

Exhibit "A"

**TENTATIVE AGREEMENT RE:
A SUCCESSOR AGREEMENT
BETWEEN DODGE COUNTY AND
SHERIFF'S DEPARTMENT SWORN EMPLOYEES, LOCAL 1323-B
TO BECOME EFFECTIVE JANUARY 1, 2011**

Proposal #

**ARTICLE IX
HOLIDAYS**

1. 9.1 Change Good Friday Holiday to Spring Holiday (Friday before Easter)

**ARTICLE X
VACATIONS**

2. 10.5 Change language to read: "Choice of vacation time within a given classification shall be selected for periods of one (1) week at a time based upon divisional seniority."

**ARTICLE XI
SICK LEAVE**

3. 11.51 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 XX
DURATION**

4. One year agreement.

WAGE APPENDIX

5. No increase in wages, including no step increases for a one-year period from final ratification.

**LETTER OF AGREEMENT
PART-TIME FACILITIES SECURITY OFFICER**

6. I. CONDITIONS OF EMPLOYMENT

UNIFORM AND EQUIPMENT ALLOWANCE

Eligible for pro-rated uniform allowance in relation to regularly scheduled hours, payable at the beginning of the following year. Not eligible for new-hire uniform allowance (16.3). The County will provide a gun, gun belt, walkie-talkie, and a badge for use by the Facilities Security Officers. This position does not require a vehicle assignment. *Union agreed 12/16/10*

7. II. WAGE AND BENEFIT ELIGIBILITY

The wage for this position is agreed to be based on a combination of both wages and retirement contributions to the Wisconsin Retirement System. If County makes or anticipates making contributions to the Wisconsin Retirement System on behalf of the employee, the 1996 wage will be \$9.00 per hour. Employees who receive both an hourly wage and a contribution to WRS shall be classified as Security Officer I. If the County does not anticipate making retirement contributions to the Wisconsin Retirement System on behalf of the employee, the 1996 wage will be \$10.00 per hour. Employees who receive an hourly wage but not a contribution to WRS shall be classified as Security Officer II. Future wage increases for this position will be proportionate to the negotiated wages for the entire unit. *Union agreed 12/16/10*

CONTINGENCY

8. 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.