Tama Co.	Nat'l Industrial Workers Union (Roads)	7/1/2004	6/30/2007

TAMA CO. / NATL. INDUSTRIAL WORKERS (ROADS) 04-07

AGREEMENT

Between

TAMA COUNTY

And

LOCAL NO. 886, UNITED ELECTRICAL, RADIO &
MACHINE WORKERS OF AMERICA (UE)

July 1, 2004 to June 30, 2007

TABLE OF CONTENTS

Article 1	Recognition	Page 1
Article 2	Representation	Page 1
Article 3	Merger Clause	Page 1
Article 4	Management	Page 2
Article 5	Grievance Procedure	Page 2
Article 6	Seniority	Page 3
Article 7	Leave of Absence	Page 5
Article 8	Holidays	Page 8
Article 9	Vacations	Page 8
Article 10	Insurance	Page 9
Article 11	Checkoff	Page 9
Article 12	Workday	Page 10
Article 13	Wages and Job Classification	Page 11
Article 14	Bulletin Boards	Page 12
Article 15	State or Federal Statutes	Page 12
Article 16	Discharge for Cause; Rules and Regulations	Page 12
Article 17	Longevity	Page 12
Article 18	Meetings	Page 13
Article 19	Savings Clause	Page 13
Article 20	Effective Dates	Page 13
	Signatures	Page 14
	Exhibit A-Pay Grades	Page 15
	Job Classification	Page 20

A G R E E M E N T

THIS AGREEMENT is made and entered by and between TAMA COUNTY (hereafter "Employer") and the TAMA COUNTY ROAD DEPARTMENT, LOCAL NO. 886, United Electrical, Radio & Machine Workers of America (UE) (hereafter "Union").

ARTICLE 1
RECOGNITION

Section 1. The Employer recognizes and acknowledges the Union as the exclusive bargaining representative for all employees in the bargaining unit for the purpose of collective bargaining as to matters included in Section 9 of the Public Employment Relations Act (hereafter "PERA").

Section 2. Neither the Employer nor the Union will discriminate against any employee because of race, sex, color, age, creed, nationality, disability, membership or nonmembership in the Union.

Section 3. All present employees shall receive from the Employer a copy of the Agreement, and all new employees shall be advised that a collective bargaining agreement exists and shall be furnished a copy of same.

Section 4. This Agreement shall neither cover seasonal or probationary employees, nor be binding on Employer or Union with respect to same.

ARTICLE 2
REPRESENTATION

Section 1. The Employer and the Union shall keep each other currently informed in writing of their respective authorized representatives.

Section 2. The Employer agrees to permit the Union Steward, the Union Business Manager, and any other non-employee Union representative to have free access during working hours to visit working sites of the Employer for the purpose of adjusting grievances or conducting other legitimate Union business which could not otherwise be conducted during non-working hours. However, solicitation of new employees for membership in the Union shall not be considered "Union business" for the purposes of this Section.

Section 3. The Employer and Union agree that exceptions to all articles of this agreement may be granted in order for the Union and/or County to comply with the intent and provisions of the American with Disabilities Act.

ARTICLE 3
MERGER CLAUSE

This document and any attachments thereto comprise the entire agreement between the Employer and the Union and there exists no other agreements, express or implied,

which are binding on either party. Any policy, practice or act acquiesced in, knowingly or unknowingly, by either party shall NOT be construed as binding on either if the same is not set forth in this Agreement. This Agreement expressly rejects and excludes a "past practices clause" or "continuation of practices clause" with regard to any term or condition of employment.

ARTICLE 4
MANAGEMENT

Section 1. Management retains all those rights enumerated in Section 7 of the P.E.R.A., and in addition, all reasonable, necessary, and appropriate rights which facilitate the Employer's execution of his responsibility to the public.

Section 2. Consultation with the Union Committee must be made when the Employer hires or promotes Foremen or removes or demotes the same. The Employer keeps all his rights under Section 7 of the P.E.R.A.

Section 3. Any bargaining unit member transferred to any position not covered by the Agreement shall not accrue seniority for the time of transfer. If he/she returns to the bargaining unit, he/she shall not be allowed to displace any employee. However, he/she will be allowed to maintain his/her seniority prior to transfer and if placed back in the bargaining unit, he/she will be paid the rate of his/her new job classification.

