

**COLLECTIVE BARGAINING AGREEMENT
PROFESSIONAL EMPLOYEES**

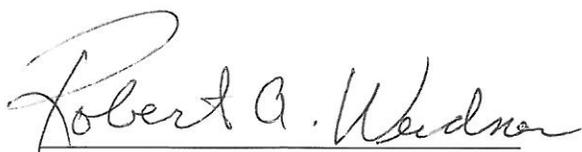
THIS AGREEMENT made and entered into by and between Kewaunee County, Wisconsin, hereinafter referred to as "County", and the Kewaunee County Professionals, Local 2959A, of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union".

1. **Recognition.** County recognizes Union as the exclusive bargaining representative of all regular full-time and regular part-time professional employees of Kewaunee County, excluding supervisory, managerial and confidential employees. Union is the exclusive bargaining representative of all such employees for the purposes of collective bargaining with the above named Municipal Employer, or its lawfully authorized representatives, on questions of 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

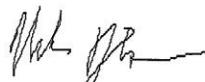
Kewaunee County Professional
Employees Local 2959A, Wisconsin
Council of County and Municipal
Employees #40 AFSCME, AFL-CIO


Robert Weidner, Chairman


President


Edward J. Dornier, Administrator


Secretary



District Representative

HS 3	28.89
HS 2	26.02
After 60 months	
After 48 months	23.89
After 36 months	22.92
After 24 months	22.26
After 12 months	21.40
HS 1 - Start	20.59

Public Health Nurses	
After 36 months	27.53
After 24 months	26.69
After 12 months	25.86
Start	24.78

Registered Nurses	
After 36 months	26.23
After 24 months	25.31
After 12 months	24.65
Start	23.73