

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee  
INITIATED BY

County Board Staff Committee  
SUBMITTED BY



Connie Ihrke, Training Coordinator  
DRAFTED BY

July 26, 2010  
DATE DRAFTED

**TITLE**

**TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN ROCK COUNTY  
AND  
SEIU HEALTHCARE UNITED FOR QUALITY CARE WISCONSIN**

- 1 WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and
- 2
- 3 WHEREAS, representatives of the SEIU Healthcare United for Quality Care Wisconsin have met with the
- 4 Corporation Counsel several times in an attempt to arrive at a mutual agreement on wages, hours and conditions
- 5 of employment; and
- 6
- 7 WHEREAS, the proposed wage settlement represents a wage increase of 0% effective January 1, 2010, 1.0%
- 8 effective January 1, 2011, 1.0% effective December 30, 2011; and
- 9
- 10 WHEREAS, the SEIU Healthcare United for Quality Care Wisconsin has accepted Plan 6 benefit plan for
- 11 health insurance as described in the attached summary; and
- 12
- 13 WHEREAS, a summary of the contractual agreement is attached.
- 14
- 15 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors assembled this 12<sup>th</sup>
- 16 day of August, 2010 does hereby ratify the terms and conditions of the 2010-2011 labor agreement
- 17 with the SEIU Healthcare United for Quality Care Wisconsin.

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

Sandra Kraft  
Sandra Kraft, Vice Chair

Eva Arnold  
Eva Arnold

Betty Jo Bussie  
Betty Jo Bussie

Marilynn Jensen  
Marilynn Jensen

Louis Peer  
Louis Peer

Kurtis L. Yankee  
Kurtis L. Yankee

Ivan Collins  
Ivan Collins

Henry Brill  
Henry Brill

10-8A-123

TO RATIFY THE 2010-11 LABOR AGREEMENT BETWEEN  
SEIU HEALTHCARE UNITED FOR QUALITY CARE WISCONSIN  
Page 2

FISCAL NOTE:

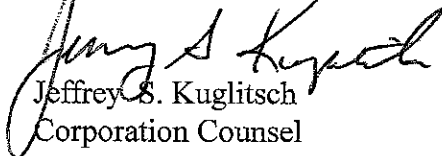
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Inc.</u>
2010	\$873,302	\$19,652	0%	1.5697%
2011	\$873,302	\$21,775	1% Eff. 1/1/11 1% Eff. 12/30/11	1.7124%



Jeffrey A. Smith  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 111.70, Wis. Stats.



Jeffrey S. Kuglitsch  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson  
County Administrator

**SUMMARY OF AGREED UPON ITEMS  
BETWEEN ROCK COUNTY  
AND  
PUBLIC HEALTH NURSES  
SEIU HEALTHCARE UNITED FOR QUALITY CARE WISCONSIN  
2010-2011 CONTRACT**

1. Revise Article I – Recognition: Change the name of Union throughout the collective bargaining agreement.  
The County recognizes SEIU Healthcare United For Quality Care Wisconsin, hereinafter referred to as Union, as the exclusive collective bargaining representative for all regular full-time and all regular part-time registered nurses employed by the Rock County Health Department, excluding supervisory, managerial, confidential and temporary employees on questions of wages, hours, and conditions of employment as certified by the Wisconsin Employment Relations Commission in Case CXV No. 26549 ME-1873 Decision No. 17970 dated September 10, 1980.
  
2. Amend Article X – Vacations: Increase vacation maximums from 22 to 24 working days of paid vacation per year.  
Section D. Employees shall be entitled to annual paid vacation as follows: Upon completion of one (1) year, ten (10) working days; in addition, employees shall be entitled to one (1) additional day of vacation per year for each additional year of employment up to a maximum of twenty-four (24) working days of paid vacation per year.
  
3. Amend Article XII – Hours of Work, Classification & Salary Section B and C to: B) Allow the maximum accumulation of comp time for the year of 40 hours, and carry-over of 20 hours, and C) Increase the hourly rate for employees required to wear pagers from \$2.00 to \$2.50/hour.  
..... Overtime compensation shall be paid in cash, or compensatory time off at the rate of time and one-half as the employee may elect, with the approval of the Nursing Director. Employees shall be permitted to accumulate up to forty (40) hours of compensatory time in a “comp time bank”. Each year, as of December 31, accumulated compensatory time in excess of twenty (20) hours will be paid out on next pay period.  
  
Section C: An employee required by management to carry a pager shall be compensated at the rate of two dollars and fifty cents (\$2.50) per hour. ....
  
4. Amend Article XIV – Benefits in Lieu of Wages - Section H. Education & Professional Meeting Payment – 1) to include publications/resources, and overtime pay for all required training over eight hours per day. Maintain all current health insurance and other related benefits. Each employee, who as of January 1st of each year has successfully completed his/her probationary period, shall receive \$400.00 for purposes of attendance at professional meetings, seminars, or other job-related educational classes/courses/publications/resources.  
..... For all required training, employees shall be compensated for all applicable overtime in excess of eight hours per day.
  
5. Amend Article XXII – Alteration, Limitation, Duration – Section C to a 2-year contract. This Agreement shall commence January 1, 2010 and shall remain in full force and effect through December 31, 2011.
  
