



RESOLUTION # 83- 3/11

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

ITEM # 3-19

BOARD ACTION

Adopted:
For: 25
Against: 3
Abs/Excd: 4
Vote Req: 7
Other
Action: 3
Abstain: 3

EXECUTIVE COMMITTEE ACTION

Adopted:
For: 9
Against: -
Abs/Excd: -

RE: ADOPTION OF 2011-2013 COLLECTIVE BARGAINING AGREEMENTS FOR THE FOLLOWING UNIONS: AFSCME LOCAL 2484 PROFESSIONAL; PARA PROFESSIONAL & CLERICAL; LAKEVIEW EMPLOYEES; HIGHWAY AND PARKS EMPLOYEES; JAILERS; WPPA TELECOMMUNICATORS; SEIU LOCAL 150 HILLVIEW

WHEREAS, La Crosse County has concluded collective bargaining negotiations and reached tentative agreements with AFSCME Local 2484 Union employees in five units and WPPA Union employees in one unit and SEIU Local 150 for successor union contracts with each unit covering the years 2011, 2012 and 2013, (but does not include agreements with WPPA Sheriff Deputies for 2012 & 2013); and,

WHEREAS, the agreements include a wage freeze for 2011, annual raises for 2012 & 2013 and retirement contributions to begin in 2012, while no change is made in share of Health Insurance premiums because La Crosse County's self insured plan has good claims experience over the past three years with a 0% change in premiums for 2011, representing an 8% cost savings over the State Plan and the average of similar sized Counties.

NOW THEREFORE BE IT RESOLVED, that the tentative agreements of the parties, summaries of which are attached, for contract changes for years 2011, 2012 and 2013, including:

- Across the board wage freeze for 2011; 2% wage increase each year for 2012 and 2013
- Effective January 1, 2012, the bargaining units listed above would be required to pay 50% of all actuarially required WRS contributions.
- Health & Dental Insurance premium share (90% Employer and 10% Employee), subject to any increase or decrease in premium requirement for 2012 & 2013
- All other terms and conditions in the contracts to continue

BE IT FURTHER RESOLVED, that the County Board Chair, County Administrator and Personnel Director are authorized to sign the Collective Bargaining Agreements upon approval of the Corporation Counsel, and that the Personnel and Finance departments are authorized to take such action as is necessary to put the agreements into effect.

FISCAL NOTE: The net impact is .6% for WRS or appx. \$174,500 for all units for 2011 as budgeted. For 2012 & 2013, each year estimated impact is \$666,592 raise - (\$1,628,237) WRS contribution for Gross Savings of \$961,645, which about 45% equals Levy savings of \$432,740. The number of employees in the units are approximately **Professional - 121; Para Professional & Clerical - 246; Lakeview Employees - 207; Highway and Parks employees - 59; Jailers - 53; WPPA Telecommunicators - 23, and Hillview 140.**

Date: 3-17-11
[Signature]
EXECUTIVE COMMITTEE CHAIR

Date: 3/17/11
[Signature]
RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended
Co. Admin.	_____	<u>SO</u>	_____
Fin. Director	_____	<u>ET</u>	_____
Corp. Counsel	_____	<u>WAS</u>	_____
Board Chair	<u>SO/AM</u>	_____	_____

Requested By: Steve O'Malley
Date Requested: March 14, 2011
Drafted By: Robert Taunt

Adopted by the La Crosse County Board this 17th Day of March, 2011

STATE OF WISCONSIN
COUNTY OF LA CROSSE

I, Ginny Dankmeyer, 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 17th day of March, 2011.

[Signature]
Ginny Dankmeyer, La Crosse County Clerk