

RESOLUTION NO. 6-0601

**WHEREAS**, the Committee on Salary and Personnel, do hereby recommend ratification of the attached 2000 - 2001 Iowa County Professional Employees Union Local 413, AFSCME, AFL-CIO contract. The provisions of the current 1998-1999 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

**1. Article 1 - Recognition**

**1.02 Regular Full-Time Employee:**

Amend

e) Programmer/Analyst; Senior System Analyst: The normal work week shall be ~~thirty-five (35)~~ **forty (40)** hours per week, Monday through Friday.

Add

**g) Land Records Technician (GIS): The normal work week shall be forty (40) hours per week, Monday through Friday.**

**2. Article 8 – Hours**

Add

**g) Land Records Technician (GIS): The normal work week shall be forty (40) hours per week, Monday through Friday.**

**3. Amend Article 11 – Vacation as follows:**

**11.01 Entitlement Schedule:** All regular full-time employees shall receive vacation with pay at their current hourly rate each year as follows:

- a) After one (1) year - ~~one (1)~~ **two (2) weeks;**
- b) After two (2) years - ~~two (2)~~ weeks;
- e) After eight (8) years - three (3) weeks;
- dc) After sixteen (16) years - four (4) weeks;
- d) **After twenty-five (25) years - five (5) weeks.**

**4. Amend Article 15 – Other Paid Leaves and Allowances**

**15.04 Bereavement:** When there is a death in the immediate family of an employee, three (3) consecutive working days off with pay will be allowed. Immediate family is defined as parents, step-parents, brother, sister, step sibling, spouse, children, step-children, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents and grandchildren.

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, **daughter-in-law or son-in-law.**

**15.05 Travel Expense Allowances:** Employees who in the course of their duties are authorized to attend conferences, seminars or conduct business for the Employer shall receive allowances for travel, lodging and meals as authorized by the County Board. Mileage shall be paid at the rate provided by the IRS **for the current year**, ~~except that mileage shall not be payable at any new IRS rate until the next calendar year following implementation of the rate.~~

**5. Amend Article 20 – Term**

Amend 20.01 as follows: This Agreement shall be in full force and effect for a period from January 1, ~~1998~~ **2000** through December 31, ~~1999~~ **2001**, and shall continue from year to year thereafter unless either party shall give notice in writing to the other party not less than ninety (90) days prior to the termination date of this Agreement of a desire to change or modify the terms thereof.

**6. Article 21 – Compensation**

**Amend 21.03 Wage Schedules**

Effective January 1, 2000 3% on the base rate

**EFFECTIVE JANUARY 1, 2000**

Position	Start	6 Mo.	18 Mo.	30 Mo.	72 Mo.
Land Records Technician Programmer/Analyst Sanitarian/Asst. Zoning Admin.	13.70	13.93	14.58	14.84	14.99
Land Conservationist Land Technician	13.70	13.93	14.67	14.90	15.05
Social Worker I Juvenile Court Intake Worker I	14.23	14.48	15.15	15.41	
Senior Systems Analyst	14.51	14.78	15.50	15.78	15.93
Social Worker II Juvenile Court Intake Worker II	14.96	15.21	15.92	16.18	16.35
Community Health Nurse	16.98	17.41	18.29	18.66	

21.03 Amend Effective January 1, 2001 3% on the base rate

**EFFECTIVE JANUARY 1, 2001**

Position	Start	6 Mo.	18 Mo.	30 Mo.	72 Mo.
Land Records Technician Programmer/Analyst Sanitarian/Asst. Zoning Admin.	14.11	14.35	15.02	15.29	15.44
Land Conservationist Land Technician	14.11	14.35	15.11	15.35	15.50
Social Worker I Juvenile Court Intake Worker I	14.66	14.91	15.60	15.87	
Senior Systems Analyst	14.95	15.22	15.97	16.25	16.41
Social Worker II Juvenile Court Intake Worker II	15.41	15.67	16.40	16.67	16.84
Community Health Nurse	17.49	17.93	18.84	19.22	

