

RESOLUTION NO. 7-0399

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the attached 1998-1999 Iowa County Courthouse & Social Services Employees Union Local 413, AFSCME, AFL-CIO contract. The provisions of the current 1996-1997 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

1. Article 12: Sick Leave

12.02 Retirement/Death Payout: Except as set forth in section 12.08, herein, all employees who retire from the County and are eligible for Wisconsin Retirement Fund Annuity and/or Social Security, or who die while in the employ of the County (in case of death, their estate shall be entitled) shall be allowed to convert their accumulated sick leave to purchase continuing group hospital and surgical insurance under the County employees' insurance plan, or shall receive a cash payment for their accumulated sick leave based on their final base wage rate.

Add new Section 12.08 to read as follows:

12.08 Catastrophic Account. Employees who have accumulated 120 days of sick leave shall continue to accrue one (1) day of sick leave each month, to a maximum of thirty (30) additional days, which shall be placed in a catastrophic sick leave account. The catastrophic sick leave account may be drawn on only in the event that an employee has exhausted all of his/her sick leave, is still unable to return to work, and is still employed by the County.

4. Article 15 – Other Paid Leaves and Allowances

15.01 Jury Duty: An employee called for jury duty and who serves as a juror on a regularly scheduled working day or days, shall be paid by the County at their regular rate, and the amount paid by the Court for such services shall be refunded to the County. An employee is required to return to work ~~within one~~ (1) ~~hour~~ as soon as reasonably possible after discharge from jury duty (when served in Iowa County) when at least two (2) hours remain in the work day.

15.02 Bereavement: When there is a death in the immediate family of an employee, three (3) days off with pay will be allowed.

a) Immediate family is defined as parents, step-parents, brother, sister, step-sibling, spouse, children, stepchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, and grandchildren.

b) One (1) day off with pay will be allowed for the death of aunts, uncles, nieces, nephews, ~~and~~ spouse's grandparents, spouse's aunt or spouse's uncle.

5. Article 20 – Duration

Amend Article 20 as follows: This Agreement shall be effective as of January 1, ~~1996~~ 1998 and shall remain in full force and effect through December 31, ~~1997~~ 1999, and shall automatically renew itself from year to year thereafter until such time that either party desiring to alter, amend or otherwise change this Agreement serves written notice upon the other no later than September 1, ~~1997~~ 1999 or the first day of September of an year thereafter.

6. Appendix A – Salary Schedule Effective January 1, 1998; Salary Schedule Effective January 1, 1999
Salary Schedule amend as shown

Note: Appendix A. 1998: All rates are to be increased by 3%.

Appendix A. 1999: All rates are to be increased by 3%.

NOW THEREFORE, BE IT RESOLVED, by the Iowa County Board of Supervisors that:

The Iowa County Board of Supervisors adopts the recommendations of the Committee on Salary and Personnel and approve the above changes and additions be made in the current collective bargaining agreement between Iowa County and the Courthouse and Social Services Union employees.

Dated this _____ day of _____, 1999.

Respectfully submitted:

Neil Jefferson, Chairperson

Diane McGuire

David Gollon, Jr.

Thomas Pauli

Jerome Laufenberg

**APPENDIX A
SALARY SCHEDULE EFFECTIVE JANUARY 1, 1998**

Per Hour

Range	Classification	Start	After Probation (6 Months)
1		12.54	12.80
2	Register in Probate Economic Support Specialist Lead Worker Victim/Witness Coordinator II	12.30	12.55
*3	Deputy Register of Deeds Deputy Clerk of Courts Deputy Treasurer Homemaker III Legal Secretary Economic Support Specialist Child Support Specialist Victim/Witness Coordinator I Benefit Specialist	11.79	12.03
4	Homemaker II Social Services Aide II	11.29	11.51
5	Economic Support Specialist Assistant	11.08	11.35
6	Homemaker I Social Services Aide I Energy Intervenor/Energy Assistant L.P.N. Front-End Verification/Fraud Inv.	10.45	10.64

Range	Classification	Start	After Prob.	18 Months	26 Months	42 Months	48 Months
7	Sec'y/Clerk/Typist	10.18	10.29	10.39	10.75	11.05	11.35
8	Home Health Aide In-home Assistant Benefit Specialist Assistant	10.18	10.29	10.39			
9	Bus Driver Janitor/Custodial	9.70	9.91				

NOTE: Employees classified as Economic Support Specialist Assistant shall be reclassified to Economic Support Specialist upon completion of one year's service as an Assistant. Employees classified as Victim/Witness Coordinator I shall be reclassified to Victim/Witness Coordinator II after one year.

*3 add the following one position:
Veterans Service Specialist

**APPENDIX A
SALARY SCHEDULE EFFECTIVE JANUARY 1, 1999**

Per Hour

Range	Classification	Start	After Probation (6 Months)
1		12.92	13.18
2	Economic Support Specialist Lead Worker Victim/Witness Coordinator II	12.67	12.93
* 3	Deputy Register of Deeds Deputy Clerk of Courts Deputy Treasurer Homemaker III Legal Secretary Economic Support Specialist Child Support Specialist Victim/Witness Coordinator I Benefit Specialist	12.14	12.39
4	Homemaker II Social Services Aide II	11.63	11.86
5	Economic Support Specialist Assistant	11.41	11.69
6	Homemaker I Social Services Aide I Energy Intervenor/Energy Assistant L.P.N. Front-End Verification/Fraud Inv.	10.76	10.96

Range	Classification	Start	After Prob.	18 Months	26 Months	42 Months	48 Months
7	Sec'y/Clerk/Typist	10.49	10.60	10.70	11.07	11.38	11.69
8	Home Health Aide In-home Assistant Benefit Specialist Assistant	10.49	10.60	10.70			
9	Bus Driver Janitor/Custodial	9.99	10.21				

NOTE: Employees classified as Economic Support Specialist Assistant shall be reclassified to Economic Support Specialist upon completion of one year's service as an Assistant. Employees classified as Victim/Witness Coordinator I shall be reclassified to Victim/Witness Coordinator II after one year.

*3 add the following two positions:
 Veterans Service Specialist
 Administrative Assistant/Transportation Coordinator

Note: Appendix A. 1998: All rates are to be increased by 3%.

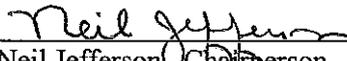
Appendix A. 1999: All rates are to be increased by 3%.

NOW THEREFORE, BE IT RESOLVED, by the Iowa County Board of Supervisors that:

The Iowa County Board of Supervisors adopts the recommendations of the Committee on Salary and Personnel and approve the above changes and additions be made in the current collective bargaining agreement between Iowa County and the Courthouse and Social Services Union employees.

Dated this 16 day of March, 1999.

Respectfully submitted:



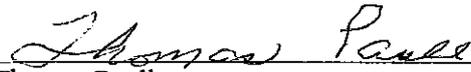
Neil Jefferson, Chairperson



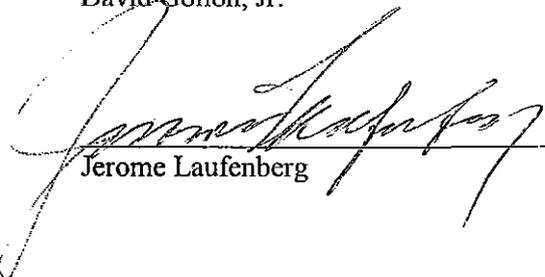
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