

**SHEBOYGAN COUNTY RESOLUTION NO. 40 (2010/11)**

Re: **Authorizing Human Resources Committee to Enter into Labor Contract with Sheboygan County Supportive Services Employees, Local 110, AFSCME, AFL-CIO**

*\*Printed as amended*

**WHEREAS**, tentative agreement has been reached with regard to a new labor contract for employees within the Sheboygan County Supportive Service Employees, Local 110, AFSCME, AFL-CIO, for a two- (2-) year term commencing January 1, 2011, and ending December 31, 2012, and

*\*Editors Note: The following WHEREAS paragraph including Nos. 1-4 was superseded by the amendment and substitute tentative agreement.*

**WHEREAS**, in addition to nominal language changes, the proposed changes to the existing contract are outlined as follows:

1. **Duration** Article 31 – Amend to provide for a two-year agreement effective January 1, 2011, through December 31, 2012.
2. **Wages/Pay** Article 11 – Revise for increases as follows:  

Effective January 1, 2011 – 0.0% across-the-board  
Effective January 1, 2012 – additional 1.25%

Article 11 – Delete Paragraph 12 in Section II.A relating to rounding of wage rates.
3. **Longevity** Article 12 – Revise longevity pay applicable to employees hired after January 1, 1995, by providing an increase of \$.20 to each rate effective January 1, 2012.
4. **Uniforms** Article 21 – Revise the last sentence of Paragraph 4 as follows:  

Upon completion of the twelve- (12-) month probationary period in the case of a dispatcher or a six- (6-) month probationary period in the case of a secretary, the employee account shall be credited on a pro-rated basis for the remainder of the calendar year with that portion of the annual allowance payable.

***\*NOW, THEREFORE, BE IT RESOLVED***, that by the adoption of this Resolution, the substitute tentative agreement of March 18, 2011 as attached is hereby approved, and the Human Resources Committee is hereby authorized to execute, on behalf of Sheboygan County, a new labor contract with the Supportive Services, Local 110, which included the terms of the substitute tentative agreement of March 18, 2011.

Respectfully submitted this 15th day of March, 2011.

Keith Abler  
Keith Abler

Michael S. Ogea  
Michael S. Ogea

Vernon C. Koch  
Vernon C. Koch

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Mark S. Winkel

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John Van Der Male

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Ronald Mueller

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James Baumgart

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Ed Procek

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Charles Conrardy

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Eustacio P. Medina

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Adopted Tentative Agreement Below

TENTATIVE AGREEMENT  
Between  
SHEBOYGAN COUNTY  
and  
SHEBOYGAN COUNTY SUPPORTIVE SERVICES, LOCAL 110, AFSCME  
For a Successor Collective Bargaining Agreement

March 18, 2011

1. Article 11 – Wages, Pay Plan and Shift Differential. Revise the wage schedules to provide for an increase of 0% effective January 1, 2011, and an increase of 1.0% effective January 1, 2012.
2. Article 11 – Wages, Pay Plan and Shift Differential. Delete paragraph number 12 in section II A of this Article (relating to rounding of wage rates) in its entirety.
3. Article 21 – Uniform Allowance. Revise the last sentence of paragraph number 4 as follows: “Upon completion of the twelve (12) month probationary period in the case of a dispatcher, or a six (6) month probationary period in the case of a secretary, the employee account shall be credited on a pro-rated basis for the remainder of the calendar year with that portion of the annual allowance payable.”
4. Article 27 – Retirement Pension. Delete the language of this Article as found in the 2009-2010 agreement in its entirety, and replace with the following:

Prior to April 1, 2011, the County shall pay to the Wisconsin Retirement System 100% of the required contributions on behalf of all employees. Effective April 1, 2011, employees shall pay through payroll deduction to the Wisconsin Retirement System all of the employee share of contributions as established pursuant to state law.

5. Article 17 – Insurance Benefits. Revise this Article by deleting the current language of the third paragraph, and replacing with the following:

Effective 1-1-2011, full-time employees will pay 10.0% of the applicable health insurance premium for family or single coverage. Effective 4-1-2011, full-time employees will pay 12.5% of the applicable health insurance premium for family or single coverage. Effective 1-1-2012, full-time employees who participated in the County’s health risk assessment program the previous year will pay 15.0% of the applicable health insurance premium for family or single coverage, and those who did not participate in the County’s health risk assessment program the previous year will pay 17.5%.

6. Article 25 – Seniority. Revise this Article by adding the following new paragraph at the end of the Article:

Suspension of Bumping Rights. Notwithstanding any other provision of this Article or of this collective bargaining agreement, any layoff of an employee or employees which begins after June 30, 2011 and before December 1, 2012 may be made without regard to seniority, and any employee laid off whose layoff begins after June 30, 2011 and before December 1, 2012 may not induce layoff consideration or bump any other employee.

7. Article 13 – Time and One-Half. Revise this Article effective 4-1-2011 by deleting the language currently found in paragraphs (a), (b), (c), and (d); by renaming current paragraph (e) as new paragraph (b), and by inserting the new paragraph (a) as follows:

(a) For all employees, as may be required by the Federal Fair Labor Standards Act or by any other applicable Wisconsin state or federal law governing wages and hours.

8. Article 31 – Duration. Revise to provide for a two-year agreement commencing January 1, 2011 and ending December 31, 2012.

SHEBOYGAN COUNTY HUMAN  
RESOURCES COMMITTEE

By:

Roger Te Stroete

Val Schultz

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SHEBOYGAN COUNTY  
SUPPORTIVE SERVICES,  
LOCAL 110, AFSCME

By:

Kevin Stange

Denise Steiner

Mary J. Kempf

Pat Schmidt

Linda Williamson

Diane Schmahl

Mike Brungraber

Jeff Middleton

ADOPTED 03/23/2011