	\$15.91	\$16.84	\$17.49	\$18.15	\$18.74	\$19.31	\$20.09	\$20.49						
Range 6 Medical Records Tech.	1/1/2012	\$15.71	\$16.62	\$17.26	\$17.91	\$18.48	\$19.08	\$19.87	\$20.27						
	7/1/2012	\$15.87	\$16.78	\$17.43	\$18.09	\$18.67	\$19.27	\$20.07	\$20.47						
Range 7 Mtnce Wkr II	1/1/2012	\$14.45	\$15.28	\$16.16	\$17.30	\$17.85	\$18.37	\$19.12	\$19.49						
	7/1/2012	\$14.60	\$15.43	\$16.32	\$17.47	\$18.03	\$18.56	\$19.31	\$19.69						
Range 8	1/1/2012	\$14.77	\$15.62	\$16.20	\$16.79	\$17.34	\$17.87	\$18.59	\$18.96						
	7/1/2012	\$14.92	\$15.77	\$16.36	\$16.96	\$17.52	\$18.05	\$18.77	\$19.15						
Range 8A Account Clerk III	1/1/2012	\$15.03	\$15.49	\$15.91	\$16.28	\$16.71	\$17.23	\$17.92	\$18.27						
	7/1/2012	\$15.18	\$15.64	\$16.07	\$16.44	\$16.88	\$17.40	\$18.10	\$18.45						
Range 9	1/1/2012	\$14.32	\$15.21	\$15.88	\$16.56	\$17.10	\$17.60	\$18.30	\$18.66						
	7/1/2012	\$14.47	\$15.36	\$16.04	\$16.72	\$17.27	\$17.77	\$18.48	\$18.85						

RANGE AND JOB CLASSIFICATION	STEP:	A	mos B	mos C	mos D	mos E	mos F	mos G	mos H
Range 10 Unit Clerk Coordinator	1/1/2012	\$13.50	\$14.37	\$15.34	\$16.46	\$17.02	\$17.50	\$18.18	\$18.47
	7/1/2012	\$13.63	\$14.52	\$15.50	\$16.63	\$17.19	\$17.68	\$18.37	\$18.66
Range 11 Psychiatric Technician	1/1/2012	\$14.29	\$15.18	\$15.81	\$16.45	\$17.01	\$17.50	\$18.16	\$18.56
	7/1/2012	\$14.43	\$15.33	\$15.97	\$16.62	\$17.18	\$17.68	\$18.35	\$18.74
Range 12	1/1/2012	\$14.01	\$14.90	\$15.44	\$16.06	\$16.55	\$17.04	\$17.71	\$18.06
	7/1/2012	\$14.15	\$15.05	\$15.60	\$16.22	\$16.71	\$17.21	\$17.89	\$18.24
Range 12A Account Clerk II Administrative Assistant Public Health Support Specialist	1/1/2012	\$14.62	\$15.07	\$15.54	\$16.00	\$16.46	\$16.90	\$17.61	\$17.96
	7/1/2012	\$14.76	\$15.22	\$15.69	\$16.16	\$16.63	\$17.07	\$17.78	\$18.14
Range 13 Release of Information Coordinator	1/1/2012	\$14.30	\$15.16	\$15.43	\$15.84	\$16.28	\$16.75	\$17.42	\$17.78
	7/1/2012	\$14.44	\$15.31	\$15.59	\$16.00	\$16.44	\$16.92	\$17.60	\$17.96
Range 14 Nursing Staff Scheduler Health Aide	1/1/2012	\$13.99	\$14.84	\$15.24	\$15.70	\$16.16	\$16.63	\$17.31	\$17.64
	7/1/2012	\$14.13	\$14.99	\$15.39	\$15.86	\$16.32	\$16.79	\$17.48	\$17.82
Range 15 Medical Transcriber	1/1/2012	\$13.46	\$14.33	\$14.91	\$15.49	\$15.98	\$16.46	\$17.16	\$17.46
	7/1/2012	\$13.59	\$14.48	\$15.06	\$15.64	\$16.14	\$16.63	\$17.34	\$17.64
Range 16	1/1/2012	\$13.76	\$14.56	\$15.05	\$15.46	\$15.92	\$16.33	\$17.00	\$17.37
	7/1/2012	\$13.90	\$14.70	\$15.20	\$15.62	\$16.08	\$16.50	\$17.17	\$17.54
Range 17 Clerk-Steno III	1/1/2012	\$13.48	\$14.47	\$14.98	\$15.43	\$15.84	\$16.29	\$16.95	\$17.31
	7/1/2012	\$13.61	\$14.61	\$15.12	\$15.59	\$16.00	\$16.45	\$17.12	\$17.48
Range 18 Clerk-Receptionist	1/1/2012	\$13.68	\$14.50	\$14.86	\$15.20	\$15.60	\$16.09	\$16.72	\$17.02
	7/1/2012	\$13.82	\$14.64	\$15.01	\$15.35	\$15.75	\$16.25	\$16.89	\$17.19
Range 19 Clerk-Typist II Transporation Clerk	1/1/2012	\$12.84	\$13.71	\$14.01	\$14.32	\$14.67	\$15.09	\$15.70	\$16.04
	7/1/2012	\$12.97	\$13.85	\$14.15	\$14.47	\$14.82	\$15.24	\$15.86	\$16.20
Range 20	1/1/2012	\$13.12	\$14.01	\$14.54	\$15.20	\$15.63	\$16.11	\$16.75	\$17.06
	7/1/2012	\$13.25	\$14.15	\$14.68	\$15.35	\$15.78	\$16.27	\$16.92	\$17.23
Range 21 Medication Assistant	1/1/2012	\$12.95	\$13.84	\$14.20	\$14.52	\$15.00	\$15.43	\$16.08	\$16.38
	7/1/2012	\$13.07	\$13.98	\$14.34	\$14.66	\$15.15	\$15.59	\$16.24	\$16.55
Range 22 Central Supply Food Service Supervisor	1/1/2012	\$12.56	\$13.46	\$13.87	\$14.31	\$14.78	\$15.20	\$15.79	\$16.13
	7/1/2012	\$12.68	\$13.59	\$14.01	\$14.46	\$14.93	\$15.35	\$15.95	\$16.30

RANGE AND JOB CLASSIFICATION	STEP:	mos		mos		mos		mos	
		A	B	C	D	E	F	G	H
Range 23	1/1/2012	\$12.64	\$13.51	\$13.76	\$14.13	\$14.58	\$15.03	\$15.64	\$15.96
	7/1/2012	\$12.77	\$13.64	\$13.90	\$14.27	\$14.72	\$15.18	\$15.80	\$16.12
Range 24	1/1/2012	\$12.28	\$13.16	\$13.60	\$14.03	\$14.47	\$14.90	\$15.52	\$15.79
	7/1/2012	\$12.40	\$13.29	\$13.73	\$14.17	\$14.61	\$15.05	\$15.67	\$15.95
Range 25 Act. Therapy Ass't Beautician Medical Record Clerk Certified Nursing Assistant Transportation Clerk	1/1/2012	\$12.02	\$12.88	\$13.29	\$13.76	\$14.20	\$14.61	\$15.20	\$15.54
	7/1/2012	\$12.14	\$13.01	\$13.42	\$13.90	\$14.34	\$14.75	\$15.35	\$15.69
Range 26 Cook	1/1/2012	\$12.00	\$12.87	\$13.28	\$13.75	\$14.19	\$14.58	\$15.19	\$15.53
	7/1/2012	\$12.12	\$13.00	\$13.41	\$13.89	\$14.33	\$14.72	\$15.34	\$15.68
Range 27	1/1/2012	\$11.69	\$12.61	\$13.05	\$13.51	\$13.92	\$14.35	\$14.95	\$15.20
	7/1/2012	\$11.81	\$12.73	\$13.18	\$13.64	\$14.06	\$14.50	\$15.10	\$15.35
Range 28 Environmental Svc. Wkr Food Service Worker	1/1/2012	\$11.88	\$12.76	\$13.18	\$13.65	\$14.07	\$14.48	\$15.05	\$15.36
	7/1/2012	\$12.00	\$12.89	\$13.31	\$13.79	\$14.21	\$14.62	\$15.20	\$15.52
Range 29	1/1/2012	\$11.77	\$12.69	\$13.10	\$13.53	\$13.97	\$14.38	\$14.98	\$15.24
	7/1/2012	\$11.89	\$12.82	\$13.23	\$13.66	\$14.10	\$14.53	\$15.13	\$15.39
Range 30 Clerk-Steno II	1/1/2012	\$11.54	\$12.42	\$12.74	\$13.09	\$13.49	\$13.88	\$14.46	\$14.71
	7/1/2012	\$11.65	\$12.55	\$12.87	\$13.22	\$13.62	\$14.02	\$14.60	\$14.86
Range 31	1/1/2012	\$11.50	\$12.37	\$12.70	\$13.05	\$13.46	\$13.85	\$14.41	\$14.67
	7/1/2012	\$11.61	\$12.50	\$12.83	\$13.18	\$13.59	\$13.99	\$14.56	\$14.82
Range 32	1/1/2012	\$11.39	\$12.29	\$12.64	\$12.95	\$13.35	\$13.75	\$14.30	\$14.58
	7/1/2012	\$11.51	\$12.42	\$12.77	\$13.07	\$13.49	\$13.89	\$14.44	\$14.72
Range 33	1/1/2012	\$11.06	\$11.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	7/1/2012	\$11.17	\$12.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

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.

APPENDIX C AFSCME LOCAL 1258 POOL PAY GRID

	Start A	1,000 hours worked B	5,200 hours worked C
Pool C.N.A			
1/1/2012	\$16.25	\$16.73	\$17.25
7/1/2012	\$16.41	\$16.90	\$17.42
Pool ATA			
1/1/2012	\$16.25	\$16.73	\$17.25
7/1/2012	\$16.41	\$16.90	\$17.42
Pool MA			
1/1/2012	\$16.90	\$17.42	\$17.92
7/1/2012	\$17.07	\$17.60	\$18.10
Pool LPN			
1/1/2012	\$22.86	\$23.54	\$24.26
7/1/2012	\$23.09	\$23.78	\$24.50

<p>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.</p>