6. Wages: Amend Current Appendix A as follows:
  - 0% increase for 2010.
  - Add 1% to 180 month rate effective January 1, 2011
  - Add 2% to 78 month rate for new 144 month rate effective January 1, 2011.
  - 1% increase for all bargaining unit effective January 1, 2011.
  - 1% increase for all bargaining unit effective December 30, 2011.

7. Amend Article XVI – Progressive Discipline to reduce the amount of time records are kept in an employee’s personnel file. ...Records of suspensions of three days or fewer will remain in an employee’s personnel file for a period of two years and at the end of such period shall be removed from an employee’s personnel file. Records of suspensions in excess of three days will remain in an employee’s personnel file for a period of two and one-half years and at the end of such period shall be removed from an employee’s personnel file.
8. Amend Article VII – Leaves of Absence to: The County will abide with all applicable state and federal regulations regarding military leave and that those provisions shall not be subjected to the grievance procedure, but rather enforced through the statutory process.
9. Amend Article XI – Section G: Sick Leave to include a notice of 2 hours prior to starting time. Employees shall give the Employer notice of his/her intent to use sick leave 2 hours prior to his/her starting time.

**APPENDIX A****2010 -2011**

The following is established as the salary schedule effective January 1, 2010 through December 31, 2011, for the employees of the Rock County Public Health Agency represented by SEIU Healthcare United For Quality Care Wisconsin. Each employee shall receive the salary based on his/her length of service with the Employer, not on the length of service in his/her classification, unless otherwise provided in the Agreement to which this Appendix is attached. Further provided that effective January 1, 2010 each person presently employed by the Rock County Public Health Agency, shall be classified and paid in accordance with the Agreement reached between the Union and the County, as below listed. One year shall equal 2088 hours.

<b>Classification: PHN</b>	<b>1/1/10</b>	<b>1/1/11</b>	<b>12/30/11</b>
<b>Length of Service</b>			
<b>Start</b>	24.86	25.11	25.36
<b>6 Months</b>	26.14	26.40	26.66
<b>18 Months</b>	27.02	27.29	27.56
<b>30 Months</b>	27.37	27.64	27.92
<b>54 Months</b>	27.91	28.19	28.47
<b>78 Months</b>	28.48	28.76	29.05
<b>144 Months</b>		29.34	29.63
<b>180 Months</b>	29.05	29.63	29.93

## APPENDIX B

## ROCK COUNTY HEALTH INSURANCE PLAN

	<u>New Plan</u>
Deductible	\$100/\$300
Coinsurance	
In-Network	75%
Out-of-Network	65%
Out-of-Pocket Limit	\$550/\$1100
Office Visits	100% after \$15 primary care 100% after \$25 specialty care
Routine Care	
Adult Office Visits	100% to \$750; Copay applies
Mammogram, Pap, PSA	100%
Immunizations	Covered except for Travel
Colonoscopy	1 each 5 years for 50+ except 1 each year with family history (no age limit)
Children's Office Visits	Covered - No Age Limit
Hospital	Ded/Coins
X-ray & Lab	Ded/Coins
Skilled Nursing Home Limit	120 Days per Confinement
MH/CD Limit	No Combined Limit
Inpatient Limit	\$10000 per Cal Yr
Outpatient Limit	\$3500 per Cal Yr
Organ Transplants	Center of Excellence Only
Prescription Drugs	
Generic	\$7.00
Formulary Brand	\$22
Non-Formulary Brand	\$40
Add'l Prior Authorizations	ESI Recommended List Mandatory Mail Order Specialty Pharmacy Step Therapy No OTC drugs Cov'd
Other Programs	
Contributions	10%* Effective 1/1/2011
Mandatory Health Risk Assessment	Yes
Mandatory Follow-Up Coaching	Yes
Pre-certification Penalty	Yes - \$200

\* 10% maybe reduced to 0% with satisfactory participation in Rock County Wellness Program

\*\*Rock County Wellness Program follow-through is mandatory for 2011 premium reduction.

APPENDIX C  
**Schedule of Dental Benefits**

	LOW PLAN	HIGH PLAN
Maximum per participant per calendar year.....	\$1,000.00	\$1,500.00
Deductible per participant per calendar year.....	\$25.00*	\$0.00
Maximum family deductible per calendar year.....	\$75.00*	\$0.00
*Diagnostic.....	100%	100%
Diagnostic X-rays		
Oral Examinations		
*Preventive.....	100%	100%
Ancillary.....	100%**	100%
Anesthesia and injections		
Emergency palliative treatment and		
Denture repairs/adjustments		
Restorations.....		
Regular (Direct Fillings)	100%**	100%
Crowns, inlays, onlays	50%**	70%
Bridges and dentures	0	70%
Oral Surgery.....	100%**	100%
Endodontics.....	100%**	100%
Periodontics.....	100%**	100%
Orthodontic Services (lifetime max \$1,000, dependents only)	50%	50%
Dependents covered to age.....	25	

\*APPLIES TO ONLY BASIC AND MAJOR SERVICES

\*\*DEDUCTIBLE APPLIES