



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
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Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

December 9, 2011

Board of Fire and Police Commissioners
Fire and Police Commission
City Hall, Room 706A

Dear Commissioners:

I ask that you reconsider at your next meeting matters relative to the City's ratification process for collective bargaining agreements covering the years 2010-2012 with the Milwaukee Police Association (MPA). The Common Council's Finance and Personnel Committee is scheduled to act on the MPA bargaining agreement (file #110547) on December 14, 2011 with the Common Council taking final action on December 20, 2011.

Sec. 62.50(10), Stats., requires a prior written recommendation from the FPC before the Common Council can reduce either the "salary" or the "compensation" of members (sworn and unsworn) of the Fire or Police Departments. Because the term "compensation" is not defined in the statute (the scope of Sec. 62.50(10) is presently being litigated), the City Attorney's office has advised, as a precautionary measure and to avoid potential litigation and liability under a broad construction of the term, that the City seek a prior written recommendation from the Fire and Police Commission regarding any changes in the terms or conditions of employment for members of either department that could potentially be deemed to constitute a decrease in "compensation." Obtaining the Fire and Police Commission's recommendation of the following changes would ensure that no potentially viable challenge could be made by individual employees or their bargaining representatives under Sec. 62.50(10) if and when these changes are approved by the Common Council:

- Changes affecting MPA members:
 - Each member to pay, commencing January 1, 2012, up to 12% of the bi-monthly group health coverage premium applicable to other active City employees for the particular plan choice and coverage type (single, employee plus dependents, etc.) options applicable to the member, and up to 12% of any and all increases to such premiums that are established by the City for particular plan choices and coverage type options from time-

to-time after January 1, 2012 for active City employees. The maximum January 1, 2012 bi-monthly contribution rates for active City employees for the plan and coverage choice options available on January 1, 2012 are shown on Attachment A to this letter.

- Effective January 1, 2012, each member to contribute up to a maximum of \$20 per month over and above the 12% contribution specified immediately above for each adult (maximum of two, excluding dependent children) who chooses not to fully participate in and complete annual Health Risk Assessments as part of the City's Wellness and Prevention Program.

Please see Attachment B for additional information regarding the changes referenced below:

- Reductions in certification pay for all employees;
- Elimination of the requirement the City provide a sweater to all employees;
- Elimination of certain payments received by some employees pertaining to specific levels of educational credits;
- Reductions in salary for employees while they are in the Police Department Academy.

By this letter, I respectfully request that the Fire and Police Commission formally recommend to the Common Council each of the changes referenced above in this letter. Additionally, given the language of the statute, I ask that this Commission recommendation be communicated in writing to the Common Council through correspondence signed by the Commission's Chair and its Executive Director.

Sincerely,



TROY M. HAMBLIN
Labor Negotiator

2012 Rate Chart For Active Employees

This Chart applies to all Employees whose positions are represented by any of the following units:

**GC Management; DC #48; NMNR; TEAM; Assc of Scient Pers; Assc of Muni Attys;
SNC; Loc 510 IAM; Loc 494 Mach; Loc 75 Plumbers; Loc 195 Bridge Operators;
Loc 139; Loc 61 Sanitation; ALEASP; Police Aides; Loc 494 FEDS**

HEALTH PLAN "EMPLOYEE RATE" INFORMATION

An employee will pay twice per month the rate listed below under "Employee Rate" for the plan selected.

CHART I - 2012 Employee HEALTH PLAN Payroll Contribution.

The "Employee Rate" will be deducted from the employee twice per month from the first and second paycheck.

HEALTH PLAN	¹ UHC CHOICE PLAN			² UHC CHOICE PLUS PLAN (Replaces the City's Basic Plan)		
	UHC CHOICE PLAN	City Share	Employee Rate	UHC CHOICE PLUS PLAN	City Share	Employee Rate
Single	\$ 311.98	\$ 274.54	\$ 37.44	\$ 396.84	\$ 349.22	\$ 47.62
Employee + Dependents	\$ 467.97	\$ 411.81	\$ 56.16	\$ 595.26	\$ 523.83	\$ 71.43
Employee + Spouse	\$ 623.96	\$ 549.08	\$ 74.88	\$ 793.68	\$ 698.44	\$ 95.24
Family	\$ 935.94	\$ 823.63	\$ 112.31	\$ 1,190.51	\$ 1,047.65	\$ 142.86

¹This is the HMO equivalent.

