

Resolution No. 05-2012

Resolution to Ratify Labor Agreements and to Fix Compensation of Non-Represented Employees

TO THE HONORABLE SUPERVISORS OF THE COUNTY BOARD OF THE COUNTY OF POLK:

Ladies and Gentlemen:

¶1 WHEREAS, the Personnel Committee is authorized to negotiate labor agreements on behalf of Polk County; and

¶2 WHEREAS, the Personnel Committee has negotiated the various labor agreements with respective representatives of the following labor associations and/or otherwise complied with the County's compensation management obligations under Act 10:

- Wisconsin Professional Police Association – Field Services Association Local 201;
- Wisconsin Professional Police Association – Communication and Support Staff Local 201;
- AFSCME Local 774;
- Polk County Nurses Employees Association
- Teamsters Local 662

¶3 WHEREAS, language changes and general compensation adjustments for the sworn deputy employee group and general compensation adjustments for non-sworn employee groups represented through said labor associations have been negotiated and/or recommended for unilateral implementation and the same are detailed in the attachments to this resolution.

¶4 WHEREAS, pursuant to Polk County Policy 390, *Non-Represented Employees Compensation Management Policy*, it is the intent of the Polk County Board of Supervisors that non-represented employees receive the same general compensation adjustments as represented employees.

¶5 NOW, THEREFORE, BE IT RESOLVED the Polk County Board of Supervisors ratifies the respective labor agreements and/or certifies the implementation of general compensation adjustments as referenced in the attachments and incorporated herein.

¶6 BE IT FURTHER RESOLVED the Polk County Board of Supervisors authorizes the Employee Relations Director to make a final review of contract language and make technical corrections as necessary prior to signature in order for such contracts to be implemented.

¶7 BE IT FURTHER RESOLVED, consistent with Polk County Policy 390, the Polk County Board of Supervisors confirms a general wage adjustment in the rate of 1.5 (one and one-half) percent to all non-represented employees for calendar year 2012, with the effective date of the general increase established as January 8, 2012, which is the same general wage adjustment represented employees pursuant to the labor contracts ratified herein.

¶8 BE IT FURTHER RESOLVED the Polk County Board of Supervisors directs that this resolution be effective retroactive to January 1, 2012.

Funding Amount and Source: Adjustments to 2012 department budgets

Finance Committee Advised: \_\_\_\_\_

Finance Committee Recommendation: \_\_\_\_\_

Date Submitted to County Board: \_\_\_\_\_

County Board Action: \_\_\_\_\_

Effective Date: \_\_\_\_\_

Upon Passage < Retroactive to January 1, 2012 >

Sponsored and Submitted By: \_\_\_\_\_

Russell C. Beard 12-28-11

Patricia M. Schmidt  
Warren J. Shelton

Review By County Administrator:

- Recommended
- Not Recommended
- Reviewed Only

Dana Frey  
Dana Frey, County Administrator

Review By Corporation Counsel:

- Approved as to Form
- Recommended
- Not Recommended
- Reviewed Only

Jeffrey B. Fuge  
Jeffrey B. Fuge, Corporation Counsel

At its regular business meeting on Jan. 17, 2012, the Polk County Board of Supervisors enacted the above-entitled resolution by a super-majority vote of 16 in favor and 3 against.

*approved as amended by roll call vote*

William Johnson, IV  
William Johnson, IV, County Board Chair

Dated: 01.25.2012

Attest: \_\_\_\_\_

Dated: \_\_\_\_\_

Carole Wondra, Polk County Clerk

**POLK COUNTY'S  
TENTATIVE SETTLEMENT WITH THE  
WISCONSIN PROFESSIONAL POLICE ASSOCIATION  
(LAW ENFORCEMENT EMPLOYEE RELATIONS)  
ON BEHALF OF THE  
POLK COUNTY SHERIFF'S DEPARTMENT  
FIELD SERVICES ASSOCIATION  
LOCAL #201**

Agreements reached as of December 21, 2011

**1. ARTICLE 14 – HEALTH INSURANCE**

A. Section 1. Employer Contribution

(1) Amend paragraph as follows:

The County shall pay ~~ninety percent (90%)~~ eighty-eight percent (88%) of the single health insurance premium and an amount not to exceed ~~ninety percent (90%)~~ eighty-eight percent (88%) of the family health insurance premium. Part-time employees entitled to health insurance benefits as are set forth in Article 14 will receive full insurance benefits, but premiums will be prorated on the amount of time worked during the month previous to the actual month of payment on the portion of the contributions made by the County.

**2. WAGES**

- a. 1.5% across the board increase on base wages effective January 8, 2012  
1.5% across the board increase on base wages effective January 13, 2013
- b. Any retroactive pay increases granted under this agreement shall not apply to employees who have severed employment after the effective date of the increase.

