

TO THE IOWA COUNTY BOARD OF SUPERVISORS:

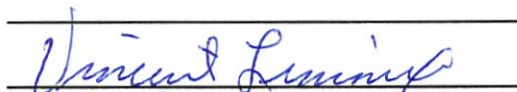
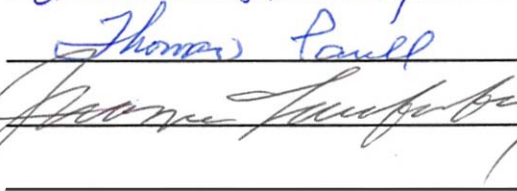
WHEREAS, the Iowa County Personnel Committee has come to a tentative agreement with the Highway Department Employees' Union, and

WHEREAS, the parties agreed to the following changes:

1. Convert Good Friday into a full day holiday;
2. Employees will be permitted to carry unused vacation for up to ninety (90) days beyond January 1st of each year; (consistent with other contracts)
3. When there is a death in the immediate family of an employee, three (3) consecutive days off with pay will be allowed;
4. Retirement: Employer pays the employee's contribution up to 6.5% of the employee's gross wages;
5. Add language for Jury Duty: An employee called for jury duty and who serves as a juror on a regularly scheduled working day or days, shall be paid by the County at their regular rate, and the amount paid by the Court for such services shall be refunded to the County. An employee is required to return to work within one (1) hour after discharge from jury duty (when served in Iowa County) when at least two (2) hours remain in the work day. An employee shall be similarly paid for time lost from work, because of being called to determine his/her qualifications for jury duty.
6. Add the following: The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, and other forms of liabilities which shall arise out of any action taken by the Employer under this Section for the purpose of complying with the provisions of this Section.
7. Wages:
 - a. Increase Leadman rates .25 per hour over Group IV rates.
 - b. Effective Jan. 1, 1996, increase all rates by .22 per hr.
 - c. Effective Oct. 1, 1996, increase all rates by .23 per hr.
 - d. Effective Jan. 1, 1997, increase all rates by .24 per hr.
 - e. Effective Oct. 1, 1997, increase all rates by .25 per hr.
8. Delete Health Insurance Opt-out side letter.
9. Overtime side letter as per attached.

NOW, THEREFORE BE IT RESOLVED, that the above tentative agreements between Iowa County and the Highway Department Employees' Union be adopted and adhered to effective January 1, 1996.

Respectfully submitted:

IOWA COUNTY PERSONNEL COMMITTEE