²This is the Basic Plan equivalent.

CHART II - 2012 Employee DENTAL PLAN Payroll Contribution.

The "Employee Rate" will be deducted from the employee twice per month from the first and second paycheck.

DENTAL PLAN	SINGLE PREMIUM	City Share	Single Employee Rate	FAMILY PREMIUM	City Share	Family Employee Rate
WPS/Delta Dental	\$ 12.48	\$ 6.50	\$ 5.98	\$ 43.10	\$ 18.75	\$ 24.35
Care-Plus	\$ 21.93	\$ 6.50	\$ 15.43	\$ 64.63	\$ 18.75	\$ 45.88
DentalBlue	\$ 23.63	\$ 6.50	\$ 17.13	\$ 70.89	\$ 18.75	\$ 52.14

DISCLAIMER: The benefit design and rate equivalents are subject to change by Common Council action.

NOTE: All rates/premiums and Employee Share amounts shown on this chart are shown as semi-monthly (twice per month) figures to reflect the fact that employee payroll deductions will take place twice per month, on the first and second paychecks of each month. Multiply the Rates/Premiums and Employee Share amounts by two (2) to calculate the full amounts..

**Summary of Wage and Fringe Benefit Modifications
In the 2010 – 2012 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Police Association**

1. Article 1, Duration: Three year, January 1, 2010 through December 31, 2012
2. Article 10, Base Salary:
 - (a) Effective Pay Period 1, 2011, increase the biweekly rates of pay by \$19.18 (\$500 annually) with corresponding reductions in 2011 Certification Pay payments.
 - (b) All newly hired Police Officers shall be paid at the academy step which shall be 75% of step 1 of Pay Range 801 (this shall not be applied to the recruit class that started Oct 17, 2011).
 - (c) Effective Pay Period 1, 2012:
 - Include education pay in base salary for those that are eligible and increase biweekly rates of pay as follows:
 - i. Associate's Degree or 64 credits - \$15.34 (\$400 annually)
 - ii. Bachelor's Degree – \$34.52 (\$900 annually)
 - iii. Master's Degree or Higher - \$42.19 (\$1,100 annually)
which shall also be increased by the below listed across the board increases
 - Increase the biweekly rates of pay for Pay Range 801 by \$22.13
 - A 2.20% across the board wage increase over Pay Period 26, 2011 wage rates
 - (d) Effective Pay Period 14, 2012, a 1.35% across the board wage increase over Pay Period 13, 2012 wage rates
3. Article 21, Health Insurance:
 - (a) At the beginning of the Article insert the following: Certain items contained in this Article are currently under litigation.
 - (b) Effective January 1, 2012, active employees shall contribute 12% of the Health Insurance Premium payment for the plan selected.
4. Article 33, Uniform and Equipment:
 - (a) Add the following to 1.a.: (3) Effective upon the execution date of the Agreement, a Uniform Outer Carrier shall be included in the initial issue, which shall replace the initial issue of a sweater.
 - (b) 1.b.(1)(a) replace sweater with Uniform Outer Carrier

5. Article 39, Educational Program:
 - (a) Effective for calendar year 2012 payments eliminate Educational Pay payments made to employees in section 1. After the payments for calendar year 2011 (made in 2012), there shall be no Educational Pay payments.
 - (b) Update entire article as needed
6. Article 62, Parking Allowance Benefits for Police Administration Building Employees:
 - (a) Redraft entire Article removing any reference to car pool parking allowance and eliminate any references to specific parking allowance rates.
 - (b) Eligible employees shall receive parking allowance at rates current at time of reimbursement request.
7. Article 68, Certification Pay:
 - (a) Effective for calendar year 2011 payments (paid in 2012), Certification Pay shall be reduced to \$500.
8. Two Memoranda of Understanding agreed to and signed by the parties:
 - (a) The City agrees to hire 100 Police Officers between the execution date of the 2010-2012 Agreement and December 31, 2012.
 - The 2012 class shall start no later than August 15, 2012
 - (b) Employees in the classification of Detective upon the execution date of the 2010-2012 Agreement shall be allowed to participate in the testing process for Lieutenant positions regardless of supervisory experience or lack thereof. Identified individuals currently holding the rank of Detective shall be considered ‘grandfathered’ as to all such subsequent testing opportunities to/for the rank of Lieutenant.
9. Update language and dates and delete any obsolete language.
10. All other article shall remain Status Quo.