Section 4. The Employer reserves the right to require employees to punch a time clock and the right to promulgate rules and regulations regarding the same, and to discipline any employee who violates said rules and regulations.

ARTICLE 5
GRIEVANCE PROCEDURE

Section 1. In the event a dispute arises as to the meaning and application of the provisions of this Agreement, it shall be deemed a grievance and the parties shall make a reasonable effort to resolve the dispute between themselves immediately, with or without the Steward.

Section 2. If no satisfactory agreement is reached, then between the Steward and the County Engineer or his designee.

Section 3. If no satisfactory agreement is reached in Section 1 or 2 above, a meeting shall be held between the Board of Supervisors and the President, Secretary-Treasurer, and the designated Area of District Steward representing the aggrieved. The Business Manager may attend such meeting when deemed necessary. The aggrieved may attend such a meeting if he/she so desires.

Section 4. If no satisfactory agreement is reached, then the dispute will be submitted to arbitration in the manner hereinafter provided.

Section 5. A grievance may be submitted to arbitration by either party. A list of five (5) impartial arbitrators will be requested from the Public Employment Relations Board. At any time prior to the commencement of the arbitrator selection process, either party may request one (1) additional list of five (5) impartial arbitrators from the same source. The Union shall strike one (1) name first, the Employer the next two (2), and the Union the last.

Section 6. The hearing shall be held by the arbitrator at a time and place mutually agreed upon or as designated by the arbitrator in the event there is no mutual agreement. The award of the arbitrator shall be final and binding. A decision from the arbitrator shall be rendered to both parties within thirty (30) days following the hearing.

Section 7. The expenses of arbitration shall be shared equally between the Employer and the Union.

Section 8. The Union shall designate three (3) working Stewards, one (1) for each maintenance district, for the purpose of handling grievances under the terms of this Agreement which arise in his/her maintenance district.

Settlements negotiated and grievances arbitrated in one district shall be binding in all three districts as to the facts and issues.

An alternate Steward in each district may be designated by the Union to serve in the absence of the Steward.

Section 9. Time spent during normal working hours by the Union representative pursuant to Article 5 in negotiating grievances with the Employer shall be paid at his/her normal hourly pay rate.

Section 10. Grievances arising out of discharge or other disciplinary action must be presented in writing to the other party within three (3) working days following the action complained of, and all other grievances within five (5) working days. An extension of time can be granted by mutual agreement.

ARTICLE 6
SENIORITY

Section 1. Seniority shall be based on the employee's length of continuous full-time service from date of hire with the Employer. Seniority shall continue for sick leave, Workers Compensation or approved leave of absence.

Section 2. New employees shall be on probation for sixty (60) days, after which time, they shall become regular employees and seniority shall relate back to the first date of hire for permanent employees.

Section 3. The Employer shall provide the Union with a list of current employees and the date each was hired, and the names and date of hire of all new employees.

Section 4. Employees laid off shall be laid off by seniority, beginning with the youngest and progressing from the bottom of the seniority of the classification affected. The employees laid off shall have the opportunity to bump a less senior employee, provided they can do the available work within a thirty (30) day trial period.

Section 5. Employees laid off who could not bump will be recalled by seniority with the most senior first and then progressing downward, provided they can do the available work.

Section 6. Seniority shall be lost as a result of quitting, discharge for proper cause, leave of absence taken by the employee without permission, and except in cases of bona fide emergency, unauthorized extension of leave of absence, absence of two (2) working days without notice to the Employer, or failure to report to work within forty-eight (48) hours after being recalled from layoff, provided that notice of recall from layoff is given by certified mail, and said forty-eight (48) hour period shall begin to run from the time the employee accepts or rejects the certified letter or the same is returned to the Employer as undeliverable. Employees may accumulate seniority from the time of layoff, up to two (2) years.

