

SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS  
IN THE 2003 LABOR AGREEMENT BETWEEN  
THE CITY OF MILWAUKEE AND  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS, DISTRICT NO. 10, AFL-CIO  
CC File # 021159

1. **Duration, Article 1:**

One year: January 1, 2003 through December 31, 2003.

2. **Base Salary, Article 10:**

Effective Pay Period 1, 2003, a 3% across the board increase over Pay Period 26, 2002 wage rates.

3. **Pension, Article 13:**

Creditable service for active military service, as provided in Chapter 36-04-2-c of the Milwaukee City Charter, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2003 and December 31, 2003.

4. Add or update language and dates and delete obsolete language as necessary in all articles.

SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS  
IN THE 2004-2006 LABOR AGREEMENT BETWEEN  
THE CITY OF MILWAUKEE AND  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS, DISTRICT NO. 10, AFL-CIO  
CC File # 021159

1. **Duration, Article 1:**

Three years: January 1, 2004 through December 31, 2006.

2. **Base Salary, Article 10:**

Effective Pay Period 1, 2004, a 3% across the board increase over Pay Period 26, 2003, wage rates.

Effective Pay Period 1, 2005, a 3% across the board increase over Pay Period 26, 2004, wage rates.

Effective Pay Period 1, 2006, a 3% across the board increase over Pay Period 26, 2005, wage rates.

Effective as soon as administratively practicable following execution of the 2004-2006 Agreement, the City shall provide a one-time, lump sum, non-pensionable \$100 payment to all employees represented by the Union as of February 16, 2005, who are not in the classification of Fire Equipment Mechanic, Pay Range 734.

Effective the pay period following execution of the 2004-2006 Agreement, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

Effective for ASE or EVT examinations that eligible employees successfully complete after the execution date of the 2004-2006 Agreement, the Fire Department shall reimburse employees for the cost of each successfully completed ASE or EVT examination, including registration fee, which is needed to obtain or maintain the EVT Level I, EVT Level II or EVT Master Level III Certifications. Reimbursement shall be made as soon as administratively practicable after employees submit copies of their certification and payment receipt to the department. "Eligible employees" are employees in the classification of Fire Equipment Mechanic who have advanced to Step 6 of Pay Range 734.

3. **Health Insurance, Article 15:**

Effective January 1, 2005, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month for family enrollment.

Effective January 1, 2006, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment.

Eligible employees who retire between January 1, 2005, and December 31, 2006, and who are enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment and \$60 per month for family enrollment. The amount of retiree contribution shall be deducted from the retiree's pension check. Any subscriber costs for single or family enrollment in excess of the above stated amount shall be paid by the City. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost plan offered by the City, the foregoing \$30 employee contribution shall be waived. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost plan offered by the City, the foregoing \$60 employee contribution shall be waived.

For eligible employees who retire between January 1, 2005, and December 31, 2006, and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees who retire between January 1, 2005, and December 31, 2006, and who are enrolled in the HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his/her pension check.

In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan.

Effective the calendar month following the execution of the Agreement, registered domestic partners of eligible City employees, 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 under the employee's health and dental insurance. An employee who elects coverage for his or her domestic partner must be enrolled in the same plan.

**4. Pension, Article 13:**

Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.

Creditable service for active military service, as provided in 36-04-2-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2004, and December 31, 2006.

**5. Tuition and Textbook Reimbursement, Article 24:**

Effective upon execution of the 2004 -2006 Agreement, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$700 to \$800 per calendar year.

**6. Life Insurance, Article 14:**

Effective the calendar month following execution of the Agreement, increase the amount of life insurance coverage that is free to the employee to \$30,000 (from \$25,000).

**7. Funeral Leave, Article 18:**

Effective upon execution of the 2004-2006 Agreement, mother-in-law, father-in-law, sister-in-law and brother-in-law shall be included within the definition of "immediate family."

**8. Long Term Disability Program, Article 43:**

As soon as administratively feasible following the execution of the 2004 -2006 Agreement, the City will include the Union in the Long-Term Disability ("LTD") Benefit Program.

The LTD benefit program will also render Special Sick Leave Accounts (Half Rate Sick Leave) unnecessary. Consequently, sick leave accrual will be capped at 120 working days.

ACCRUED TIME OFF LEAVE DONOR PROGRAM. Effective the pay period following the implementation of a LTD program, the Accrued Time Off Leave Donor Program will be eliminated, except for a transition time period for employees taking part in the Donor Program at the time of the implementation.

**9. Probationary Employees, Article 6:**

Effective as soon as administratively practicable after the execution date of this Agreement, the duration of employee probationary periods shall be one (1) year of active service. The probationary period of employees who transfer from positions in a department other than the Fire Department to a position represented by the Union shall be six (6) months of active service

10. Add or update language and dates and delete obsolete language as necessary in all articles.