

**Summary of Wage and Fringe Benefit Modifications
In the 2003 Agreement Between the City of Milwaukee and the
Association of Law Enforcement Allied Service Personnel,
Local #218, IUPA, AFL-CIO
(Police Support Services Personnel)**

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. Pension Benefits, Article 26:

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 Association who participate in the combined fund and who retire on a service retirement between January 1, 2003, and December 31, 2003.

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

Summary WFB 2003, 2004-2006
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**Summary of Wage and Fringe Benefit Modifications
In the 2004-2006 Agreement Between the City of Milwaukee and the
Association of Law Enforcement Allied Service Personnel,
Local #218, IUPA, AFL-CIO
(Police Support Services Personnel)**

1. Duration, Article 1:

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

2. Base Salary, Article 18:

- 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.
- d. Effective as soon as administratively practicable after the execution date of the 2004-2006 Agreement, the City shall provide a one-time, lump sum, non-pensionable \$100 payment to current City employees represented by the Association as of February 11, 2005.
- e. Effective the pay period following execution of the Agreement, create a third step in Pay Range 939 for Police Services Specialists. Employees who have at least one year of active service at the second step of Pay Range 939 may advance to step 3.

3. Health Insurance, Article 28

- 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.
- c. 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.

- d. 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.

3. Pension Benefits, Article 26:

Creditable service for active military service, as provided in 36-04-2-c, shall be extended to employees represented by the Association who participate in the combined fund and who retire on a service retirement between January 1, 2004, and December 31, 2006.

4. Tuition and Textbook Reimbursement, Article 25

- a. Effective upon execution of the 2004-2006 Agreement, 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.
- b. Effective upon execution of the 2004-2006 Agreement, employees in the classifications of Police Telecommunicator, Lead Police Telecommunicator and Police Dispatcher shall be eligible to use up \$100 per year for membership in the Association of Communications Officials (APCO) or the National Emergency Number Association (NENA).

5. Shift, Weekend, Holiday Differential, Holiday Premium and Communications Training Pay, Article 22

Effective the pay period following execution of the 2004-2006 Agreement, employees occupying the classifications of Police Telecommunicator or Police Dispatcher who are required to provide on-the-job training (OJT) at a console shall receive Communications Training Pay (CTP) of \$0.65 per hour for each hour during which such training is provided. CTP shall only be paid to police telecommunicators and police dispatchers for hours during which they are actually performing OJT duties. For purposes of administration of this subsection, employees shall be eligible to receive CTP only on work days on which they provide OJT and are required to complete a Training Observations Report, the specifications of which shall be determined by the Chief of Police. Employees who are working overtime as defined in Article 21, Overtime, shall be eligible to receive CTP. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or other any other fringe benefits.

6. 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.

7. Side letters:

- a. Clarify grievance procedure applicable to employees in DPW
- b. Clarify which employees are eligible for paid time off under Bank of Hours for Association Activity.

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