Section 7. All vacancies in any classification shall be posted in all shops for two (2) workdays. The parties agree that in cases of job openings for Construction Technician Rodmen, Inspector, Mechanics and Lead Bridge, the Engineer will request all potential applicants to visit with him prior to applying for the vacant position. An employee who believes him/herself qualified to perform the job may notify the Employer in writing of his/her bid for the job. Bids will be considered on the following basis: seniority, ability to do the job, and physical fitness. The employee with the highest seniority who signs for the job will be given preference to perform the job for the Employer. Except for cases agreed to by the Employer and the Union, after the acceptance of the employee's bid, the Employer has (30) days from the date the vacancy was scheduled to be filled, to place the employee on the job bid. If the Employer believes, prior to the awarding of the bid, that the senior employee is not qualified to perform the job satisfactorily, the matter must be reviewed with the Union and the Employer. The decision of the Employer shall be final unless reversed through the grievance procedure. Any employee placed on a job bid shall have accepted that job, and shall have at least thirty (30) workdays to prove him/herself qualified to perform the job requirements. If the Employer does not disqualify the successful bidder in the period after thirty (30) workdays, but before sixty (60) workdays, from acceptance of the job, that employee shall be considered qualified for the job. If the employee is disqualified for the job, then the Employer must take the next senior

employee, as above. If there are no other bidders for the job, the Employer may hire a new employee.

Section 8. An employee can accept a bid job or be hired to a bid job no more than three (3) times per year. The Employer may request volunteers to fill a position if there are no qualified bidders.

Section 9. Any employee who is disqualified on his/her job bid shall be reinstated to his/her prior job at the same rate of pay held at the time of transfer.

Section 10. Job vacancy postings shall contain the following information: job classification and work location.

ARTICLE 7
LEAVES OF ABSENCE

Section 1. Sick Leave. All permanent, non-probationary employees shall earn eight (8) hours of sick leave per full calendar month of employment. Unused sick leave may be accumulated to a maximum of eight hundred (800) hours. Sick leave is income protection in case of illness and its use for purposes other than those set forth in this Agreement may subject the individual employee to disciplinary proceedings or constitute just cause for discharge.

Sick leave may be taken in the following situations:

(a) For illness or injury to an employee which renders him/her unable to work;

(b) For medical or dental care for the employee dispensed by licensed practitioners and regular, established health care facilities, provided the same cannot be deferred until after working hours;

(c) For serious illness or serious injury to a member of the employee's immediate family, defined as his/her spouse and children living at home. This sub-section includes the following:

1. providing transportation for and accompanying the individual for emergency outpatient services;

2. providing transportation for and handling admission procedures for the individual going to the hospital;

3. being in attendace during surgery, child delivery or other times when the patient is in an "intensive care" condition;

4. providing transportation for and handling discharge procedures for the individual returning from the hospital.

It does not include:

1. taking a spouse or dependent to scheduled appointments for medical or dental care;

2. hospital visitations for situations not listed above.

(d) For deaths in the employee's immediate family, defined as parents, spouse and children, for leave in addition to the funeral leave described in Section 7.

(e) If any County Secondary Road worker(s) dies, all employees shall be given the day off with pay who attend the funeral.

(f) For any other funerals, if a pallbearer or assigned duties by the funeral director.

Section 2. Covered Injuries. In the event an employee sustains an injury and the same is covered by Workers Compensation insurance and the employee also has accumulated sick leave benefits provided by the Employer, the employee, at his or her option, may do one of the following:

A. Use sick leave benefits and have an amount equal to all Workers Compensation checks when received deducted from the employee's payroll check. This deducted amount will be used to restore the employee's sick leave (which was reduced according to the sick leave provisions of this Article set forth above), by dividing the amount of the deducted payroll earnings by the employee's hourly rate.

B. Receive their Workers Compensation benefit check(s) and forego the use of sick leave benefits with the result being that the compensation benefits are not taxed and the employee's accrued sick leave total is unchanged.

Section 3. Sick leave may not be used while an employee is off work on another form of approved leave with pay. In the event that the illness extends beyond the other leave, sick leave may be taken to cover the additional absence. A medical doctor's written verification of illness or injury may be required by the Employer. Disposition of such cases will be determined by the Employer from a review of the physician's statement, an interview with the employee, and if necessary, a discussion with the physician.

When an employee terminates his/her employment, all unused sick leave will expire on the date of termination.

Section 4. Notification to Employer. With respect to sick leave as set forth above, the employee shall notify the Employer forthwith as soon as the employee has knowledge that he/she will be taking sick leave. With respect to all other paid leaves of absence, the employee must request and have the same approved by the Employer prior to taking the leave of absence. If such advance notice and approval is not obtained from the Employer, the employee shall be considered absent from work and shall not receive approved leave of absence compensation. Application for extended leaves of absence shall be made in writing to the Administrator on forms supplied by the Employer, which shall be in triplicate, with copies for the Employer, President of the Union, and the employee. All leaves must have the approval of the Employer, whose approval will be indicated by the signing of each copy of the application form. This leave shall be granted at the sole discretion of the Engineer.

Section 5. Sick Leave Conversion. An employee who has accumulated eight hundred (800) hours of sick leave will continue accruing two (2) hours each month in a separate account as long as the employee has the maximum accumulation. These accumulated hours are not to be used for the purpose of sick leave. These hours will continue to build up in this separate account until the employee retires as defined by IPERS. The County will allow the employee to use the value of this separate account for continuing health insurance to be purchased from the County.

Section 6. Other Paid Leaves of Absence. An employee may be granted an approved leave of absence with pay for the following reasons:

(a) When attending any legislative or judicial hearing as a witness under compulsion of subpoena, provided that a unit of government is party thereto, or when ordered by the Employer in connection with the employee's work. Such attendance shall include travel time to and from the tribunal; and

(b) When reporting for or service on a grand or petit jury, whether state or federal; and

The employee's pay for leave of absence under Section 6(a) and 6(b) shall not be reduced by witness fees or juror fees the employee receives, nor by mileage received. However, the employee shall endorse over to the Employer any payments for witness fees or juror fees received under Sections 6(a) or 6(b).

Any time taken, voluntarily or under compulsion of subpoena, to appear in private litigation as a party or a witness in the employee's private capacity and not as an employee of Employer, must be taken without pay and must be approved in advance by Employer.

Section 7. In case of death in an employee's immediate family, the Employer will pay for a maximum of three (3) consecutive scheduled workdays, one of which shall be the day of the funeral, at the employee's hourly base rate for continuous time lost in arranging and/or attending funeral services.

An employee's immediate family is defined as his/her father, mother, spouse, children, step children, brothers, sisters, spouse's parents, grandparents and grandchildren.

Section 8. The parties agree to comply with the Family Medical Leave Act and the policies developed by the County.

ARTICLE 8
HOLIDAYS

Section 1. All employees shall receive the following paid holidays for the period of time covered by this contract: Good Friday, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, Presidents Day, and Memorial Day.

Section 2. To be paid for the above holidays, the employee must either work on the last regular workday before and the first workday after the holiday, or must be on approved leave of absence for each of those days, or have the approval of the Engineer to be absent.

Section 3. Employees called out to work on one of the above designated holidays shall receive time and one-half (1 1/2) for all actual hours worked on the holiday, in addition to their regular holiday pay. Regular holiday pay shall be computed on the basis of an eight (8) hour day.

Section 4. Each employee's birthday is a paid holiday for the employee, and may be used as a floating holiday to be taken with the approval of the Employer. The employee's birthday must be taken within the fiscal year it is earned.

ARTICLE 9
VACATION

Section 1. Paid vacation shall be in accordance with the following schedule:

Years of Continuous Service	Number of Workdays Paid
1 year	5 days
2 years	10 days
8 years	15 days
15 years	20 days

Section 2. Personnel shall request their vacation at least thirty (30) days in advance within each classification for vacations of five (5) working days or more. At any time, no more than one-third (1/3) of the employees within each classification may be on vacation unless there are fewer than three (3) persons within the job classification. If there are fewer than three (3) people within the classification, only one (1) person may be on vacation at one time.

Section 3. All vacation must be requested in advance and approved by the Engineer's office before it can be taken. Vacation may be taken in minimum segments of one-quarter (1/4) hour.

Section 4. Upon proper termination of employment, any unused vacation and any vacation accrued for a fractional year from the employee's anniversary date will be paid in cash; however, employees who have not completed one (1) full year of employment shall not receive vacation pay.

Section 5. All vacation must be used within one (1) year from the date it is entered on the books, this date being yearly anniversary of the employee's vacation base date. The only exception to this requirement is that an employee may accumulate a maximum of five (5) vacation days and carry these accumulated vacation days forward into the next yearly period.

Section 6. No vacation will be considered earned for the year until the employee has completed the year of continuous service from his/her anniversary date, except upon proper termination of employment as provided for in Article 9, Section 4.

Section 7. In the event an employee is hospitalized, or has a death in the immediate family as defined in Article 7, Section 7, while an employee is on approved vacation leave, that portion of the vacation leave may be substituted for and charged against the employee's accrued sick leave or funeral leave.