**3. DURATION**

- a. Two year contract: January 1, 2012 – December 31, 2013

**2012 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
POLK COUNTY  
AND  
WISCONSIN PROFESSIONAL POLICE ASSOCIATION (LEER) POLK COUNTY SHERIFF'S  
DEPARTMENT COMMUNICATIONS AND SUPPORT STAFF ASSOCIATION LOCAL 201**

This Agreement is made and entered into by and between Polk County, Wisconsin, hereinafter referred to as the "County" or "Employer," and Wisconsin Professional Police Association (LEER) Polk County Sheriff's Department Communications and Support Staff Association Local 201 hereinafter referred to as the "Union," pursuant to the sections of the Wisconsin Statutes as may be pertinent hereto.

Whereas, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the total base wages to be paid to the employees covered by this Agreement.

Now, therefore, in consideration of the mutual covenants and agreements hereinafter contained, the County and the Union acting through their duly authorized representatives, hereby agree as follows:

**ARTICLE 1 - RECOGNITION**

The Employer recognizes the Union as the exclusive collective bargaining representative for all regular full-time and part-time Communications and Support Staff employees of the Polk County Sheriff's Department, excluding supervisory, managerial, confidential, professional employees, employees that are not classified as "general municipal employees" under state law and employees in other County-associated existing bargaining units for the purpose of conferences and negotiations with the above-mentioned municipal employer, or its lawfully authorized representatives, on questions of total base wages, consistent with the certification by the Wisconsin Employment Relations Commission, Case 43, No. 48315, ME-3285, Decision No. 27557-A, dated March 26, 1993. This provision describes the bargaining representative and the bargaining unit covered by the terms of this collective bargaining agreement and is not to be interpreted for any other purpose.

**ARTICLE 2 – TOTAL BASE WAGES**

The County and Union have agreed to an across the board total base wage increase of one and one-half percent (1.5%) effective on January 8, 2012.

**ARTICLE 3 - DURATION**

This Agreement shall be in full force and effect from January 1, 2012 to and including December 31, 2012.

In witness whereof, the parties have hereunto set their hands and seals by their duly authorized representatives and committees this \_\_\_ day of \_\_\_\_\_, 2012.

FOR WISCONSIN PROFESSIONAL  
POLICE ASSOCIATION (LEER) POLK  
COUNTY SHERIFF'S DEPARTMENT  
COMMUNICATIONS AND SUPPORT  
STAFF ASSOCIATION LOCAL 201:

FOR POLK COUNTY:

\_\_\_\_\_  
President

\_\_\_\_\_  
Vice President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Staff Representative

\_\_\_\_\_

\_\_\_\_\_

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**2012 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
POLK COUNTY  
AND  
POLK COUNTY JOINT COUNCIL, AFSCME LOCAL 774**

This Agreement is made and entered into by and between Polk County, Wisconsin, hereinafter referred to as the "County" or "Employer," and Polk County Joint Council AFSCME Local 774 hereinafter referred to as the "Union," pursuant to the sections of the Wisconsin Statutes as may be pertinent hereto.

Whereas, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the total base wages to be paid to the employees covered by this Agreement.

Now, therefore, in consideration of the mutual covenants and agreements hereinafter contained, the County and the Union acting through their duly authorized representatives, hereby agree as follows:

**ARTICLE 1 - RECOGNITION**

The Employer recognizes the Union as the exclusive collective bargaining representative for all regular full-time and regular part-time employees of Polk County, excluding supervisory, managerial, confidential, professional employees, employees that are not classified as "general municipal employees" under state law and employees in other County-associated existing bargaining units for the purpose of conferences and negotiations with the above-mentioned municipal employer, or its lawfully authorized representatives, on questions of total base wages, consistent with the certification by the Wisconsin Employment Relations Commission, Case 43, No. 48315, ME-3285, Decision No. 27557-A, dated March 26, 1993. This provision describes the bargaining representative and the bargaining unit covered by the terms of this collective bargaining agreement and is not to be interpreted for any other purpose.

**ARTICLE 2 – TOTAL BASE WAGES**

The County and Union have agreed to an across the board total base wage increase of one and one-half percent (1.5%) effective on January 8, 2012.

**ARTICLE 3 - DURATION**

This Agreement shall be in full force and effect from January 1, 2012 to and including December 31, 2012.

In witness whereof, the parties have hereunto set their hands and seals by their duly authorized representatives and committees this \_\_\_ day of \_\_\_\_\_, 2012.

FOR AFSCME LOCAL 774:

FOR POLK COUNTY:

\_\_\_\_\_  
President

\_\_\_\_\_

\_\_\_\_\_  
Vice President

\_\_\_\_\_

\_\_\_\_\_  
Secretary

\_\_\_\_\_

\_\_\_\_\_  
Treasurer

\_\_\_\_\_

\_\_\_\_\_  
Staff Representative

\_\_\_\_\_

**2012 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
POLK COUNTY  
AND  
POLK COUNTY NURSES EMPLOYEE'S ASSOCIATION**

This Agreement is made and entered into by and between Polk County, Wisconsin, hereinafter referred to as the "County" or "Employer," and Polk County Nurses Employee's Association hereinafter referred to as the "Union," pursuant to the sections of the Wisconsin Statutes as may be pertinent hereto.

