

**COLLECTIVE BARGAINING AGREEMENT
COURTHOUSE EMPLOYEES**

THIS AGREEMENT made and entered into at Kewaunee, Wisconsin, by and between the Kewaunee County Board of Supervisors, hereinafter referred to as the "County", and the Kewaunee County Courthouse Employees, Local 2959 of the Wisconsin Council of County and Municipal Employees #40, AFSCME, AFL-CIO, hereinafter referred to as the "Union".

1. **Recognition.** County recognizes the Union as the exclusive bargaining agent of all employees of Kewaunee County employed in the Courthouse and associated departments, excluding elected officials, supervisory, managerial, confidential, and deputized law enforcement employees, professional employees in the Department of Human Services and Public Health, and Highway Department employees, other than secretarial-clerical employees, in regard to base wage.

2. **Term.** This agreement is effective retroactive to January 1, 2013 and remains in effect to and including December 31, 2013.

3. **Wages.** Total base wages paid to employees shall remain unchanged for calendar year 2013. County will adhere to the pay schedule attached hereto for calendar year 2013.

4. **Complete Agreement.** This document contains all the terms of agreement between the parties hereto:

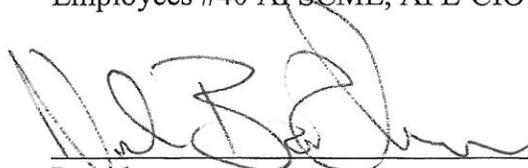
IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, by their duly authorized representatives this _____ day of October 2013.

Kewaunee County

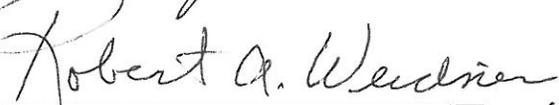
Kewaunee County Courthouse
Employees Local 2959, Wisconsin
Council of County and Municipal
Employees #40 AFSCME, AFL-CIO



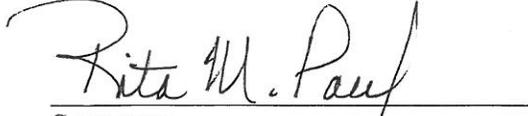
Robert Weidner, Chairman



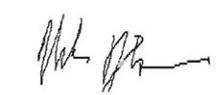
President



Edward J. Dorner, Administrator



Secretary



District Representative

Class Grade 7	Class Grade 6	Class Grade 5
Accounting Specialist Child Support Specialist	Assistant EM Director Account Clerk III	Account Clerk II Clerk of Court Assistant Emergency Management Assistant
Custodian/Maintenance Payroll Technician Economic Support Specialist	Child Support Worker Deputy Clerk of Courts Deputy County Treasurer Deputy Register in Probate Deputy Register of Deeds Human Services Administrative Assistant Judicial Administrative Assistant LIO Administrative Assistant Program Specialist UW Extension Program Assistant Veteran's Services Administrative Assistant Zoning Administrative Assistant Deputy County Clerk	Legal Secretary Medical Records Assistant Register in Probate Secretary Register of Deeds Secretary Sheriff's Assistant

Class Grade 4	Class Grade 3	Class Grade 2
Account Clerk I Aging Unit Secretary Clerk of Court Secretary District Attorney Secretary Health and HS Secretary Hwy/Promotions & Recreation Secretary Human Services Secretary Land & Water Conservation Secretary Public Health Secretary WIC Aide	Human Services Clerk	Custodian

	7	6	5	4	3	2
Step 5	21.02	19.60	18.29	17.11	16.03	14.99
Step 4	20.13	18.78	17.57	16.49	15.50	14.57
Step 3	19.20	18.00	16.89	15.87	14.94	13.99
Step 2	18.33	17.19	16.18	15.26	14.39	13.48
Start	17.41	16.41	15.49	14.67	13.88	12.93