

**Summary of Wage and Fringe Benefit Modifications
In the 2001-2002 Agreement Between the City of Milwaukee and the
Association of Law Enforcement Allied Service Personnel,
Local #218, IUPA, AFL-CIO
(Police Support Services Personnel)**

1. **Duration, Article 1:** Two years: January 1, 2001, through December 31, 2002.
2. **Base Salary, Article 18:**
 - a. Effective Pay Period 1, 2001, a 2.5% across the board increase over Pay Period 26, 2000 wage rates.
 - b. Effective Pay Period 1, 2002, a 3.0% across the board increase over Pay Period 26, 2001 wage rates.

3. **Health Insurance, Article 28:**
 - a. Under subsection 28.3.a.(1)(a), effective January, 2002, for those employees enrolled in the Basic Plan, the employee contribution toward the subscriber cost shall be increased from \$40 to \$50 per month for single enrollment and from \$80 to \$100 per month for family enrollment. (Note: the deduction for January, 2002, coverage is to be made with the health insurance paycheck deductions in December, 2001.)
 - b. Effective January 1, 2002, for employees enrolled in the Basic Plan, the Major Medical lifetime maximum shall be increased from \$250,000 to \$500,000.
 - c. Effective January 1, 2002, registered domestic partners of eligible employees covered by the Agreement, if registered as such by the City Clerk as provided under Chapter 111 of the Milwaukee Code of Ordinances, shall be eligible to be covered by health and dental insurance. An employee who elects coverage for his or her domestic partner must enroll in the same plan as the registered domestic partner.

4. **Hours of Work, Article 19:**

Effective the pay period following execution of the Agreement, decrease the minimum notice for changing the regularly scheduled eight-hour shift and the period before which time and one-half must be paid to five days (formerly seven days).

5. **Shift, Weekend and Holiday Differential, Article 22:**

Effective the pay period following the execution of the Agreement, the shift, weekend and holiday differentials shall be increased by five cents per hour to the following:

2 nd shift Differential:	\$0.43 cents per hour
3 rd shift Differential:	\$0.50 cents per hour
Saturday Differential:	\$0.50 cents per hour
Sunday & Holiday Differential:	\$0.60 cents per hour

6. Safety Equipment, Article 24:

Effective calendar year 2002, the safety shoe reimbursement maximum shall be increased from \$85 to \$115 per calendar year.

7. Tuition and Textbook Reimbursement, Article 25:

Effective in calendar year 2002, increase the maximum reimbursement for approved courses of study from \$900 to \$1,000 per calendar year.

8. Vacations, Article 30:

Effective in fiscal year 2002, an employee shall earn vacation time in the following manner from his/her last anniversary date:

- a. One (1) day per month, with a maximum of 10 days per calendar year for employees with less than 5 years' creditable service.
- b. One and one-half (1.5) days per month with a maximum of 15 days per calendar year for employees with at least 5 but less than 10 years of creditable service.
- c. Effective fiscal year 2002: Two (2) days per month with a maximum of 20 days per calendar year for employees with at least 10 but less than 15 years of creditable service.
- d. Effective fiscal year 2002: Two and one-half (2.5) days per month with a maximum of 25 days per calendar year for employees with at least 15 years but less than 22 years of creditable service.
- e. Effective in fiscal year 2002: Three days per month with a maximum of 30 days per calendar year for employees with at least 22 years of creditable service.

9. Funeral Leave, Article 36:

Effective calendar year 2002, registered domestic partners of employees covered by the Agreement, if registered as such by the city Clerk as provided under Chapter 111 of the Milwaukee Code of Ordinances, shall be included section 2.a. of Article 36.

10. Parking Allowance for PAB Employees, Article 41:

Effective the calendar month following execution of the Agreement, increase the Regular and Special Parking Allowance Benefits under Section 3.a. and 3.b. by five dollars.

11. Appendix A, Salary Schedule

Appendix A, the Informational Salary Schedule located at the back of the contract, shall be deleted from the Agreement. The City shall provide the Union with salary information on a computer disk for informational purposes.

12. Side Letter: Continuing Education Incentive Program

Effective upon execution of the Agreement, Electronic Technicians shall be eligible to participate in the Continuing Education Incentive Program so long as the City and Union mutually agree to continue the program.

13. Side Letter: Contract Printing

The City will provide the Union 200 copies of the 2001-2002 collective bargaining agreement.

14. Side Letter: Applicability of Contract to ALEASP DPW Employees

When the Wisconsin Employment Relations Commission issues a decision in the bargaining unit clarification proceeding, the parties agree to make changes in the contract consistent with such decision. The fact that the parties have agreed to maintain the present language of various articles of the Agreement shall not be used in the proceeding by either party.

15. The parties shall maintain the present language of all other articles with date changes and housekeeping changes as needed.

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Lab/alea-clc