ARTICLE 10
INSURANCE

Section 1. The Employer agrees to pay the entire premium for the employee and dependent insurance coverage for each eligible regular full-time employee for a Health and Major Medical program of the Employer's choice. Such coverage shall include health and dental insurance. The Employer agrees to provide 80/20 on drugs with no deductible. The Employer shall have the right to select a carrier but the coverage shall be comparable to the coverage currently in effect. Any changes in the coverage will be discussed with the Union Representative prior to implementation. If the Union and the County are unable to agree on what is comparable coverage, the Union reserves the right to grieve the changes comparability.

Section 2. In the case of termination or layoff of the employee, benefits shall cease at the end of the paid month.

ARTICLE 11
CHECKOFF

Upon the individual written authorization of the employee, the Employer shall deduct from the employee's net earnings, for the first pay period of each month, the employee's Union dues that are due and payable to the Union. The Union dues, including a list of employees and the dues so deducted shall be remitted promptly to the authorized and designated Union officer.

ARTICLE 12
WORKDAY

Section 1. The normal workday will be from 7:00 AM to 12:00 Noon and from 12:30 PM to 3:30 PM, Monday through Friday.

Section 2. One and one-half (1 1/2) times the regular rate of pay will be paid for all hours worked in excess of eight (8) hours per day. All work performed on Sunday will be at the rate of double time. All work performed on designated paid holidays will be at time and one-half (1 1/2) in addition to the regular holiday pay. All work performed on Saturday will be paid one and one-half (1 1/2) times the regular rate of pay.

Section 3. Overtime will be distributed within each classification equally, if possible.

Section 4. Two (2) work breaks of ten (10) minutes each may be taken each day, the first at 9:00 AM and the second at 2:30 PM, or at such times as the parties agree.

Section 5. Employer reserves the right to adjust the starting and quitting time of any or all employees to meet seasonal demands. If mutually agreeable to the Employer and employee(s), the normal workweek may be changed from five (5) days of eight (8) hours each to four (4) days of ten (10) hours each. Any employee(s) working four (4) ten (10) hour days under this arrangement shall change to five (5) eight (8) hour days during any week(s) containing paid holidays, unless all employees are on a four (4) ten (10) hour day schedule. In that case, no such changes would be made and a holiday would be considered to be ten (10) hours. Any hours beyond ten (10) will be compensated at one and one-half (1 1/2) times the employee's regular hourly rate of pay.

Section 6. Any permanent employee who is temporarily assigned to operate equipment carrying a higher rate will be paid the higher rate or his/her current rate, whichever is higher; provided, however, to be paid the higher rate, the employee must work in the classification at least four (4) hours during the workday. This paragraph will not be applicable when an employee is being trained.

Section 7. (a). An employee shall be paid for at least two (2) hours of work if he/she is recalled to work after the normal workday. "Recalled to work" shall mean the employee has punched out at his/her time clock and has left the premises before being requested to return to work.

Section 7. (b). An employee shall be paid for at least two (2) hours if he/she reports to work on a regular workday and the Employer determines that there is no work for the employee that day.

Section 8. The Employer shall furnish transportation from shop to job, job to job, and job to shop during regular working hours.

Section 9. An employee punching out early shall be docked one-quarter (1/4) of an hour if he/she is up to twelve (12) minutes early. If the employee is from twelve (12) to twenty-seven (27) minutes early, he/she shall be docked one-half (1/2) hour.

Section 10. An employee working overtime shall be credited for one-quarter (1/4) hour if he/she works twelve (12) minutes. The employee shall be credited for one half (1/2) hour if he/she works twenty-seven (27) minutes; three-quarters (3/4) hour if he/she works forty-two (42) minutes; and one (1) hour if he/she works fifty-seven (57) minutes.

The following rules will apply to overtime payment of employees attending out-of-town meetings:

1. Employees attending optional meetings that involve an overnight will be paid for eight (8) hours at straight time for each day.

2. Employees attending mandatory meetings that involve an overnight will be paid from the time their meeting begins until the time their meeting ends.

3. Employees attending meetings and returning on the same day will be paid from the time their workday begins until the time their workday ends (less one-half (1/2) hour for lunch) unless the employee stays for a dinner after the meeting. If a dinner is involved, the employee will be paid from the time his/her workday begins until the time the actual meeting ends, plus the necessary travel time for his/her return trip.

