

SETTLEMENT AGREEMENT

Between

Milwaukee

County and the

Milwaukee County Deputy Sheriffs'

Association Concerning Prohibited Practice

Charge

Case No. 161.0072

On or about July 11, 2021, the Milwaukee County Deputies Union filed a Charge with the Wisconsin Employment Relations Commission alleging that the Milwaukee County Sheriff's Office engaged in a prohibited practice against union members in that it failed to provide members notice of the alleged misconduct that was the subject of internal affairs charges brought against them, or to provide them with copies of the internal affairs files, or to permit Union representatives to speak on their behalf at Loudermill hearings. The Milwaukee County Sheriffs Office denied these charges. After discussion, the Parties agreed to resolve their dispute via this settlement and the Union agreed to withdraw the pending Charges.

THEREFORE, Milwaukee County and the Milwaukee County Sheriff's Office agree that:

1. The County agrees that it will continue to give notice of the investigation and alleged misconduct being investigated to affected ~~deputies~~ MDSA members and the MDSA union president.
2. MDSA Members ~~Deputy Sheriffs~~ and/or an MDSA representative may continue to submit a statement for review ~~before any future Loudermill proceedings~~ at the conclusion of the County investigation (i.e. before any discipline is rendered), but must do so on or before a the date provided by

the Department, unless the parties mutually agree to alter the submission date.

3. If a meeting is called by the Sheriff or his/her designee for the sole purpose of considering the imposition of discipline and the affected member is offered the option of attending either in person or by electronic means, the member shall be entitled to Association representation under the terms of the MDSA Agreement Section 5.05, and the MDSA representative shall have the right to speak and address the Sheriff or his/her designee pursuant to the language contained in 5.05 (2) (b) of the MDSA agreement.

4. The County agrees to provide a copy of the investigative file to the subject deputy when the assigned County investigator has completed the investigation (i.e. before the Sheriff renders discipline), upon request and at the affected Deputy Sheriff's or MDSA's expense.

5. The County agrees to provide the Association attorneys at no expense with a digital copy of the MDSA members' personnel and/or discipline file via electronic upload within ten (10) calendar days from the ~~notice of discipline~~ receipt of a signed request from the Member-employee and after notice of discipline.

6. This language will be included in the Successor Collective Bargaining Agreement, or shall be held for naught.

Executed this 29 day of ^{March}~~February~~, 2022, in Milwaukee, Wisconsin.

Accepted on behalf of the Union:



Accepted on behalf of the County:

