

RESOLUTION NO. 7-0601

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the attached 2000-2001 Iowa County Courthouse & Social Services 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 8 - Hours Of Work.** Create a new Section 8.08 as follows:

ADD 8.08 ***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.***

2. **Article 10 - Holidays.** Amend Section 10.03 as follows:

10.03 If any of the above holidays fall on Sunday, the following Monday shall be deemed the holiday, and if the holiday falls on Saturday, ~~either the preceding Friday or following Monday shall be declared the holiday as determined by the Employer. (For purposes of this Article the Employer is the Chairman of the County Board.)~~ ***In the event the Christmas Eve holiday falls on a Sunday, the previous Friday shall be declared the holiday. In the event Christmas falls on a Saturday, the following Monday shall be declared the holiday.***

3. **Article 11 - Vacations.** Amend Section 11.01 as follows:

11.01 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)b)~~ 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. **Article 15 - Other Paid Leaves and Allowances.** Amend Section 15.02 (b) as follows:

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) [No change.]
- b) One (1) day off with pay will be allowed for the death of aunts, uncles, nieces, nephews, spouse's grandparents, spouse's aunt, spouse's uncle, ***daughter-in-law, and son-in-law.***

5. **Article 16 - Miscellaneous.** Amend Section 16.01 as follows:

16.01 **Mileage:** 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.~~

6. Article 20 – Duration

Amend Article 20 as follows: This Agreement shall be effective as of January 1, ~~1998~~ **2000** and shall remain in full force and effect through December 31, ~~1999~~ **2001**, 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, ~~1999~~ **2001** or the first day of September of any year thereafter.

7. Appendix A - Wages.

- a. Incorporate the terms of the March 22, 1999 Letter of Agreement into the terms of the contract.

All rates are to be increased by 3%. Effective January 1, 2000

SALARY SCHEDULE JANUARY 1, 2000
Per Hour

Range	Classification	Start	After Probation (6 Months)
1		13.31	13.58
2	Economic Support Specialist Lead Worker Victim/Witness Coordinator II	13.05	13.32
3	Deputy Register of Deeds Deputy Clerk of Courts Deputy Treasurer Homemaker III Legal Secretary Economic Support Specialist Child Support Specialist Veteran Service Specialist Victim/Witness Coordinator I Benefit Specialist COA Admin Ass't./Transportation Coord. Program Support Specialist	12.50	12.76
4	Homemaker II Social Services Aide II	11.98	12.22
5	Economic Support Specialist Assistant	11.75	12.04
6	Homemaker I Social Services Aide I Energy Intervenor/Energy Assistant L.P.N. Front-End Verification/Fraud Inv.	11.08	11.29

Continued

SALARY SCHEDULE JANUARY 1, 2000

Range	Classification	Start	After Prob.	18 Months	26 Months	42 Months	48 Months
7	Sec'y/Clerk/Typist Tax Description Spec.	10.80	10.92	11.02	11.40	11.72	12.04
8	Home Health Aide In-home Assistant Benefit Specialist Assistant	10.80	10.92	11.02			
9	Bus Driver Janitor/Custodial	10.29	10.52				

APPENDIX A: All rates are to be increased by 3%. Effective January 1, 2001

SALARY SCHEDULE EFFECTIVE JANUARY 1, 2001
Per Hour

Range	Classification	Start	After Probation (6 Months)
1		13.71	13.99
2	Economic Support Specialist Lead Worker Victim/Witness Coordinator II	13.44	13.72
3	Deputy Register of Deeds Deputy Clerk of Courts Deputy Treasurer Homemaker III Legal Secretary Economic Support Specialist Child Support Specialist Veteran Service Specialist Victim/Witness Coordinator I Benefit Specialist COA Admin Ass't./Transportation Coord. Program Support Specialist	12.88	13.14
4	Homemaker II Social Services Aide II	12.34	12.59
5	Economic Support Specialist Assistant	12.10	12.40
6	Homemaker I Social Services Aide I Energy Intervenor/Energy Assistant L.P.N. Front-End Verification/Fraud Inv.	11.41	11.63

Continued

SALARY SCHEDULE EFFECTIVE JANUARY 1, 2001

Range	Classification	Start	After Prob.	18 Months	26 Months	42 Months	48 Months
7	Sec'y/Clerk/Typist Tax Description Spec.	11.12	11.25	11.35	11.74	12.07	12.40
8	Home Health Aide In-home Assistant Benefit Specialist Assistant	11.12	11.25	11.35			
9	Bus Driver Janitor/Custodial	10.60	10.84				

APPENDIX A: All rates are to be increased by 1%. Effective October 1, 2001

SALARY SCHEDULE EFFECTIVE OCTOBER 1, 2001

Per Hour

Range	Classification	Start	After Probation (6 Months)
1		13.85	14.13
2	Economic Support Specialist Lead Worker Victim/Witness Coordinator II	13.57	13.86
3	Deputy Register of Deeds Deputy Clerk of Courts Deputy Treasurer Homemaker III Legal Secretary Economic Support Specialist Child Support Specialist Veteran Service Specialist Victim/Witness Coordinator I Benefit Specialist COA Admin Ass't./Transportation Coord. Program Support Specialist	13.01	13.27
4	Homemaker II Social Services Aide II	12.46	12.72
5	Economic Support Specialist Assistant	12.22	12.52
6	Homemaker I Social Services Aide I Energy Intervenor/Energy Assistant L.P.N. Front-End Verification/Fraud Inv.	11.52	11.75

Continued SALARY SCHEDULE EFFECTIVE OCTOBER 1, 2001

Range	Classification	Start	After Prob.	18 Months	26 Months	42 Months	48 Months
7	Sec'y/Clerk/Typist Tax Description Spec.	11.23	11.36	11.46	11.86	12.19	12.52
8	Home Health Aide In-home Assistant Benefit Specialist Assistant	11.23	11.36	11.46			
9	Bus Driver Janitor/Custodial	10.71	10.95				

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.

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 June, 2001.

Respectfully submitted:

Richard Gorder, Chairperson

Diane McGuire

David Blume

Robert Daentl

Jerome Laufenberg