



**RESOLUTION # 79-2109**

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

**ITEM #**

**BOARD ACTION**

Adopted:   
For: 32  
Against: 0  
Abs/Excd: 3  
Vote Req: MAJORITY  
Other Action: \_\_\_\_\_

**EXECUTIVE COMMITTEE ACTION**

Adopted:   
For: 8  
Against: 1  
Abs/Excd: 1

**RE: ADOPTION OF CONTRACT FOR LOCAL 2484 HUMAN SERVICES AND HEALTH PROFESSIONAL EMPLOYEES**

**WHEREAS**, La Crosse County and the Local 2484 Human Services and Health Professional Employees Union have concluded collective bargaining negotiations for a successor union contract covering the period 2009-2010, and;

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

**NOW THEREFORE BE IT RESOLVED**, that the tentative agreements of the parties, a summary of which is attached hereto, for changes to this contract for the years 2009-2010, including across the board wage increases of 2% January 1 and 1% July 1 for each year of the contract, be ratified as the changes to the working agreement between La Crosse County and the Local 2484 Human Services and Health Professional Employees Union, effective as specified in the agreement when ratified by the Union.

**BE IT FURTHER RESOLVED**, that the County Board Chair, County Administrator and Personnel Director are authorized to sign the Collective Bargaining Agreement as amended upon approval of the Corporation Counsel.

**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 \$227,410; a package increase of approximately 3.49% of which .84% is insurance, and for 2010 \$259,309; a package increase of approximately 3.29% of which .81% is insurance, for which contingency funding was budgeted. There are approximately 115 employees in this bargaining unit.

Date: 2-12-09  
[Signature]  
EXECUTIVE COMMITTEE CHAIR

Date: 2/12/09  
[Signature]  
RECORDING CLERK

	Recommended	Not Recommended	Reviewed Only	
Co. Admin.	<u>[Signature]</u>	_____	_____	Requested By: Steve O'Malley Date Requested: February 6, 2009 Drafted By: Robert B. Taunt
Fin. Director	<u>[Signature]</u>	_____	_____	
Corp. Counsel	<u>[Signature]</u>	_____	_____	

Adopted by the La Crosse County Board this 19<sup>th</sup> Day of FEBRUARY, 2009  
Created by La Crosse County Last printed 2/12/2009 12:38:00 PM

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 19<sup>th</sup> day of February 2009.

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

# 5

January 22, 2009

**SUMMARY OF  
La Crosse County Tentative Agreements with  
Local 2484 Professional Employees**

The following items were tentatively agreed on January 22, 2008

**13.05.1 Sick Leave Credits** – Increase credits at retirement to 75% for those retiring after 1/1/09.

**Section 14.01:** Add the following highlighted language:

Add to last paragraph of 14.01: “One day of funeral leave to escort minor children in legal custody of the employee to attend the funeral of a parent or grandparent of the custodial children.”

**Article 18 Insurance** – Change the section as follows:

Amend the section to provide for the 2009 rates and maintain the same contribution percentage for the 2010 rates for health and dental

MODIFY AND ADD:

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.

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

**Article 22 Wages** and Pay Plan Administration –

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 Board And 7/1/09 – **1.0%** Across the Board  
Effective 1/1/10 – **2.0%** Across the Board And 7/1/10 – **1.0%** Across the Board

**Wage Adjustments:**

Reclass – P. Dayton to SWP-12 — SWP-12 Step 4 (red Circled)

For Pay Grades SWN-OA, SWN-OB and SWN-OC, effective July 1, 2009 after the addition of the July pay increase, and additional seventy-five cents (\$ .75) added to each step.

**Article 24 Duration** – modify dates to reflect a 2-year agreement from Jan 1, 2009 through Dec 31, 2010.