Exhibit "A"

TENTATIVE AGREEMENT RE: A SUCCESSOR AGREEMENT BETWEEN DODGE COUNTY AND DODGE COUNTY HIGHWAY EMPLOYEES, LOCAL 1323

TO BECOME EFFECTIVE JANUARY 1, 2011

Item #

ARTICLE II
RECOGNITION AND FAIR SHARE AGREEMENT

1. Add Operations Superintendent to the list of non-represented positions. *Union agreed 12/14/10*

ARTICLE X
HOLIDAYS

2. 10.1 Change Good Friday Holiday to Spring Holiday (Friday before Easter). *Union agreed 12/14/10*

3. 10.4 Delete "if any" at the end of the paragraph. (Refers to when probationary employees did not receive holiday pay.) *Union agreed 12/14/10*

4. 10.5 To be eligible for holiday pay, an Employee must work the scheduled day before and after the holiday unless absent due to verified illness, vacation, bereavement leave, jury duty, paid military leave or on approved paid leave. <u>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.</u> *Union agreed 12/14/10*

ARTICLE XII
SICK LEAVE

5. 12.4 Change "Employer" to "his/her immediate supervisor, or if not available another Superintendent, Office Manager, Assistant Highway Commissioner or the Commissioner."

6. 12.7 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."

7. 12.8 Add language requiring employee to notify a supervisor a day in advance, when possible, if using sick leave for a scheduled appointment of a spouse or child. *Incorporates Union's 12/14/10 recommended change.*

ARTICLE XIV
SENIORITY RIGHTS

8. 14.53 ~~When objections are made by the Employer regarding the qualifications of an Employee to fill a position, such objections shall be presented to the Union Committee for consideration.~~ If there is any difference of opinion regarding the qualifications of an Employee, the Union may take the matter up for adjustment under the grievance procedure in Article XV. *Union agreed 12/14/10*

ARTICLE XVI
MISCELLANEOUS

9. 16.63 Increase the maximum annual tool allowance to Employees classified as Mechanics and Welders from two hundred dollars ($200.00) to two hundred-fifty dollars ($250.00). *County agreed 12/14/10*

ARTICLE XVII
COMMERCIAL DRIVERS LICENSE

10. 17.3 (a) delete Account Clerk *Union agreed 12/14/10*

11. 17.3 (f) change "coverage" to "accommodation". *Union agreed 12/14/10*

ARTICLE XX
DURATION

12. One year agreement.

WAGE APPENDIX

13. No increase in wages.

14. Increase Foreman pay to Skill Level VII.

15. Update classification list. Delete "*Certified Bridge Inspectors," add "*Facilities Operations Technician"

CONTINGENCY

16. 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.