



RESOLUTION # 7-4109

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 19/4

BOARD ACTION

Adopted:
For: 30
Against: 0
Abs/Excd: 5
Vote Req: MAJORITY
Other Action: _____

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 6
Against: 0
Abs/Excd: 3

RE: ADOPTION OF CONTRACT FOR LAKEVIEW LOCAL 1403 UNION EMPLOYEES

WHEREAS, La Crosse County and the Lakeview Local 1403 Employees Union have concluded collective bargaining negotiations for a successor union contract covering the period 2009-2010, and;

WHEREAS, the parties have reached tentative agreement on all issues raised through collective bargaining.

NOW THEREFORE BE IT RESOLVED, that the tentative agreements of the parties for changes to this contract for the years 2009-2010, including across-the-board wage increases of 2.0% in January and 1.0% in July for each year of the contract, be ratified as the changes to the working agreement between La Crosse County and the Local 1403 Lakeview Employees Union, effective as specified in the agreement when ratified by the Union.

BE IT FURTHER RESOLVED, that the Personnel and Finance departments are authorized and directed to take such action as is necessary to put said working agreement into effect and carry out the intent of this resolution.

FISCAL NOTE: The estimated increase in cost of wage, fringe benefits and rollups for 2009 is \$227,128 for a cost increase of 3.47% compared to 2008 base, of which 1.13% is insurance for which funding was budgeted, and for 2010 is \$223,447 for a cost increase of 3.30% compared to 2009 base, of which 1.09% is insurance. There are 203 employees in this unit.

Date: 4-15-09

Date: 4/15/09

[Signature]
EXECUTIVE COMMITTEE CHAIR

[Signature]
RECORDING CLERK

	Recommended	Not Recommended	Reviewed Only
Co. Admin.	<u>SO</u>	_____	_____
Fin. Director	<u>BF</u>	_____	_____
Corp. Counsel	<u>WAS</u>	_____	_____

Requested By: Steve O'Malley
Date Requested: April 13, 2009
Drafted By: Robert B. Taunt

Adopted by the La Crosse County Board this 21st Day of APRIL, 2009

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Linda A. Stone, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 21st day of April 2009.

[Signature]
Linda A. Stone, La Crosse County Clerk

**Summary of Tentative Argeements with
Local 1403 Lakeview Employees**

Section 7.03 – Change the section to add Martin Luther King day and delete President’s day holiday.

9.06.1 Credit for Health Insurance Option. Those employees selecting this option will be credited with ~~sixty~~ seventy five percent (~~60%~~) (75%) of the sick leave accumulated to the date of retirement, which will be applied toward the payment of the employee's group health, dental or life benefit contribution. (Balance of section the same)

Article 13 Insurance

13.02 Modify the section to show the 2009 Rates and provide for the same percentage split with employees in 2010. Also modify the paragraph:

Maintenance Drug co-pay ~~remains at \$20~~ 2 co-pays for a 100 day supply, but must be filled by mail order. Ordering a 90 day supply through a pharmacy will require a ~~\$30~~ 3 co-pays. Effective 1/1/09, a three tier formulary drug plan will be effective. The current \$10 co-pay for Generic shall remain and there will be a \$25 co-pay for formulary brand drugs and \$45 co-pay for non-formulary drugs.

Balance of 13.02 to remain unchanged.

Effective 1/1/09 County drug plan will cover prescription birth control pills as part of the 3 tier formulary plan.

Section 17.05: Classifications and Pay Grades – For those members of the Bargaining Unit on the payroll as of the date of ratification or award:

Effective 1/1/09 – **2.0%** Across the BoardAnd

Effective 7/1/09 – **1.0%** Across the Board

Effective 1/1/10 – **2.0%** Across the BoardAnd

Effective 7/1/10 – **1.0%** Across the Board

Section 17.05 Classifications and Pay Grades

Effective July 1, 2009 employees on the payroll as of that date who have 20 or more years of service per normal pay plan rules, will move to a Step 6 of the pay plan which shall reflect rates \$.20 cents per hour higher than Step 5. The Across the Board increases will also apply to Step 6. In the future, any employee attaining said 20 years of service will move to Step 6.

Section 19.01 – Duration revise dates to provide for a 2 year contract effective Jan 1, 2009 through Dec 31, 2010.

MOU – Domestic Partnership – The Union has requested the Domestic Partnership MOU which will be added as part of the final package settlement.