




Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: December 20, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief HR Officer, Department of Human Resources
Melinda Lawrence, Assistant Corporation Counsel, Office of Corporation Counsel 

Subject: Revised version of the draft Collective Bargaining Agreement between Milwaukee County and the Deputy's Sheriffs' Association

Request:

Please accept the attached revised version of the draft Collective Bargaining Agreement between Milwaukee County and the Deputy Sheriffs' Association. This version replaces the previously filed document 4, "Final Revisions" of the attachments to previously noticed [File 23-997](#), Agenda Item 32¹.

Modification:

Only Section 5.05 of the revised draft varies from the previously filed version. The revisions incorporate the terms of the Settlement Agreement executed on March 29, 2022, for Prohibited Practice Charge 161.0072 brought by the Union seeking changes to MCSO's internal disciplinary notice procedure. This Settlement Agreement was previously provided as document 5. In summary, the new language in Section 5.05:

- Expands employee-members' right to Union representation at relevant points of the disciplinary process.
- Expands the Union access to documents related to the discipline process, subject to the member's consent.

Section 5.05 of the Contract with the Deputy Sheriffs' Association pertains solely to the day-to-day management of the Sheriff's Office and does not have a fiscal impact upon the County. The revisions do not substantively change the County's obligations under the Contract, but simply reflects the County's existing obligations under the March 29, 2002, Settlement Agreement.

¹ This request complies with the notice requirement of the Wisconsin Open Meetings Law which simply requires inclusion of the subject matter for discussion. [Wis. Stat. 19.84\(2\)](#).