

**Summary of Wage and Fringe Benefit Modifications  
In the 2007 – 2009 Agreement  
Between the  
City of Milwaukee (City)  
and the  
Milwaukee Police Association, Local 21 I.U.P.A., AFL-CIO (Association)  
CC file # 070013**

1. Duration, Article 1:

Three Years: January 1, 2007, through December 31, 2009.

2. Base Salary, Article 10:

Effective Pay Period 1, 2007, a 3% across the board increase over Pay Period 26, 2006, rates of pay.

Effective Pay Period 1, 2008, a 3.25% across the board increase over Pay Period 26, 2007, rates of pay.

Effective Pay Period 1, 2009, after adding \$13.81 to all Pay Period 26, 2008, bi-weekly rates of pay, increase such rates of pay by 3%. (It is understood that the \$13.81 results from including in base salary \$260 of the annual Certification Pay and an additional \$100).

Within sixty days following the execution of the Agreement, all employees shall participate in direct deposit of paychecks.

3. Health Insurance, Article 21:

Basic Plan: Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.

HMO:

Effective 1/1/08: Eliminate requirement to offer an HMO. City may offer an exclusive provider organization with a SE Wisconsin network and no coverage outside of network. Implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment. Effective 1/1/09: implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month

following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.

Wellness and Prevention Program and Committee. A program and committee shall be established to promote wellness and prevention of illness among employees and their families.

4. Certification Pay, Article 68

Effective for calendar year 2008 payments paid in 2009, certification pay shall be \$1,000 (a \$260 decrease).

5. Longevity Pay, Article 33

Effective for calendar year 2008 payments paid in 2009, increase the annual longevity pay by \$50 as follows:

- 10 yrs but less than 15 yrs of service - \$300
- 15 yrs but less than 20 yrs of service - \$550
- 20 or more yrs of service - \$900

6. Parking Allowance Benefits for PAB Employees, Article 62

2007: Effective the first full month following execution of the Agreement, increase both the regular and carpool maximum monthly reimbursement benefits by \$10.

2008: Effective January, 2008, increase both the regular and carpool maximum monthly reimbursement benefits by \$5.

2009: Effective January, 2009, increase both the regular and carpool maximum monthly reimbursement benefits by \$5.

7. Tuition and Textbook Reimbursement, Article 40

Effective upon execution of the Agreement, coursework approved to be on City time by both the Police Chief and the Department of Employee Relations may be on City time.

8. Drug Testing , Article 63

Effective upon execution of the Agreement, the Intelligence Division shall be added to the list of Department Units in which the Chief may increase the frequency of random testing and the sampling rate.

9. Interpreter/Translator Pay, Article 64

Effective upon execution of the Agreement, Hmong shall be added to the list of languages recognized by the Department for payment of Interpreter/Translator Pay.

10. Reappointment Benefits, Article 66

An employee who applies for reappointment more than sixty days after his or her separation date and is approved for reappointment shall be reappointed as a new employee within the classification he or she occupied as of the date of his or her separation.

11. Legal Expenses Liability, Article 58

Effective for a claim for payment under Wis. Stat. § 895.35 received after the execution date of the Agreement, the City will request within one hundred and eighty days of receipt of such claim that it be placed on a Common Council Committee agenda. In any arbitration concerning such claims, the arbitrator's authority shall be limited to whether or not the City requested that a claim be placed on a Common Council Committee agenda within the time limits prescribed in Article 58.

12. Grievance and Arbitration Procedure, Article 7

During the term of the Agreement, if any change to Wis. Stat. § 62.50 is enacted that affects the Association's ability to arbitrate discipline, the parties will immediately enter into negotiations for the purpose of arriving at mutually satisfactory modifications to the article.

13. **New:** Article 72, Early Intervention Program

At his or discretion the Chief may establish an Early Intervention Program (EIP). The various uses and limitations on the use of the EIP are described in Article 72

14. Special Duty and Temporary Assignment Pay, Article 12

Effective Pay Period 1, 2007, the additional compensation paid to a Police Officer for underfilling Desk Sergeant at the direction of his or her commanding officers shall be equivalent to the difference between the base salary hourly rate of step one of Pay Range 808 (Detective) and such Police Officer's base salary hourly rate.

15. Memorandum of Understanding, Desk Sergeant Underfilling Pay for 2004-2006

The retroactive compensation paid to a Police Officer for underfilling Desk Sergeant at the direction of his or her commanding officer during the time period Pay Period 1, 2004, through Pay Period 26, 2006 (the Effective Period), shall be based on the difference between the base salary hourly rate of step one of Pay Range 808 and the base salary hourly rate of such Police Officer at the time of the underfilling assignment. This amount shall be offset by any payment already made under Article 12, Special Duty and Temporary Assignment Pay of the 2004-2006 City-MPA Agreement for underfilling during the Effective Period. Retroactive pay shall be paid no later than sixty days from the execution of the 2007-2009 Agreement. [Note: No new monies are being expended as a result of this memorandum of understanding. These retroactive payments constitute money that is owed to Association members for underfilling Desk Sergeant during the Effective Period.]

16. Appendix I Wellness and Prevention Program and Committee

Both a Wellness and Prevention Program and a Wellness and Prevention Committee shall be established. The purpose of the program and of the committee is to promote the wellness and the prevention of illness among City employees and their families. The general contours of the program and of the operation of the committee are contained in Appendix I of the Agreement.

17. Framework for City-MPA Agreement regarding Substitution of Discretionary Days Off for Suspension Days

Effective for disciplines of five days or less imposed after the execution date of the Agreement, an employee may choose to substitute vacation and "09 Days" that he or she has already accrued for suspensions of five days or less. Employees may substitute discretionary time off only in eight-hour blocks for all or part of a suspension. Substitution of discretionary time off for suspension shall have no bearing on an employee's disciplinary record. Personnel records shall indicate the full length of suspension and shall continue to be a factor in progressive discipline, Sick Leave Control Incentive Program, promotional exams, etc. If an employee who has substituted discretionary time off has his or her suspension reduced through the grievance or arbitration process, he or she shall have the substituted time restored. Substitution of discretionary days off for suspension days shall be implemented on a trial basis for the term of the 2007-2009 Agreement and may be extended by mutual agreement of the parties.

18. Update language and dates and delete obsolete language as necessary in all articles.