

**AUGUST 28, 2017**  
**INITIAL PROPOSAL OF VON BRIESEN COUNTY TO**  
**POLICE ASSOCIATION, LOCAL 1234546789**  
**FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

1. **Term**. Discuss duration of the successor agreement to be determined based on economic and non-economic provisions of agreement.
2. **Wages**. Discuss and offer a fair wage in consideration of the County's economic condition and changes to the successor agreement discussed during negotiations.
  - a. Discuss base wage steps.
  - b. Discuss lateral hiring wage rates
  - c. Restructure and elongate wage schedule
3. **Paid Time Off**. It has been suggested that a past practice exists concerning how the Department computes paid time toward overtime, under Article 5, Section 5.04(a)(ii)(h) of the Agreement. We disagree that a binding practice exists, but even if it does, we hereby notify the Association such practice will end upon execution of a successor agreement between the parties.
4. **Health Insurance Premium Contribution**. Discuss increasing the employee premium contribution.
5. **Archaic language clean-up and clarification of errors**.

**Notice of Evaporation of Permissive and Illegal Language Subject to Removal.**

We hereby notify the Association that that the following provisions are non-mandatory subject of bargaining. That Section of the Collective Bargaining Agreement will be evaporated from the Agreement upon the expiration of this Agreement, and this language will not be included in a successor agreement. Any prohibited subjects will not be enforced, effective immediately.

1. **Article 1 – Recognition.** The Section is an illegal subject of bargaining to the extent it attempts to apply the agreement to employees who are general municipal employees.
2. **Article 12 – Vacations, Section 12.6.** The sentence “At least one employee shall be permitted to be on vacation at one time.” is a permissive subject to the extent it conflicts with management’s right to determine, plan, direct, and control its operations, establish minimum staffing requirements, and to make assignments of work.
3. **Article 13 – Health & Welfare, Section, Section 13.03.** The Section regarding retiree health insurance is an illegal subject of bargaining to the extent the provisions infringe on Wis. Stat. § 111.70(4)(mc)6.
4. **Article 14 – Work Week and Overtime, Section 14.01, Work Week.** Paragraph 2 of this Section is a permissive subject of bargaining to the extent that it conflicts with management’s right and authority to determine, plan, direct, and control its operations and to make assignments of work.
5. **Article 16 – Work Week and Overtime, Section 16.7, Schedule of Shift Personnel.** This Section is a permissive subject of bargaining to the extent that it conflicts with management’s right and authority to establish minimum staffing requirements and to make assignments of work.
6. **Article 20 – Squad Cars.** This Article is a permissive subject of bargaining to the extent it conflicts with the policymaking authority of the County, and management’s right and authority to establish, revise, and enforce rules of conduct.
7. **Article 23– Negotiations.** The Second Paragraph of this Article is a permissive subject of bargaining to the extent it conflicts with the County’s policymaking authority.
8. **Article 24 – Liability Insurance.** This Article is a permissive subject of bargaining to the extent it conflicts with the County’s policymaking authority.
9. Other language as determined and as notice is given to the Association. The County reserves the right to identify other language as permissive or illegal subjects of bargaining at any time during the process.

***The County reserves its right to modify, amend, delete or add to its proposals at any time and for any reason during negotiations. All tentative agreements, if any are reached, remain subject to acceptance of the collective bargaining agreement as a whole by the County Board and correction of any errors or omissions.***