Section 11. Employees who work overtime will, at their request, be paid for the additional hours or have them credited to their compensatory time account. Employee cannot accrue more than sixteen (16) hours overtime (twenty four hours compensatory time) which will be paid off if not used by the Friday before the last payday in June. The same restrictions apply as is stated in Article 9, Section 2 and all days off must be approved by the department head. Provided further, employee cannot have more than his maximum amount of vacation as outlined in Section 5, Article 9 in order to receive compensatory time.

ARTICLE 13
WAGES AND JOB CLASSIFICATIONS

Job classifications and wage rates shall be those which are set forth in the attached Exhibit A, by reference incorporated herein and made a part hereof, which includes the wage increases resulting from bargaining between the Union and the Employer.

ARTICLE 14
BULLETIN BOARDS

Union notices may be posted on designated bulletin boards to be provided by the Employer.

ARTICLE 15
STATE OR FEDERAL STATUTES

Nothing in this Agreement shall require the Employer or the Union to take any action which shall be unlawful by reason of any applicable present or future state or federal statutes or executive order.

ARTICLE 16
DISCHARGE FOR CAUSE; RULES AND REGULATIONS

Section 1. The Employer shall not discipline or discharge an employee without just cause.

Section 2. The Employer may develop and put into effect reasonable work rules. The Union reserves the right to greive the reasonableness of any work rules established, provided the grievance is filed within 10 days of the initial posting. These work rules shall not conflict with any of the provisions of this agreement. The employer shall post all work rules at least 3 days prior to their effective date.

Section 3. The Employer and the Union agree to comply with all federal and state laws concerning drug use and drug testing, including but not limited to: the Drug Free Workplace Act, Iowa Drug Testing Law and the Commercial Driver's License Regulations. The parties agree that they will comply with the policies developed by the County to comply with these Acts.

ARTICLE 17
LONGEVITY

Section 1. Longevity will be added to the hourly rate as follows:

After Completion of	Rate
5 years of continuous service	.25
10 years of continuous service	.30
15 years of continuous service	.35
20 years of continuous service	.40
25 years of continuous service	.45
30 years of continuous service	.50
35 years of continuous service	.55

ARTICLE 18
MEETINGS

For negotiations held during normal work hours, two (2) union negotiation committee members will be in pay status. A third member may attend with the union paying his/her wages. No more than two employees from the same maintenance district will be off for union business at any one time. No more than three (3) employees will be off for union business at any one time. No transportation will be provided for members on union business.

ARTICLE 19
SAVINGS CLAUSE

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statues or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE 20
EFFECTIVE DATES

Section 1. It is agreed that the terms and conditions of this Agreement shall be in full force and effect from July I, 2004 to June 30, 2007, and shall continue from year to year thereafter unless terminated by either party by written notice to the other party at least sixty (60) days prior to the termination date set forth above. If not terminated pursuant to this Section, this Agreement shall continue in force until supplanted by the provisions of a new Agreement.

Dated this 18th day of January, 2005.

TAMA COUNTY, IOWA, EMPLOYER

By _____

By _____

By Patrick Henry

By _____

TAMA COUNTY ROAD DEPARTMENT
LOCAL 886, UE UNION

By _____

By _____

By _____

By Greg A. Cross

EXHIBIT A

Base hourly rates effective July 1, 2004

Pay Grade I	Start	6 mos.	1 year	2 years
Laborer (full-time) Truck Driver (single axle)	13.49	13.77	14.04	14.58
Pay Grade II				
Tandem Driver with Pup Trailer, Right-of-Way Maintenance Worker I	13.91	14.18	14.45	15.00
Pay Grade III				
Motor Patrol, Semi Driver, Construction Technician I, Partsman/Mechanic, Right-of-Way Maintenance Worker II	14.20	14.47	14.75	15.28
Pay Grade IV				
Tractor Operator	14.27	14.53	14.81	15.35
Pay Grade V				
Dragline, Excavator, Sign Technician, Mechanic, Construction Technician II, Lead Tractor Operator	14.51	14.79	15.07	15.60
Pay Grade VI				
Lead Mechanic, Inspector, Lead Bridge	15.52	15.80	16.06	16.61

The selection of a substitute Foreman will be made by the County Engineer on a mutual agreement between the Engineer and the employee. Any employee who is temporarily appointed by the Engineer to perform the responsibilities of the Foreman will be paid at the maximum rate of a Class VI employee.

