

COUNTY'S SETTLEMENT OFFER

January 28, 2026

The expired contract language will continue unchanged, with the following exceptions and other changes in the attached settlement offer:

1. **Preamble (Article 1).**

County proposes changing the effective date to July 1, 2023.

County proposes new provision to allow employer to adopt rules and regulations provided they do not conflict with the existing agreement.

County withdraws other proposed changes to this Article.

2. **Recognition and Union Security (Article 2).**

County proposes change on assignment of newly created job titles to the appropriate bargaining unit.

County proposes to eliminate provision requiring the County to deduct Union dues from the employees' paycheck, including provisions on employee authorization, list of employees, restriction on other unions, deduction report, and indemnification.

County proposes elimination of quarterly reports to the Union on newly hired, transferred, demoted, or promoted employees in the bargaining unit.

County's proposed changes to this Article to clarify that temporary employees are not in the bargaining unit and to eliminate provision requiring the Union to approve removal of derogatory statements from its bulletin boards have been accepted by the Union.

3. **Grievance Procedures (Article 3).**

County proposes changes in first step as to the recipient of a grievance.

County proposes to no longer have as a final step in the grievance procedures a grievance board (two appointed Union representatives, two appointed County representatives, and one jointly appointed representative). County Board will be the final decision maker on grievances.

4. **Layoff and Recall (Article 4).**

County proposes no changes to this Article.

5. **Stewards (Article 5).**

County proposes no changes to this Article.

6. **Work Schedule (Article 6).**

County proposes a typo change to this Article which has been accepted by the Union.

7. **Transfers, Promotions, and Filling Vacant Positions (Article 7).**

County proposes no changes to this Article.

8. **Discipline (Article 8).**

County's proposal to change "Department Head" to "Highway Superintendent," has been accepted by the Union.

9. **Wages (Article 9 and Appendices A, B, and C).**

County proposes a wage increase for each employee effective July 1, 2023, July 1, 2024, and July 1, 2025:

| | EFFECTIVE | | | |
|--|-----------------------|----------------------------|----------------------------|----------------------------|
| <u>JOB CLASS</u> | <u>Current</u> | <u>July 1, 2023</u> | <u>July 1, 2024</u> | <u>July 1, 2025</u> |
| Maintenance Operator (6) / Equipment Operator (2) | \$20.41 | \$21.78 | \$23.15 | \$24.52 |
| \$1.37 increase each year | \$42,452.80 | \$45,302.40 | \$48,152.00 | \$51,001.60 |
| Truck Driver (6) | \$20.26 | \$21.20 | \$22.13 | \$23.07 |
| \$.94 increase each year | \$42,140.80 | \$44,096.00 | \$46,030.40 | \$47,985.60 |
| Laborer (2) | \$20.26 | \$21.34 | \$22.41 | \$23.49 |
| \$1.08 increase each year | \$42,140.80 | \$44,387.20 | \$46,612.80 | \$48,859.20 |
| Mechanic (1) | \$20.67 | \$21.96 | \$23.24 | \$24.53 |
| \$1.29 increase each year | \$42,993.60 | \$45,676.80 | \$48,339.20 | \$51,022.40 |
| Sign Employee (1) | \$20.26 | \$21.25 | \$22.24 | \$23.23 |
| \$.99 increase each year | \$42,140.80 | \$44,200.00 | \$46,259.20 | \$48,318.40 |

County proposes a 2% pay increase on July 1, 2026, and a 2% pay increase on July 1, 2027.

See the attached wage increase offer chart (January 28, 2026) for the estimated amounts to be paid to each employee.

County's other proposed changes to this Article have been withdrawn.

10. **Overtime (Article 10).**

County's proposed changes to eliminate counting non-worked holiday hours as "time worked" for the purposes of overtime calculation and to eliminate "staffing requirements shall not be a permanent reason to deny" a request for comp time off have been accepted by the Union.

11. **Authorized Leave (Article 11).**

County proposes to clarify that when Christmas Eve occurs on a Saturday or Sunday it is not a paid holiday.

County proposes to clarify that employees working on an observed holiday will be paid at a rate of 1 1/2 times their regular rate of pay.

County proposes changes to accrual of vacation and when it may be taken and based on length of service as to their anniversary date.

County proposes renaming the PTO benefit to sick leave and capping the maximum of sick leave hours to be earned at 480 hours which coincides with the Federal Family and Medical Leave Act (12 weeks of unpaid leave). All PTO earned as of the date a new contract is signed which may or may not exceed 480 hours will be available for use by the employee. County proposes sick leave be accrued at 8 hours for each 173.33 hours worked, not including overtime hours.

County proposes to eliminate the payout of all earned sick leave hours at resignation, dismissal, retirement, and death.

County proposes to eliminate the maximum five-day carryover of vacation from year to year. County proposes to set a cap on vacation hours which can be accrued and that vacation does not accrue during unpaid leaves of absence.

County's proposed change to eliminate reinstatement of earned paid time off if the break in service is less than six months has been accepted by the Union.

County proposes to eliminate provision on "temporary disabilities" as a reason for sick leave since it is already covered by current language.

County's proposed change to eliminate five days of unpaid injury leave has been accepted by the Union.

County proposes to add that if an employee is excused early from jury duty, he/she must return to work to complete his/her work day since he/she is being paid for their time.

County proposes eliminating provision of temporary assignment during a leave of absence.

12. **Insurance (Article 12).**

County proposes to add to its current right to change insurance carriers the right to change benefits and deductibles with notification to the Union. County proposes to discontinue paying for health insurance during a worker's compensation absence after all accrued leave and compensatory time has been depleted.

13. **Health and Safety (Article 13).**

County withdraws proposed change to eliminate the reference to OSHA in this Article.

14. **Personnel File Information (Article 14).**

County proposes no changes to this Article.

15. **No Strikes – No Walkout (Article 15).**

County proposes no changes to this Article.

16. **Savings Clause (Article 16).**

County proposes no changes to this Article.

17. **Terms of Contract (Article 17).**

County proposes changing the effective date to July 1, 2023, and to have it terminate on June 30, 2028.

18. **Miscellaneous Items (Article 18).**

County's proposed changes to this Article to eliminate telephone service language and salary disclosure language have been accepted by the Union.

County proposes making a typo change to this Article.

19. **Management Rights (Article 19).**

County proposes no changes to this Article.

20. **Work Rules (Appendix C).**

County's proposed change to this Article to delete the provision requiring violations of work rules be kept on the record for one, three, or five years from the date of violation for determining the number of offenses has been accepted by the Union.

County proposes to add clarifying language to disciplinary actions provisions.