



1 **City of Racine, Wisconsin**
2 **Common Council**

3 **AGENDA BRIEFING MEMORADUM (ABM)**

4 **COMMITTEE: Finance and Personnel Committee** **LEGISLATION ITEM #: 1162-17**

5 **AGENDA DATE:** December 11, 2017
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7 **DEPARTMENT:** City Attorney's Office

8 **Prepared By:** City Attorney Scott R. Letteney

9 **Reviewed By:**
10

11 **SUBJECT:** Racine Professional Employees Association (RPEA) 2018 Collective Bargaining Agreement
12

13 **EXECUTIVE SUMMARY:**

14 The City's negotiating team and representatives of RPEA have agreed on a one-year collective bargaining
15 agreement, commencing January 1, 2018, with a 1.84% increase in total base wages over 2017.
16

17 **BACKGROUND & ANALYSIS:**

18 RPEA is the City's last remaining non-protective service Post-Act 10 union. RPEA represents all regular
19 full-time and regular part-time professional employees of the City of Racine (excluding Health
20 Department employees), Building Inspectors, Electrical Inspectors, and Plumbing Inspectors in the
21 employ of the City of Racine, excluding managerial, supervisory, confidential and casual employees.

22 As a Post-Act 10 union, by law RPEA and the City may only bargain "total base wages." No other issues
23 may be addressed. Further, absent a referendum permitted a greater pay increase, Post-Act 10 union pay
24 increases are limited to Consumer Price Index-All Urban Consumers (CPI-U). The Wisconsin
25 Employment Relations Commission provides the official CPI-U percentage. For collective bargaining
26 agreements commencing January 1, 2018, the maximum CPI-U is 1.84%.

27 In the approved 2018 City of Racine budget, the Common Council provided for a 1.84% pay increase for
28 all non-protective service employees, including RPEA members.
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30 **BUDGETARY IMPACT:**

31 The 2018 increase of 1.84% on January 1, 2018 amounts to approximately \$49,800 in wages plus \$9,900
32 in benefits (FICA, Medicare and WRS) for a total of \$59,700 over 2017.

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34 **OPTIONS/ALTERNATIVES:**

35 Continued negotiation is a non-recommended option.

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37 **RECOMMENDED ACTION:**

38 Staff recommends that the Finance and Personnel Committee recommend approval of the negotiated 2018
39 collective bargaining agreement between the City of Racine and the Racine Professional Employees
40 Association.

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42 **ATTACHMENT(S):**

43 RPEA Tentative Agreement

AGREEMENT

THIS AGREEMENT made and entered into by and between the City of Racine, Wisconsin, and the Racine Professional Employees Association.

ARTICLE I

DURATION OF AGREEMENT

This Agreement shall become effective as of January 1, 2018 and shall remain in effect for a period of one year through December 31, 2018.

ARTICLE III

TOTAL BASE WAGES

Total base wages for 2018 shall be adjusted by 1.84% over 2017 total base wages.

RPEA Tentative Agreement – 11/22/2017

City 

RPEA 