

Notice of Public Meeting  
**Monday, November 5, 2018**  
**12:00 p.m.**

**NEGOTIATING  
 COMMITTEE**

*Door County Government Center  
 Chambers Room (C102) - 1st floor  
 421 Nebraska Street, Sturgeon Bay, WI*

**AGENDA**

- A. Call to Order
- B. Roll Call (Establish a Quorum)
- C. Adopt Agenda / Properly Noticed
- D. Approve Minutes of the October 2, 2018 Negotiating Committee Meeting
- E. Initial Bargaining Proposals of the Door County Deputy Sheriffs' Association *and* Door County Emergency Services IAFF Local 4982 (collectively 'public safety employees').
- F. Convene in closed session for the purpose of developing negotiating strategies to be used in collective bargaining under Ch. 111, Wis. Stats. with public safety employees, as bargaining reasons require a closed session pursuant to § 19.85(l)(e) Wis. Stats.  
  
 Reconvene in open session.  
  
 Discussion and decision (if any) regarding deliberations conducted in closed session.
- G. Future Collective Bargaining Sessions with Door County Deputy Sheriffs' Association and Door County Emergency Services – IAFF, Local 4982.
- H. Meeting Per Diem Code
- I. Adjourn

*Deviation from the order shown may occur*

MINUTES  
Tuesday, October 2, 2018

## NEGOTIATING COMMITTEE

Door County Government Center  
Chambers Room (C102) - 1st floor  
421 Nebraska Street, Sturgeon Bay, WI

### Call to Order

The October 2, 2018 Negotiating Committee meeting was called to order at 8:31 a.m. by Chairman David Englebert at the Door County Government Center.

### Roll Call (Establish a Quorum)

Members present: David Englebert, Joel Gunnlaugsson, Kathy Schultz, Laura Vlies Wotachek, and Megan Lundahl.

Others present: Administrator Ken Pabich, Corporation Counsel Grant Thomas, Human Resources Director Kelly Hendee, Emergency Services Director Aaron LeClair, Sheriff Steve Delarwelle, Chief Deputy Pat McCarty, and County Clerk Jill Lau.

"These minutes have **not** been reviewed by the oversight committee and are subject to approval at the next regular committee meeting."

### Adopt Agenda / Properly Noticed

Motion by Vlies Wotachek, seconded by Schultz to adopt the agenda. Motion carried.

### Approve Minutes: August 7, 2018 Negotiating Committee Meeting

Motion by Lundahl, seconded by Gunnlaugsson to approve the minutes of the August 7, 2018 Negotiating Committee Meeting. Motion carried by unanimous voice vote.

### Convene in closed session for the purpose of developing negotiating strategies to be used in collective bargaining under Ch. 111, Wis. Stats. with public safety employees, as bargaining reasons require a closed session pursuant to § 19.85(l)(e) Wis. Stats.

Motion by Vlies Wotachek, seconded by Lundahl to convene in closed session for the purpose of developing negotiating strategies to be used in collective bargaining under Ch. 111, Wis. Stats. with public safety employees, as bargaining reasons require a closed session pursuant to § 19.85(l)(e) Wis. Stats.

Motion carried on a roll call vote, with all members present voting 'yes'. Time: 8:33 a.m.

### Reconvene in open session

Motion by Lundahl, seconded by Schultz to reconvene in open session. Motion carried on a roll call vote with all members present voting 'yes'.

### Discussion and decision (if any) regarding deliberations conducted in closed session

No action taken.

### Schedule 'Presentation of Initial Proposals along with Supporting Rationale' with Door County Deputy Sheriffs' Association and Door County Emergency Services – IAFF, Local 4982, consistent with to § 111.70(l)(e), Wis. Stats.

No action taken.

### Schedule Future Collective Bargaining Session with Door County Deputy Sheriffs' Association and Door County Emergency Services – IAFF, Local 4982

No action taken.

### Meeting Per Diem Code

929.

### Adjourn

Motion by Lundahl, seconded by Schultz to adjourn. Time: 10:00 a.m. Motion carried.

