

Exhibit "A"

**TENTATIVE AGREEMENT RE:
A SUCCESSOR AGREEMENT
BETWEEN DODGE COUNTY AND
DODGE COUNTY TECHNICAL AND SUPPORT EMPLOYEES, LOCAL 1323-G
TO BECOME EFFECTIVE JANUARY 1, 2011**

Item #

**ARTICLE VI
HOURS OF WORK AND OVERTIME**

1. Create memo of understanding relating to two (2) lead mechanics that any time spent responding to work related phone calls, text messages, and e-mails outside of their regularly scheduled work hours shall be compensated at a minimum of one-quarter (1/4) hour at time-and-one-half (1½) their regular rate of pay if approved by the department director or his designee.

**ARTICLE X
HOLIDAYS**

2. 10.1 Change Good Friday Holiday to Spring Holiday (Friday before Easter) *Union agreed 1/04/11*
3. 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 XI
VACATIONS**

4. 11.21 Request for preferred vacation time must be submitted between January 1 and March 15 for vacation starting on or after April 1.

**ARTICLE XII
SICK LEAVE**

5. 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. *Union agreed 12/14/10*
6. 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."

**ARTICLE XV
SENIORITY RIGHTS**

7. 15.10 Include language that the seniority roster will be updated twice per year – January 15th and July 15th.

**ARTICLE XX
DURATION**

8. One year agreement.

WAGE APPENDIX

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

10. Update list of classifications. Grade 5, change Health Technician to Public Health Technician; Grade 7, add Help Desk Specialist; Grade 11, delete I.T. Support Specialist, add Child Support – Lead Worker.

MEMORANDUM OF UNDERSTANDING RE: PHYSICAL FACILITIES MAINTENANCE

11. Correct typographical error by re-numbering sections 9 through 12.

CONTINGENCY

12. 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.