

**SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS**  
in the  
**2001-2003 LABOR AGREEMENT (the Agreement)**  
between the  
**MILWAUKEE POLICE ASSOCIATION (the MPA)**  
and the  
**CITY OF MILWAUKEE (the City)**

**Common Council File No. 001000**

**January 28, 2003**

1. DURATION - ARTICLE 1 - Three years (January 1, 2001, through December 31, 2003).
2. BASE SALARY - ARTICLE 10
  - a. Effective Pay Period 1, 2001 - a 3.25% increase above the Pay Period 26, 2000, rates of pay.  
Effective Pay Period 1, 2002 - a 3.25% increase above the Pay Period 26, 2001, rates of pay.  
Effective Pay Period 1, 2003 - a 3.25% increase above the Pay Period 26, 2002, rates of pay.
  - b. The City will conduct a job study the position of accident reconstruction officer to determine if it is properly classified. The job study shall be completed within six months of the execution of the Agreement.
3. PENSION BENEFITS - Article 19  
  
Eliminate the sunset provision on credit for military service.
4. LIFE INSURANCE – Article 20
  - a. Effective the calendar month following execution of the Agreement, employees who elect coverage shall pay 21¢ per month for each \$1,000 of coverage in excess of \$45,000.
  - b. Additional Insurance. Effective the second calendar month following execution of the Agreement, employees shall be eligible to purchase at no cost to the City additional life insurance in an amount not to exceed three times the employees' base salary. The City shall deduct bi-weekly from participating employees' paychecks a uniform amount per thousand dollars of coverage. The City shall deliver such deductions to the MPA's choice of carrier (MetLife or MetLife affiliates). Employees electing to purchase additional life insurance 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 the additional insurance program.
5. HEALTH INSURANCE, Article 21

- a. Effective January, 2003, the monthly contribution of active employees enrolled in the Basic Plan shall be \$60 for single coverage and \$120 for family coverage.
- b. Effective January, 2002, the Major Medical lifetime maximum benefit under the Basic Plan shall be increased to \$500,000.

6. EDUCATIONAL PROGRAM - Article 40

Effective for calendar year 2003 payments (paid in 2004,) the annual "Education Pay" benefits specified in paragraph 1a. shall be increased by \$20.

7. VACATIONS - Article 28

Effective in calendar year 2003, employees with at least 12 years but less than 20 years of active service shall earn 16 hours for each calendar month of active service up to a maximum of 160 hours per calendar year (i.e. 4<sup>th</sup> week after 12 years of active service). Such vacation shall be earned from affected employees' anniversary dates in 2002 and shall be for use in 2003.

8. UNIFORM AND EQUIPMENT - Article 33

Effective for calendar year 2001 payments, the City shall provide employees occupying the classifications of Police Audio Visual Specialist, Latent Print Examiner and Identification Systems Specialist a uniform and equipment maintenance allowance of \$450 per year.

9. TUITION AND TEXTBOOK REIMBURSEMENT - Article 41

Effective upon execution of the Agreement, the annual maximum reimbursement shall be increased to \$1,000 per year (a \$150 increase).

10. PARKING ALLOWANCE FOR PAB EMPLOYEES - Article 63

Effective the month following execution of the Agreement, the maximum monthly benefit, including daily receipt amounts, shall be increased by \$10.00.

11. INTERNAL INVESTIGATIONS, - Article 72 (New)

Effective upon execution of the 2001-2003 City-Union Agreement, if an employee is required to submit to interrogation by the employer concerning an allegation of misconduct and such interrogation could lead to discipline, demotion or discharge, the interrogation shall be conducted on working days as defined in §227.01(14), Stats. between the hours of 6:00AM and 9:00PM. This provision shall apply only to

interrogations that are compelled by a PI-21, and that:

- 1) are not related to an incident involving death or great bodily harm as defined by statute, or
- 2) are not related to an incident where exigent circumstances, as determined by the Chief of Police, require immediate interrogations.

If an interrogation not meeting either criterion 1) or criterion 2), above, begins before 9:00PM and is not concluded by 9:00PM, the employer shall have the discretion to continue such interrogation beyond 9:00PM.

12. CONTRACT ADMINISTRATION - Article 50

Effective in 2003, the Police Liaison Officers shall be under the administration of the Common Council-City Clerk.

13. BARGAINING UNIT INFORMATION - Article 51

- a. Effective the pay period following execution of the Agreement, the Police Department shall provide the Union with the department's Time Owed and Allowed Report with the same frequency as it is provided to the work locations.
- b. Effective the pay period following execution of the Agreement, the Police Department shall provide the Union with the overtime by location reports.

14. OVERTIME, Article 15

Incorporate the terms of the FLSA settlement into the article

15. SICK LEAVE, Article 22

Effective upon execution of the 2001-2003 City-Union Agreement, receipt of injury pay shall not disqualify an employee from eligibility for a sick leave incentive benefit for a trimester unless the employee received injury pay for the full term of that trimester.

16. APPENDIX F

Memorandum of understanding regarding options for compensatory time off balance liquidation for officers permanently separating from service.

17. Side letter: Effective upon execution of the Agreement, invoices #42775 and #52413 relating to reimbursement for contract administration shall be considered paid in full.