

**COLLECTIVE BARGAINING AGREEMENT
HIGHWAY EMPLOYEES**

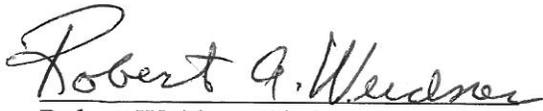
THIS AGREEMENT made and entered into at Kewaunee, Wisconsin, by and between the Kewaunee County Board of Supervisors, hereinafter referred to as "County", and the Kewaunee County Highway Department Employees Union, Local #1470 of the Wisconsin Council of County and Municipal Employees #40, AFSCME, AFL-CIO hereinafter referred to as the "Union".

1. **Recognition.** County recognizes the Union as the exclusive bargaining representative of the County Highway Department members receiving compensation based on hourly rates, and solid waste landfill employees, exclusive of administrative, executive, salaried supervisory and salaried office personnel, on questions of base wage.
2. **Term.** This agreement is effective retroactive to January 1, 2014 and remains in effect to and including December 31, 2014.
3. **Wages.** County will adhere to the pay schedule attached hereto for calendar year 2014.
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 December 2014.

Kewaunee County

Kewaunee County Highway
Employees Local 1470, Wisconsin
Council of County and Municipal
Employees #40 AFSCME, AFL-CIO



Robert Weidner, Chairman

President



Edward J. Dorner, Administrator

Secretary



District Representative

Temporary Help	11.60
Highway Worker Parks Caretaker	22.91
Mechanic Heavy Equipment Rate	23.85
Lead Mechanic Lead Worker Rate Bridge Inspector Rate	24.72

Landfill	
Temporary Help	17.86
Assistant Solid Waste Manager	23.85
Solid Waste Manager	24.72

Heavy Equipment Rate Applies when an employee is operating the following equipment or performing the following work:

Sander/Salter
 Paver
 Front End Loader
 Grader
 Fuel Truck
 Fuel Plant Specialist
 Stock Room Clerk
 Crawler/Dozer
 Hotmix Rollers/Motor Compactors/sheep foot
 Turn-a-pull
 Hotmix Plant
 Backhoe
 Shouldering Machine
 Excavator
 Skid steer with planer attachment
 Tractor with lowboy
 Truck mounted snow blower
 Metal fabricator/welder
 Oil Distributor