

**Summary of Wage and Fringe Benefit Modifications
In the 2023-2026 Agreement
Between the
City of Milwaukee
and
The Milwaukee Police Association**

1. Contract Term: 4 year – January 1, 2023 through December 31, 2026
2. Article 10 – Base Salary:
 - PP 1, 2023 – 1.875% across-the-board increase
 - PP 14, 2023 – 1.875% across-the-board increase
 - PP 1, 2024 – 1.75% across-the-board increase
 - PP 14, 2024 – 1.75% across-the-board increase
 - PP 1, 2025 – 1.875% across-the-board increase
 - PP 14, 2025 – 1.875% across-the-board increase
 - PP 1, 2026 – 3.25% across-the-board increase
3. Article 3 – Ordinance and Resolution References
 - Insert as #2 – Effective for employees hired on or after January 1, 2024, pension benefits will be provided by means of the Wisconsin Retirement System (“WRS”). Benefits provided to such employee shall be those defined in the applicable laws addressing municipal employees under the WRS and the parties agree to abide by the pension provisions and requirements related to the administration and implementation of pension benefits as is determined by the WRS.
4. Article 5 – Management Rights:
 - #6 there shall be no furlough days for the term of the agreement
 - MOU to extend the no furlough through 2028
5. Article 15 – Overtime:
 - Effective PP 26, 2025, court overtime shall be two (2) hour minimum at 1.5x base salary for an appearance equal to or less than 2 hours
 - Effective PP 26, 2025, a court appearance over 2 hours shall be at a rate of 1.5x base salary for the duration of the appearance
6. Article 33 – Uniform and Equipment
 - Effective for Calendar Year 2025, the uniform and equipment allowance shall increase to \$400
 - Effective for Calendar Year 2025, the uniform and equipment allowance for the following ranks shall increase to \$650: Detective, Latent Print Examiner, Identification Systems Specialist, Document Examiner and Identification Technician.

7. Article 49 – Contract Administration:

- Effective Pay Period 1, 2025 wage rates, the Police Liaison Officer shall be paid in Pay Range 813, at step 4.

8. Article 52 – Unpaid Maternity Leave:

- Effective upon implementation date of the agreement the current article shall be replaced with Paid Parental Leave

9. Effective upon implementation of the parties 2023-2026 Labor Agreement those individuals in the Police Officer classification who have been trained and certified in accident reconstruction and are assigned to those duties shall be moved to a new classification of Crash Reconstructionist. The Crash Reconstructionist title shall be in Pay Range 806 and current employees shall be placed at Step 2.

10. Other Memorandum and Tentative Agreements that have been reached during the contract term.

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