

**Summary of Wage and Fringe Benefit Modifications
In the 2003 Agreement Between the City of Milwaukee and the
Milwaukee Police Association,
Local #218, IUPA, AFL-CIO
(Police Aide Unit)**

CC# 021158

1. Duration, Article 1:

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

2. Base Salary, Article 18:

Effective Pay Period 1, 2003, a 3.0% across the board increase over Pay Period 26, 2002, wage rates.

3. The parties shall maintain the present language of all other articles with date changes and housekeeping changes as needed.

Summary WFB 2003, 2004-2006
Labr\mpa-police aides

**Summary of Wage and Fringe Benefit Modifications
In the 2004-2006 Agreement Between the City of Milwaukee and the
Milwaukee Police Association,
Local #218, IUPA, AFL-CIO
(Police Aide Unit)**

CC#: 021158

1. Duration, Article 1:

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

2. Base Salary, Article 17:

- a. Effective Pay Period 1, 2004, a 3% across the board increase over Pay Period 26, 2003, wage rates.
- b. Effective Pay Period 1, 2005, a 3% across the board increase over Pay Period 26, 2004, wage rates.
- c. Effective Pay Period 1, 2006, a 3% across the board increase over Pay Period 26, 2005, wage rates.

3. Health Insurance, Article 26

- a. 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.
- b. 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.

4. Tuition and Textbook Reimbursement, Article 23

Effective in calendar year 2006, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 to \$1,200 per calendar year.

5. Parking Allowance Benefits for Police Administration Building Employees, Article 41:

Effective the calendar month following execution of the 2004-2006 Agreement, increase the maximum monthly parking reimbursement benefits by \$10.

6. Sick Leave, Article 29

Effective the first full trimester following execution of the Agreement, the amount of earned and unused sick leave an employee must have in his or her account at the beginning of a trimester in order to be eligible for an attendance incentive program benefit shall be twenty days (formerly 24).

7. Uniform and Equipment Allowance, Article 22

Effective for calendar year 2005 payments, the annual uniform and equipment maintenance allowance shall be \$175.00 (formerly \$125). Effective for appointments to Police Aide

occurring after the execution date of the Agreement, the initial uniform issue shall include two trousers (formerly three).

8. Life Insurance, Article 25

Effective the second full calendar month following execution of the Agreement, employees shall be eligible to purchase additional life insurance in an amount not to exceed three (3) times the employee's base salary at no cost to the City. The City shall deduct bi-weekly from the paychecks of participating employees a uniform amount per thousand dollars of additional life insurance. The City shall deliver such deductions to the Milwaukee Police Association's choice of carrier (MetLife or MetLife affiliates). Each employee electing to purchase additional insurance beyond that which is identified in subsection 1 shall do so on a form provided by the City. The MPA assumes full liability for all of its acts in the performance of the provisions of Paragraph 7 of this article. The Milwaukee Police Association agrees that it shall indemnify and hold harmless the City against all liability, judgments, costs and expenses, which may in any way arise against the City as a consequence of the City's compliance with the life the additional life insurance provisions of the Agreement.

9. Association Negotiating Time, Article 11

Reimbursement provisions shall not apply to the first 32 hours of paid time off in 2005 and in 2006. It is understood that paid time off under this Article shall be for the purpose of negotiating with the City on behalf of the Police Aides and not on behalf of any other union represented by the Milwaukee Police Association.

10. Bank of Hours for Association Activity, Article 12

It is understood that paid time off under this Article shall be for the purpose of representing the Police Aides and shall not be used for Association activity related to any other union represented by the Milwaukee Police Association.

11. Recognition, Article 2

Effective upon execution only two positions of Polices Aide assigned to the Personnel Section shall be considered confidential and excluded from the bargaining unit.

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