Whereas, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the total base wages to be paid to the employees covered by this Agreement.

Now, therefore, in consideration of the mutual covenants and agreements hereinafter contained, the County and the Union acting through their duly authorized representatives, hereby agree as follows:

**ARTICLE 1 - RECOGNITION**

The Employer recognizes the Union as the exclusive collective bargaining representative for all regular full-time and regular part-time nurses employees of the Polk County Health Department, excluding supervisory, managerial, confidential, professional employees, employees that are not classified as "general municipal employees" under state law and employees in other County-associated existing bargaining units for the purpose of conferences and negotiations with the above-mentioned municipal employer, or its lawfully authorized representatives, on questions of total base wages, consistent with the certification by the Wisconsin Employment Relations Commission, Case 43, No. 48315, ME-3285, Decision No. 27557-A, dated March 26, 1993. This provision describes the bargaining representative and the bargaining unit covered by the terms of this collective bargaining agreement and is not to be interpreted for any other purpose.

**ARTICLE 2 – TOTAL BASE WAGES**

The County and Union have agreed to an across the board total base wage increase of one and one-half percent (1.5%) effective on January 8, 2012.

**ARTICLE 3 - DURATION**

This Agreement shall be in full force and effect from January 1, 2012 to and including December 31, 2012.

In witness whereof, the parties have hereunto set their hands and seals by their duly authorized representatives and committees this \_\_\_ day of \_\_\_\_\_, 2012.

FOR POLK COUNTY NURSES  
EMPLOYEE'S ASSOCIATION:

FOR POLK COUNTY:

\_\_\_\_\_  
President

\_\_\_\_\_

\_\_\_\_\_  
Vice President

\_\_\_\_\_

\_\_\_\_\_  
Secretary

\_\_\_\_\_

\_\_\_\_\_  
Treasurer

\_\_\_\_\_

\_\_\_\_\_  
Staff Representative

\_\_\_\_\_

**2012 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
POLK COUNTY  
AND  
POLK COUNTY GOLDEN AGE MANOR TEAMSTERS GENERAL UNION LOCAL 662**

This Agreement is made and entered into by and between Polk County, Wisconsin, hereinafter referred to as the "County" or "Employer," and Polk County Golden Age Manor Teamsters Local 662 hereinafter referred to as the "Union," pursuant to the sections of the Wisconsin Statutes as may be pertinent hereto.

Whereas, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the total base wages to be paid to the employees covered by this Agreement.

Now, therefore, in consideration of the mutual covenants and agreements hereinafter contained, the County and the Union acting through their duly authorized representatives, hereby agree as follows:

**ARTICLE 1 - RECOGNITION**

The Employer recognizes the Union as the exclusive collective bargaining representative for all regular full-time and regular part-time nurses employees of the Polk County Golden Age Manor, excluding supervisory, managerial, confidential, professional employees, employees that are not classified as "general municipal employees" under state law and employees in other County-associated existing bargaining units for the purpose of conferences and negotiations with the above-mentioned municipal employer, or its lawfully authorized representatives, on questions of total base wages, consistent with the certification by the Wisconsin Employment Relations Commission, Case 43, No. 48315, ME-3285, Decision No. 27557-A, dated March 26, 1993. This provision describes the bargaining representative and the bargaining unit covered by the terms of this collective bargaining agreement and is not to be interpreted for any other purpose.

**ARTICLE 2 – TOTAL BASE WAGES**

The County and Union have agreed to an across the board total base wage increase of one and one-half percent (1.5%) effective on January 8, 2012.

**ARTICLE 3 - DURATION**

This Agreement shall be in full force and effect from January 1, 2012 to and including December 31, 2012.

In witness whereof, the parties have hereunto set their hands and seals by their duly authorized representatives and committees this \_\_\_ day of \_\_\_\_\_, 2012.

FOR POLK COUNTY GOLDEN AGE  
MANOR TEAMSTERS LOCAL 662:

\_\_\_\_\_  
President

\_\_\_\_\_  
Vice President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Staff Representative

FOR POLK COUNTY:

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STATE OF WISCONSIN    )  
  ) SS  
C OUNTY OF POLK        )

I, Carole T. Wondra, Clerk for Polk County, do hereby certify that the attached is a true and correct copy of Resolution No. 05-12 that was adopted by the Polk County Board of Supervisors on Jan. 17, 2012.

Carole T. Wondra                      1-23-12  
Carole T. Wondra                      Date  
Polk County Clerk