

Pursuant to Section 25.12, the 2008 Job Study was completed. The job study covered the positions of Correctional Officer, Animal Services Officer, Veterinary Technician and Kennel Technician.

At this time, Winnebago County has encountered a significant economic downturn, resulting in decrease revenues, which have resulted in a number of budget reductions including layoffs and a reduction in work hours for most departments. Therefore, Winnebago County does not possess the financial resources to implement the proposed changes. Due to the County's inability to implement the changes, we are proposing the following agreement.

When Winnebago County's financial standing has returned to pre-downturn standings, employees in the Correctional Officer, Animal Services Officer, Veterinary Technician and Kennel Technician positions will receive increases and/or changes as listed below. The financial pre-downturn standing is defined as:

- All County department have returned to regular 40-hour work weeks, and
- All County department are in a position to provide wage increases, and
- The annualized General Fund Revenues are at or above \$54,000,000, and
- The annualized 1% Public Safety Sales Tax Revenues are at or above \$29,600,000.

Correctional Officers:

The Correctional Officer position will be changed from a labor grade 11 to a labor grade 12. All Correctional Officers who were employed prior to 4/01/08 and who

remain employed at the time this change is implemented will receive a one-time lump sum payment. The payment is in lieu of retro pay for the time period 4/01/08 - 10/01/08. The payment is calculated by taking the percentage difference between the current base pay of a labor grade 11 position and a labor grade 12 position, multiplied by the base pay of labor grade 11, for the equivalent of six (6) months. $9.04\% \times 15.82 = \$1.4301$ multiplied by 1092 hours (six months for Correctional Officers) = \$1,561.67. This payment would be subject to all federal and state deductions, including the IMRF. At this time, the employee's base wages will be adjusted to reflect the percentage increase from a labor grade 11 to a labor grade 12 position, with no retro-active pay.

In addition, six months after the lump sum payment has been made, each Correctional Officer will have \$.025 added to their base pay, and the starting wage for Correctional Officers will be \$.25 higher than the starting wage for the labor grade 12 positions.

In addition, twelve (12) months after the lump sum payment had been made, each Correctional Officer will have an additional \$.25 added to their base pay, and the starting wage for Correctional Officers will be increased another \$.25, making the starting wage for Correctional Officers \$.50 above the starting wage for other labor grade 12 positions.