Respectfully submitted by Jill M. Lau, County Clerk

**Initial Proposal of  
Door County Deputy Sheriffs Association (DCDSA)  
October 23, 2018**

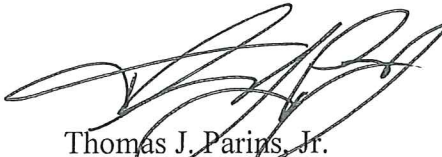
The following are proposed changes in the 2016-2018 collective bargaining agreement between the County of Door and DCDSA for a successor agreement. All other provisions are to continue unchanged except for updating to reflect a new term, to correct errors, and to make changes with which the parties agree or which are awarded through interest arbitration. The DCDSA reserves the right to add to, modify or delete its proposals at any time without precedent or prejudice. The DCDSA's proposals are offered and may be withdrawn without prejudice to the DCDSA's interpretation of the Collective Bargaining Agreement.

1. Four year contract
2. 2.25% across the board wage increase each year of the contract. *(CPI - 2.25%)*
3. Insert language into Sections 26.03 – Shift Differential, 26.04 – Acting Pay, & 26.05 – FTO/CTO, that would increase these pay rates by the same percentage as the general pay increase each year.
4. Add language in Section 26.02 to include Instructors. These deputies are paid like FTO/CTO's in that they receive their additional hourly amount while actually performing approved Instructor duties. *ie. Fire Arms, etc. Based on training & approved by Sheriff*
5. Amend Section 9.15 for the cash conversion to be at 75% rather than 50%.
6. Amend Section 30.02 to allow 96 hours of compensatory time accumulation (which is two full rotations) rather than 80 hours accumulation.
7. Continue the Canine MOU for the period of the contract with the following modifications:
  - a. The differential shall be ½ hr per day for 7 days per week.
  - b. The officer shall work an 8 hour day as other deputies.
  - c. This would be classified as a "Float" position.
8. Part time Union Seniority Calculation: Have the Bargaining Unit seniority begin on the day of hire whether the deputy is hired full-time or Part-time. Delete the seniority calculation language in Addendum B.
9. Insert the current Memorandum of Understanding regarding Eligibility List with the following changes:
  - a. Make the required ride-a-long or job shadowing be a straight 40 hours which can be done at any time.

10. Amend Section 7.08 in line 43 on p. 8 of the Agreement to remove the one week limitation of taking ½ day vacations.
11. The DCDSA reserves the right to modify, change, or add to these proposals at any time.

Dated this 23<sup>rd</sup> day of October, 2018.

Door County Deputy Sheriffs Association



Thomas J. Parins, Jr.  
Attorney for Association  
State Bar # 1020191

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# DOOR COUNTY EMERGENCY SERVICES



**LOCAL 4982**

This proposal is a request for changes in the Collective Bargaining Agreement between the County of Door and Local 4982. This request is being made in accordance with Article 29 of the current Collective Bargaining Agreement.

The requested changes are as follows:

1. Length of Contract: January 1<sup>st</sup>, 2019 - December 31<sup>st</sup>, 2021
2. **Agreement**
  1. Page 1, Line 3. "This Agreement, effective ~~January 1, 2016~~ **January 1, 2019...**"
3. **Article 17 - Workday & Workweek**
  1. Page 10. Strike lines 9-14.
  2. Page 10, Line 18. The schedule (~~whether 'normal' or the 'alternate'~~) ~~must~~ **shall** be fixed on an annual basis.
  3. Page 10. Strike lines 20 & 21.
4. **Article 28 - Wages**
  1. Across-the-Board wage increases of 4% on January 1, 2019
  2. Across-the-Board wage increases of 4% on January 1, 2020
  3. Across-the-Board wage increases of 4% on January 1, 2021
5. **Article 31 - Duration of Contract**
  1. Page 17, Lines 3-5. Change language to reflect a 3 year contract starting January 1, 2019.
6. Negotiate wage increase for union members assigned and working as a Field Training Officer "FTO." Deputy Sheriff's parity.