

**Summary of Wage and Fringe Benefit Modifications
In the 2015 – 2016 Agreement
Between the
City of Milwaukee
and the
Milwaukee Police Association**

1. Article 1, Duration Article 1: Five year, January 1, 2013 through December 31, 2017
2. Article 5, Management Rights:
 - (a) The City shall not impose furlough days during calendar years 2016 and 2017. This provision shall sunset December 31, 2017.
3. Article 7, Grievance and Arbitration Procedure
 - (a) Selected two permanent Arbitrators to hear all grievance arbitrations.
4. Article 10, Base Salary:
 - (a) Effective Pay Period 1, 2013, a 2.0% across the board wage increase.
 - (b) Effective Pay Period 14, 2013, a 0.5% across the board wage increase.
 - (c) Effective Pay Period 1 2014, a 2.0% across the board wage increase.
 - (d) Effective Pay Period 14, 2014, a 0.5% across the board wage increase.
 - (e) Effective Pay Period 1, 2015, a 2.25% across the board wage increase.
 - (f) Effective Pay Period 14, 2015, a .25% across the board wage increase.
 - (g) Effective Pay Period 1, 2016, increase the biweekly rates of pay by \$28.77 (\$750 annually).
 - (h) Effective Pay Period 1, 2016, a 2.0% across the board wage increase.
 - (i) Effective Pay Period 1, 2016, a 5.8% Pension Offset for employees hired prior to Oct 3, 2011.
 - (j) Effective Pay Period 14, 2016, a 0.5% across the board wage increase.
 - (k) Effective Pay Period 25, 2016, a 0.5% across the board wage increase.
 - (l) Effective Pay Period 1, 2017, a 2.0% across the board wage increase.
5. Article 19, Pension Benefits:
 - (a) Effective Pay Period 1, 2016, employees hired prior to Oct 3, 2011 shall begin paying the 7% employee pension contribution.
 - (b) Employees enrolled in ERS as "Policeman" on or after Pay Period 1, 2016 (December 20, 2016) shall be eligible for retirement benefits no earlier than age 50 with 25 years of service.
 - (c) Effective Pay Period 14, 2016 all applications for Duty Disability Retirement shall be referred to the Medical Council regardless of injury type.
6. Article 20, Life Insurance:
 - (a) Employees enrolled in \$55,000 life insurance coverage.

- (b) May purchase additional life insurance up to three times base salary not to exceed \$300,000, at age banded rates.
 - (c) Those employees enrolled in additional life insurance may purchase insurance coverage for spouses and dependents.
7. Article 21, Health Insurance:
- (a) Modify to reflect current law.
8. Article 37, Bomb Squad Pay
- (a) Delete current title of Article and rename Special Unit Pay.
 - (b) Delete Article 38, Underwater Investigation Unit Pay, and add Underwater Investigation Unit to the New Article 37.
 - (c) Increase Special Unit Pay to \$350 in Calendar Year 2014 (payments made in 2015).
 - (d) Effective in Calendar Year 2015 add Arson Investigators and Honor Guard to the Article.
9. Article 54, Duty Assignment
- (a) Add the following language: A day duty assignment is any shift that begins prior to 11:00 am and after 5:00 am; a night duty assignment is any shift that begins no earlier than 11:00 am and no later than 12:00 am.
10. Article 64, Interpreter/Translator Pay:
- (a) Increase premium pay from \$1.00 per hour to \$2.50.
11. Article 65, Accrued Time Off Donor Program:
- (a) Remove the maximum of 40 hours for donation.
12. Article 68, Certification Pay
- (a) Effective for calendar year 2016 payments eliminate Certification Pay payments provided to employees in section 1. After the payments for calendar year 2015 (paid in 2016), there shall be no Certification Pay payments.
13. Incorporate into contract tentative agreements with necessary additions and updates of language and dates and deletion of obsolete language.