

- Following unification, the commissioner should rationalise the force structure, in line with security requirements and ethnic balance;
- The salaries of all remaining police should be increased significantly, to ensure their loyalty to the new authority.

### C. Judiciary

A similar unification of the currently divided judiciary should take place simultaneously with that of the police. The Supervisor should appoint an international legal administrator, who will act as chief justice and appellate tribunal to oversee the work of the newly hired and rehired judges. The Supervisor would have executive authority to dismiss and promote judges based on their ability and probity. The judiciary should also set up commercial and small claims courts to provide swift decisions on business disputes. The Brcko judiciary will not be subject to the RS or Federation court system. Rather it will operate within a special, extra-entity jurisdiction, and all appeals will be made directly to the Supreme Court of BiH. Appropriate penal systems should be developed to address the special nature of the new municipality. The salaries of all of the newly-formed judiciary and its employees should be double the salaries of those in the highest-paid of the three municipalities.

### D. Education

As with the other municipal departments, the school systems of the three municipalities should be unified. Teachers' and administrators' salaries will be paid by the new municipality. As in other departments, the education department should be given an international administrator with executive and financial control over the system. The administrator should also oversee a curriculum review in conjunction with local educators in order to develop a common curriculum for the following year. This curriculum would need to respect the legitimate identification of children and parents with their own ethnic group, but promote diversity rather than prejudice. Brcko can provide an experiment in good practice from which useful lessons could be drawn for the whole of Bosnia and Herzegovina.

### E. Utilities

The three municipalities currently have three separate power grids purchasing electricity from three different providers. With the creation of the new municipality, the three current administrators should form the tripartite management of a unified power company which will be free to solicit competitive bids from the various power providers in the region. In addition, municipal employees should be free to purchase water, sewerage, and waste removal services from the lowest bidder.

### F. Housing

The various units of the three administrations dealing with housing and property issues should be unified, and put under the control of an international administrator with executive control over employment and