The Engineer reserves the right to place employees on the wage scale commensurate with his/her experience.

Any employee moving to a higher pay grade will be placed on a step that does not decrease their current pay. If the moving employee is at the top of their current pay grade at the time of the movement, then the employee will be placed on a step no lower than the one year level on the new pay grade and will move to the top step of that pay grade after six months.

EXHIBIT A

Base hourly rates effective January 1, 2005

Pay Grade I	Start	6 mos.	1 year	2 years
Laborer (full-time) Truck Driver (single axle)	13.83	14.11	14.39	14.94
Pay Grade II				
Tandem Driver with Pup Trailer, Right-of-Way Maintenance Worker I	14.26	14.53	14.81	15.38
Pay Grade III				
Motor Patrol, Semi Driver, Construction Technician I, Partsman/Mechanic, Right-of-Way Maintenance Worker II	14.56	14.83	15.12	15.66
Pay Grade IV				
Tractor Operator	14.63	14.89	15.18	15.73
Pay Grade V				
Dragline, Excavator, Sign Technician, Mechanic, Construction Technician II, Lead Tractor Operator	14.87	15.16	15.45	15.99
Pay Grade VI				
Lead Mechanic, Inspector, Lead Bridge	15.91	16.20	16.46	17.03

The selection of a substitute Foreman will be made by the County Engineer on a mutual agreement between the Engineer and the employee. Any employee who is temporarily appointed by the Engineer to perform the responsibilities of the Foreman will be paid at the maximum rate of a Class VI employee.

The Engineer reserves the right to place employees on the wage scale commensurate with his/her experience.

Any employee moving to a higher pay grade will be placed on a step that does not decrease their current pay. If the moving employee is at the top of their current pay grade at the time of the movement, then the employee will be placed on a step no lower than the one year level on the new pay grade and will move to the top step of that pay grade after six months.

EXHIBIT A

Base hourly rates effective July 1, 2005

Pay Grade I	Start	6 mos.	1 year	2 years
Laborer (full-time) Truck Driver (single axle)	14.24	14.53	14.82	15.39
Pay Grade II				
Tandem Driver with Pup Trailer, Right-of-Way Maintenance Worker I	14.69	14.97	15.25	15.84
Pay Grade III				
Motor Patrol, Semi Driver, Construction Technician I, Partsman/Mechanic, Right-of-Way Maintenance Worker II	15.00	15.27	15.57	16.13
Pay Grade IV				
Tractor Operator	15.07	15.34	15.64	16.20
Pay Grade V				
Dragline, Excavator, Sign Technician, Mechanic, Construction Technician II, Lead Tractor Operator	15.32	15.61	15.91	16.47
Pay Grade VI				
Lead Mechanic, Inspector, Lead Bridge	16.39	16.69	16.95	17.54

The selection of a substitute Foreman will be made by the County Engineer on a mutual agreement between the Engineer and the employee. Any employee who is temporarily appointed by the Engineer to perform the responsibilities of the Foreman will be paid at the maximum rate of a Class VI employee.

The Engineer reserves the right to place employees on the wage scale commensurate with his/her experience.

Any employee moving to a higher pay grade will be placed on a step that does not decrease their current pay. If the moving employee is at the top of their current pay grade at the time of the movement, then the employee will be placed on a step no lower than the one year level on the new pay grade and will move to the top step of that pay grade after six months.

EXHIBIT A

Base hourly rates effective July 1, 2006

Pay Grade I	Start	6 mos.	1 year	2 years
Laborer (full-time) Truck Driver (single axle)	14.52	14.82	15.12	15.70
Pay Grade II				
Tandem Driver with Pup Trailer, Right-of-Way Maintenance Worker I	14.98	15.27	15.56	16.16
Pay Grade III				
Motor Patrol, Semi Driver, Construction Technician I, Partsman/Mechanic, Right-of-Way Maintenance Worker II	15.30	15.58	15.88	16.45
Pay Grade IV				
Tractor Operator	15.37	15.65	15.95	16.52
Pay Grade V				
Dragline, Excavator, Sign Technician, Mechanic, Construction Technician II, Lead Tractor Operator	15.63	15.92	16.23	16.80
Pay Grade VI				
Lead Mechanic, Inspector, Lead Bridge	16.72	17.02	17.29	17.89

The selection of a substitute Foreman will be made by the County Engineer on a mutual agreement between the Engineer and the employee. Any employee who is temporarily appointed by the Engineer to perform the responsibilities of the Foreman will be paid at the maximum rate of a Class VI employee.

The Engineer reserves the right to place employees on the wage scale commensurate with his/her experience.

Any employee moving to a higher pay grade will be placed on a step that does not decrease their current pay. If the moving employee is at the top of their current pay grade at the time of the movement, then the employee will be placed on a step no lower than the one year level on the new pay grade and will move to the top step of that pay grade after six months.

EXHIBIT A

Base hourly rates effective January 1, 2007

Pay Grade I	Start	6 mos.	1 year	2 years
Laborer (full-time) Truck Driver (single axle)	14.67	14.97	15.27	15.86
Pay Grade II				
Tandem Driver with Pup Trailer, Right-of-Way Maintenance Worker I	15.13	15.42	15.72	16.32
Pay Grade III				
Motor Patrol, Semi Driver, Construction Technician I, Partsman/Mechanic, Right-of-Way Maintenance Worker II	15.45	15.74	16.03	16.62
Pay Grade IV				
Tractor Operator	15.52	15.81	16.11	16.69
Pay Grade V				
Dragline, Excavator, Sign Technician, Mechanic, Construction Technician II, Lead Tractor Operator	15.79	16.08	16.39	16.97
Pay Grade VI				
Lead Mechanic, Inspector, Lead Bridge	16.89	17.19	17.46	18.07

The selection of a substitute Foreman will be made by the County Engineer on a mutual agreement between the Engineer and the employee. Any employee who is temporarily appointed by the Engineer to perform the responsibilities of the Foreman will be paid at the maximum rate of a Class VI employee.

The Engineer reserves the right to place employees on the wage scale commensurate with his/her experience.

Any employee moving to a higher pay grade will be placed on a step that does not decrease their current pay. If the moving employee is at the top of their current pay grade at the time of the movement, then the employee will be placed on a step no lower than the one year level on the new pay grade and will move to the top step of that pay grade after six months.

JOB CLASSIFICATION

CLASS I

General County help, full-time employee, experienced, operates single axle truck efficiently and its related operations. Complement unlimited.

CLASS II

Must be capable of operating tandem axle truck with a pup trailer and doing so full-time and also be a capable operator of loader and able to operate patrol to "fill in" in emergencies. Full-time employee. All of Class I, plus additional talents with equipment. Complement unlimited.

CLASS III

Motor Patrol, Semi Driver

Capable operator of patrol on a full-time basis. Classified as an independent operator. In charge of assigned district on a year-around basis. Capable operator of loaders, patrols, or other responsible duties so instructed to do. Complement unlimited. Also includes semi-trailer truck.

Construction Technician I

Capable of inspecting and surveying all requests for County Road Department. Under direct supervision of the County Engineer and Assistant Engineer. Complement unlimited.

Partsman/Mechanic

Under the direction of the Lead Mechanic. Capable of keeping a running inventory of parts and supplies. Complement unlimited.

CLASS IV

Under the direction of the Lead Tractor Operator. Capable operator of crawler tractor on full-time basis. Capable operator of loaders, patrols, or other responsible duties as assigned by Lead Operator. Complement unlimited.

CLASS V

Dragline, Excavator, Sign Technician, Lead Tractor Operator

Capable operator of either excavator or dragline; also includes Sign Technician and Lead Tractor Operator. Classified as an independent operator. Capable of other responsibilities and duties so instructed to do. Complement unlimited.

Construction Technician II

Capable of inspecting and surveying all requests for County Road Department. Under direct supervision of the County Engineer and Assistant Engineer. Complement unlimited.

Mechanic
Under the direction of the Lead Mechanic. Capable of repairing equipment as assigned. Complement unlimited.

CLASS VI

Inspector
Capable of inspecting and surveying all requests for County Road Department. Under direct supervision of the County Engineer and Assistant Engineer. Complement unlimited.

Lead Bridge
Capable of supervising a bridge crew in the construction/maintenance of bridges and culverts as well as the basic maintenance of the equipment assigned to the bridge crew. Capable of other responsibilities and duties as so instructed. Complement unlimited.

Lead Mechanic
Lead Mechanic and in charge of inventories and parts procurement; capable of assigning parts person and keeping running inventory of all parts and supplies. Complement unlimited.