21.03 Amend Effective October 1, 2001 1% on the base rate

**EFFECTIVE OCTOBER 1, 2001**

Position	Start	6 Mo.	18 Mo.	30 Mo.	72 Mo.
Land Records Technician Programmer/Analyst Sanitarian/Asst. Zoning Admin.	14.25	14.49	15.17	15.44	15.59
Land Conservationist Land Technician	14.25	14.49	15.26	15.50	15.66
Social Worker I Juvenile Court Intake Worker I	14.81	15.06	15.76	16.03	
Senior Systems Analyst	15.10	15.37	16.13	16.41	16.57
Social Worker II Juvenile Court Intake Worker II	15.56	15.83	16.56	16.84	17.01
Community Health Nurse	17.66	18.11	19.03	19.41	

**Notes:**

- a. ~~1998:~~ All rates are to be increased by 3%.
- b. ~~1999:~~ The start and the 6 month rates are frozen. The 18 month and 30 month rates are increased by 3%. The Land Conservationist and the Land Technician will receive the adjustment indicated. Effective the second pay period in August, a six year (72 month) step is created in the positions indicated, at 1% over the 30 month step.
- c. The parties agree that the settlement in this Agreement regarding the establishment of the 72 month step will not be citeable in any other arbitration proceeding, except to enforce its own terms.

Amend 21.05 On Call Policy and Rates as follows: Employees who are on call shall be furnished with a pager and shall be required to remain within the range of the pager (not to exceed a 35 miles) **radius of the Iowa County Sheriff's Department in Dodgeville** while on call. On call assignments shall be rotated among Social Services and Juvenile Court Intake employees on a weekly basis. The Employer will make arrangements within the time limits required by law after hire for new employees to enroll in necessary intake training courses provided for by the State of Wisconsin. No new employee who does not have the certificate from said training shall be in the rotation. Any new employee hired with the certificate from said training shall be placed in the rotation within thirty (30) days of hire. Employees will be paid one hundred sixty ~~seventy~~ **\$170.00** dollars (\$160.00) per week, in addition to their regular salaries for every week they serve on call. Employees who are called out for work outside of their normal work hours while on call shall be entitled to receive compensatory time in accordance with Article 8. On-call employees called in to work on a holiday shall be paid time and one-half for each hour worked, plus holiday pay.

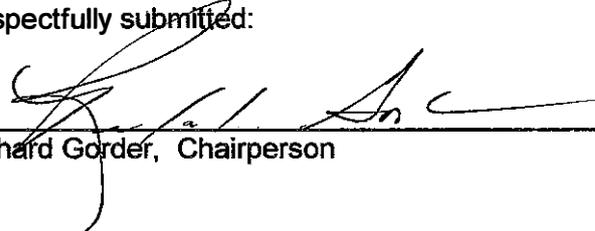
Add a sub-section entitled **21.07 Longevity**

**LONGEVITY: beginning in 2000, each employee who has completed five (5) or more years of service with the County shall receive an annual longevity payment of ten dollars (\$10.00) per year of service. Longevity payments shall be made on the first payday in December of each year, based on service in the County as of December 1 of that year. Employees who terminate prior to December 1 shall receive a pro-rated longevity payment, based on the number of full months worked prior to termination.**

**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 the additions made in the 2000 – 2001 collective bargaining agreement between Iowa County and the Profession Union employees.

Dated this \_\_\_\_\_ day of June, 2001.

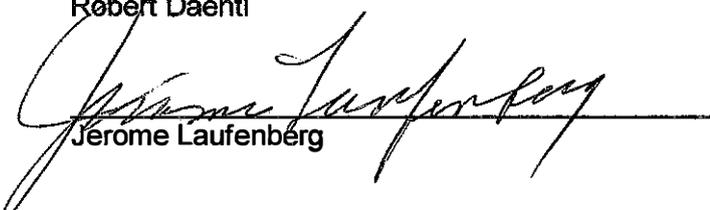
Respectfully submitted:

  
Richard Gorder, Chairperson

  
Diane McGuire

Robert Daentl

  
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Jerome Laufenberg