

Exhibit "A"

**TENTATIVE AGREEMENT RE:
A SUCCESSOR AGREEMENT
BETWEEN DODGE COUNTY AND
DODGE COUNTY HEALTH FACILITIES EMPLOYEES, LOCAL 1576
TO BECOME EFFECTIVE JANUARY 1, 2011**

Item #

**ARTICLE VII
PROBATIONARY PERIOD**

1. Eliminate 7.35 (Transferring between Clearview North and Clearview South) *Union agreed 12/21/10*

**ARTICLE XI
HOLIDAYS**

2. 11.1 Change Good Friday Holiday to Spring Holiday (Friday before Easter). *Union agreed 1/06/11*

**ARTICLE XIII
SICK LEAVE**

3. 13.71 Concerning language regarding the Post Employment Health Plan, change dates from "January 1, 2006 through December 31, 2010" to "January 1, 2011 through December 31, 2011"

**ARTICLE XV
SENIORITY RIGHTS**

4. Eliminate 15.21 (Reference to Clearview North and Clearview South) *Union agreed 12/21/10*

**ARTICLE XX
DURATION**

5. One year agreement.

WAGE APPENDIX

6. No increase in wages, including no step increases.
7. Update list of classifications. Delete: Cook – COA, Food Service Worker – COA, Payroll Expeditor, Account Clerk, Medical Supply Clerk, Medical Records Clerk, Transcriptionist, Transcriptionist/ Support Services. Delete also in section 15.6, plus delete Housekeeping/Laundry/Seamstress in 15.6.

CLEARVIEW CAREGIVING MODEL

8. Add position of Household Assistant III at the pay rate of Program Assistant II; delete positions of Program Assistant II and Rehabilitation Assistant.
9. Add position of Household Assistant III – All Around at the pay rate of Program Assistant II; delete position of Nursing Assistant – All Around.
10. Add position of Household Assistant II at the pay rate of Nursing Assistant; delete positions of Nursing Assistant and Program Assistant I.
11. Add position of Household Assistant I at the pay rate of Housekeeping/Laundry; delete positions of Housekeeping, Housekeeping/Laundry, Laundry Worker, Housekeeping/Laundry/Transportation and Transportation/Laundry.
12. Union agrees that it will not challenge the "sub-contracting" of work previously performed by laundry related classifications.

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| CONTINGENCY |
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13. This agreement is contingent on both the Union and the County ratifying the agreement prior to the effective date of any change or changes due to any legislation, such as the "Budget Repair Bill," which modifies current statutory and/or regulatory language.