

SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS
IN THE 2003-2004
CITY OF MILWAUKEE
AND
FIRE EQUIPMENT DISPATCHERS, LOCAL #494
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
LABOR AGREEMENT

COMMON COUNCIL FILE # 021167

1. Article 1, Duration

One year (January 1, 2003 to December 31, 2003)

2. Article 10, Base Salary

Effective Pay Period 1, 2003 a 3.0% increase over the Pay Period 26, 2002, rates of pay.

3. Article 18, Pension Benefits

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. Language updates, deletions and corrections as needed.

SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS
IN THE 2004-2006
CITY OF MILWAUKEE
AND
FIRE EQUIPMENT DISPATCHERS, LOCAL #494
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
LABOR AGREEMENT

COMMON COUNCIL FILE # 021167

1. Article 1, Duration

Three years (January 1, 2004 to December 31, 2006).

2. Article 10, Base Salary

Effective Pay Period 1, 2004, a 3.0% increase over the Pay Period 26, 2003, rates of pay.
Effective Pay Period 1, 2005, a 3.0% increase over the Pay Period 26, 2004, rates of pay.
Effective Pay Period 1, 2006, a 3.0% increase over the Pay Period 27, 2005, rates of pay.

Effective as soon as possible following execution of the contract, the City shall provide a one-time, lump sum, non-pensionable payment of \$100.00 to employees represented by the Union as on July 25, 2005.

3. Article 12, Overtime and Shift and Weekend Differential

Effective the pay period following execution of the Agreement, Martin Luther King Jr. Day and Good Friday shall be days on which holiday differential premium is paid to employees who work at least four hours of a work shift.

4. Article 15, Acting Pay

Effective the pay period following execution of the agreement, employees who are temporarily assigned to work for at least four hours of a work shift as a Fire Dispatch Supervisor acting pay shall receive \$11.

5. Article 18, Pension Benefits

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.

6. Article 20, Health Insurance

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.

7. Article 28, Vacation

Under subsection 4, effective for calendar year 2006, the summer prime time period shall be defined as Memorial Day to Labor Day, inclusive. See subsection 9, below for other vacation agreements.

8. Article 36, Off-Duty Employment

Effective the pay period following execution of the Agreement, there shall be no limit on the maximum number of hours per week that an employee may work in another business or occupation.

9. Article 43, Parking Allowance Benefits for Police Administration Building Employees

Eliminate the article.

10. Article 43, Joint Labor-Management Committee

The City and the Union shall form a joint labor-management committee only if the City and the Union mutually agree there is a need for a committee. Such committee's recommendations, if any, shall be by consensus and shall be made to the Labor Negotiator. Such recommendations shall be advisory only and shall not be binding on the parties.

11. Side Letter – Vacation Selection

For 2006 vacation picks on a trial basis, the department shall observe the following:

- a. No more than one employee off per day on Thanksgiving Day, Xmas Eve, Xmas Day and New Years Eve.
- b. Two-column picks for the entire year, except as limited by a., above.
- c. No obligation for the department to follow a. and b. after 2006.

12. Side Letter – Shift Selection

The City shall use the same shift selection procedure in 2005 for 2006 shift selection as was used in 2004 for 2005 shift selection.

13. Language updates, deletions and corrections as needed.