

STAFF ATTORNEYS' PROPOSAL ON TERMS AND CONDITIONS OF COUNTY EMPLOYMENT

All of the current Staff Attorneys make the following proposal regarding their terms and conditions of employment:

1. Effective the first pay period after passage of this proposal, Staff Attorneys will be paid at a rate that is 80% of the probationary rate (Step 22) contained in the salary grid contained in the Dane County Attorneys Employee Group section of the Dane County Employee Handbook. The current Step 22 probationary rate is \$32.59 per hour, \$67,787 per year. The rate applicable to the Staff Attorneys will be \$26.07 per hour, \$54,225.60 per year.
2. All pay increases given in the future to members of the Dane County Attorneys Employee Group shall also be given in identical fashion to the Staff Attorneys. This will maintain the Staff Attorneys at 80% of the Dane County Attorneys Employee Group probationary rate.
3. Staff Attorneys shall be given twelve (12) days of leave paid at their hourly rate per year. At present, Staff Attorneys are not credited with working time for holidays like Christmas, New Years Day, July 4th, or Labor Day. Nor are they credited with working time when Dane County is closed due to weather. This results in a reduction in working hours that frequently triggers an increase in their individual or family health insurance costs. The twelve (12) days of paid leave shall be treated as working time for health insurance and all other employment purposes. Thus the great majority of the twelve (12) days of paid leave will be used for holidays, County closures, and similar events simply to maintain health insurance costs, with a few days left over for illness or family emergencies.

4. Staff Attorneys shall be eligible to participate as members in the Dane County Attorneys Employee Group. However, the terms and conditions of employment for Staff Attorneys will be as set forth by the Dane County judiciary, as stated in this proposal, and the Dane County Ordinances (as applicable), and the portions of the Dane County Handbook applicable to the Dane County Attorneys Association shall not apply to the Staff Attorneys except as set forth in this proposal.

5. All other terms and conditions of employment for Staff Attorneys as previously set forth by the Dane County judiciary or the Dane County Clerk of Court remain in force, except as modified by this proposal.