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WASHINGTON COUNTY, WISCONSIN

Date of enactment: 2/9/10
Date of publication: 2/16/10

VOTE

2009 RESOLUTION 71

**2010 Washington County Corrections and Communications
Officers Association Employees Labor Agreement**

WHEREAS, Washington County Code provides for County Board approval as a prerequisite to a voluntary binding agreement between Washington County and any employee labor group; and

WHEREAS, a tentative labor agreement has been reached between the Washington County Corrections and Communications Officers Association representing certain employees in the Washington County Sheriff's Department and the Washington County Negotiating Committee for the period of January 1, 2010 to December 31, 2010, a copy of the proposed agreement being on file and available for review in the County Human Resources Department; and

WHEREAS, said tentative agreement has been ratified by the members of the employee bargaining unit and has also been ratified by the Administrative Services Committee of the Washington County Board; and

WHEREAS, the following issues summarize the major changes from the previous labor agreement:

1. A one (1) year agreement that will be in effect from January 1, 2010 through December 31, 2010.
2. Wages – Maintain the salary plan in the contract at 2009 pay levels, thus providing for no salary increases as of January 1, 2010.
3. Health Insurance -- Amend the language as follows:
 - (A) Adjust caps on 1/1/10 as necessary to continue the same employee contributions for single and family that were paid in 2009 to cover the monthly cost of the health insurance premium.
 - (B) Readjust caps on 12/31/10 to revert back to the current contribution levels which provides for a 15% employee contribution and 85% employer contribution.
4. Uniform Allowance -- Increase annual allowance to \$440/year effective 1/1/10.
5. Recognition And Bargaining Unit – Revise language to allow for an additional unpaid member on the collective bargaining committee.

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2 6. Holidays -- Revise language to provide more flexibility in procedure for
3 scheduling vacation and holiday time.
4
5 7. Sick Leave -- Amend language to allow up to three (3) days of sick leave to be
6 used each calendar year for the illness of a minor child. This would be drawn
7 from an employee's accrued sick leave, if available; it does not provide an
8 increase in the number of sick days earned.
9

10 **NOW, THEREFORE, BE IT RESOLVED** by the Washington County Board of
11 Supervisors that said labor agreement between Washington County and Washington County
12 Corrections and Communications Officers Association is hereby ratified, the original being on
13 file in the County Human Resources Department.
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17 VOTE REQUIREMENT FOR PASSAGE: Majority
18

19 RESOLUTION SUMMARY: Resolution ratifying 2010 labor agreement between Washington
20 County and Corrections and Communications Officers Association.
21

22 APPROVED: Introduced by members of the ADMINISTRATIVE
23 **(signed by Kimberly A. Nass)** SERVICES COMMITTEE as filed with the
24 Kimberly A. Nass, County Attorney County Clerk.
25 Dated **2/11/10** **(signed by Roy C. Justman)**
26 Roy C. Justman, Chairperson

27 Considered **2/9/10**

28 Adopted **2/9/10**

29 Ayes **27** Noes **0** Absent **3**

30 Voice Vote _____
31

32 (The labor agreement provides for a zero percent increase in wages for 2010. No increase is
33 included in the proposed 2010 budget. The increase in health insurance caps represents an 11%
34 increase in health insurance costs. For this union, the amount is approximately \$12,929 and is
35 included in the 2010 budget. The increase in the uniform allowance adds \$1,380.00 to the cost.)