

Exhibit "A"

**TENTATIVE AGREEMENT RE:
A SUCCESSOR AGREEMENT
BETWEEN DODGE COUNTY AND
DODGE COUNTY PROFESSIONAL EMPLOYEES, LOCAL 1323-A**

TO BECOME EFFECTIVE JANUARY 1, 2011

Item #

**ARTICLE X
HOLIDAYS**

1. 10.1 Change Good Friday Holiday to Spring Holiday (Friday before Easter). *Union agreed 1/04/11*
2. 10.6 To be eligible for holiday pay, an Employee must work the scheduled day before and after the holiday unless absent due to verified illness or on paid leave. An employee who is on leave of absence and does not use his/her own paid time the day before or after the holiday does not qualify for holiday pay. *Union tentatively agreed 1/04/11*

**ARTICLE XII
SICK LEAVE**

3. 12.31 The Employee may be required to provide a physician's or chiropractor's statement to substantiate illness of more than ~~five (5)~~ three (3) consecutive days.
4. 12.61 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.
5. 12.7 (New) This section of the agreement is put into place on a trial basis for the period of January 1, 2011 through December 31, 2011. The Sick Leave hours earned by the employee for the first month following ratification of this agreement, or the first month thereafter for employees who are not eligible for that month's Sick Leave accumulation, will be designated as Emergency Closing hours and will be available for use by the employee between that date and December 31, 2011 if an emergency closing should occur. If during the course of the year the employee has used all of his/her available Sick Leave, s/he may request that the Emergency Closing hours be restored to his/her Sick Leave bank for immediate use, if the use is consistent with Article XII – Sick Leave. If the employee has not used the hours designated as Emergency Closing hours for the intended purpose by December 31, 2011, his/her Emergency Closing hours will be converted to Sick Leave and will be added to the employee's Sick Leave bank.

**ARTICLE XX
DURATION**

6. One year agreement.

WAGE APPENDIX

7. No increase in wages, including no step increases for a one-year period from final ratification.
8. Update list of classifications. Delete: Senior Special Investigator, Occupational Therapist I, Clinical Psychologist

APPENDICES

9. Add progression requirements for ADRC positions. *Union agreed 12/14/10*

CONTINGENCY

10. 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.