

AGREEMENT

Between

CITY OF MILWAUKEE

and

THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21

I.U.P.A., AFL-CIO

EFFECTIVE JANUARY 1, ~~2020~~2023 THROUGH DECEMBER 31, ~~2022~~2026

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CITY OF MILWAUKEE

and

MILWAUKEE POLICE ASSOCIATION, LOCAL #21

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1 AGREEMENT
2 Between
3 CITY OF MILWAUKEE
4 and
5 THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21
6 I.U.P.A., AFL-CIO
7

8 EFFECTIVE JANUARY 1, ~~2020~~2023 THROUGH DECEMBER 31, ~~2022~~2026
9

10 PREAMBLE
11

- 12 1. THIS AGREEMENT, is made and entered into at Milwaukee, Wisconsin between the CITY
13 OF MILWAUKEE, a municipal corporation, hereinafter referred to as "City", as municipal
14 employer, and the MILWAUKEE POLICE ASSOCIATION, Local #21, I.U.P.A., AFL-
15 CIO, hereinafter referred to as "Association", as the representative of certain non-
16 supervisory employees of the City of Milwaukee in the Police Department.
- 17 2. The parties to this Agreement are desirous of reaching an amicable understanding with
18 respect to the employer-employee relationship which exists between them and to enter into
19 a complete Agreement covering rates of pay, hours of work, and conditions of employment.
- 20 3. The parties do hereby acknowledge that this Agreement is the result of the unlimited right
21 and opportunity afforded to each of the parties to make any and all demands and proposals
22 with respect to the subject of rates of pay, hours of work, and conditions of employment
23 and incidental matters respecting thereto.
- 24 4. This Agreement is an implementation of the provisions of Section 111.70, Wisconsin
25 Statutes, consistent with the legislative authority in effect on the execution date of this
26 Agreement that is delegated to the City Common Council relating to: The Chief of Police
27 and the Fire and Police Commission (as set forth in Section 62.50, Wisconsin Statutes); The
28 Municipal Budget Law (as set forth in Chapter 65 of the Wisconsin Statutes); and any other
29 statutes and laws applicable to the City. The Fire and Police Commission and the Chief of
30 Police will abide by the terms of this Agreement.
- 31 5. It is intended by the provisions of this Agreement that there be no abrogation of the duties,
32 obligations, or responsibilities of any agency or department of City government which is

1 now expressly provided for respectively either by: State Statute and Charter Ordinances of
2 the City of Milwaukee except as expressly limited herein.

3 6. It is intended by the parties hereto that the employer-employee relationship which exists
4 now and has heretofore existed by and between the City and the members of the
5 Association who are employed by the City shall continue to be the same in the event this
6 Agreement is terminated or by virtue of its terms becomes terminated.
7

ARTICLE 1

DURATION OF AGREEMENT AND TIMETABLE

1. This Agreement shall be in effect beginning at 12:01 a.m. on January 1, ~~2020~~2023, and ending at 12:01 a.m. on January 1, ~~2023~~2027. This Agreement will terminate on January 1, ~~2023~~2027, unless the parties hereto both agree to extend it beyond that date.
2. Not earlier than June 15, ~~2022~~2026, nor later than July 1, ~~2019~~2026, the Association shall give the City Labor Negotiator written notice in accordance with the NOTICES Article of this Agreement, indicating areas in a succeeding Labor Contract in which changes are requested; conferences and negotiations shall be carried on by the parties hereto beginning 30 calendar days following the date such notice is provided.
3. Any matter which directly or indirectly relates to wages, hours or conditions of employment, or which relates to other matters, whether the same are specifically covered by this Agreement or not will not be a subject for bargaining during the term of this Agreement, provided, however, this item is subject to the provisions of the WAIVER OF FURTHER BARGAINING Article of this Agreement.

ARTICLE 2

RECOGNITION

1. Except as provided in subsection 2, below, the Association is recognized as the exclusive bargaining agent for employees in active service and in the following classifications:

Detective
Police Officer
Forensic Investigator
Forensic Video Examiner
~~Chief Document Examiner~~
Chief Latent Print Examiner
Document Examiner
Police Alarm Operator
~~Police Matron~~
~~Custodian of Police Property and Stores~~
~~Assistant Custodian of Police Property and Stores~~
~~Narcotics Control Officer~~
~~Police Electronic Technician~~
~~Police Audio-Visual Specialist~~
Court Liaison Officer
Latent Print Examiner
~~Computer Aided Dispatch System Specialist~~
~~Police Data Communications Specialist~~
Identification Systems Specialist
Crash Reconstructionist

If an employee occupying one of the classifications listed above is placed on an authorized leave of absence without pay, the Association shall also be recognized as the exclusive bargaining agent for that individual during the period of such leave. While on such leave, the individual shall not be covered by this Agreement and shall not be entitled to any of its benefits except as specifically provided herein.

2. The Association recognizes its responsibility to cooperate with the City to assure maximum service at minimum cost to the public consistent with its obligations to the employees it represents.
3. In the event a consolidation occurs in any City department, between City departments or units thereof, whose employees, in part or in whole, are within a recognized bargaining unit and such consolidation results in a combining of the employees in the department who were members of more than one bargaining unit, then a new election shall be requested of the

1 Wisconsin Employment Relations Commission. The certified representative, as determined
2 by the WERC pursuant to the election, shall assume the contractual obligations of each and
3 every consolidated unit as if no consolidation had occurred until the expiration of existing
4 contract terms.

- 5 4. In the event new positions not now covered by the recognition provisions of this Agreement
6 are created by the City through action of the Common Council and said positions would be
7 embraced within the bargaining unit, provided the City and Association agree that the new
8 positions(s) should be embraced within the bargaining unit, then the employees appointed
9 to such positions shall be deemed part of such bargaining unit and shall be represented by
10 the bargaining unit and they shall also be covered by the Agreement between the
11 Association and the City.
12

ARTICLE 3

ORDINANCE AND RESOLUTION REFERENCES

~~1. 1.~~ Except as provided in subsection 2, below, this Agreement contains benefits and the terms and conditions under which they are provided employees. At its option, the City may establish ordinances, resolutions and procedures to administer these benefits. These ordinances, resolutions and procedures, as well as any other ordinances or resolutions in effect, shall not be deemed a part of this Agreement unless the parties shall mutually consent thereto. In the event of differences between this Agreement and ordinances and resolutions, this Agreement shall control.

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 employees 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.

~~23.~~ Subsection 1., above, shall not apply to the ERS PENSION BENEFITS provision of this Agreement. ERS Pension benefits for employees covered by this Agreement shall be those benefits defined in the applicable laws for the pension systems covering such employees.

1 **ARTICLE 4**

2 **SUBJECT TO CHARTER**

3 In the event that the provisions of this Agreement or application of this Agreement conflicts
4 with the legislative authority which devolves upon the Common Council of the City of Milwaukee
5 as more fully set forth in the provisions of the Milwaukee City Charter, Section 62.50, Wisconsin
6 Statutes, 1977, and amendments thereto, pertaining to the powers, functions, duties and
7 responsibilities of the Chief of Police and the Board of Fire and Police Commissioners or the
8 Municipal Budget Law, Chapter 65, Wisconsin Statutes, 1971, or other applicable laws or statutes,
9 this Agreement shall be subject to such provisions.
10

ARTICLE 5

MANAGEMENT RIGHTS

1. The Association recognizes the right of the City, the Chief of Police and the Board of Fire and Police Commissioners to operate and manage their affairs in all respects in accordance with the laws of Wisconsin, ordinances of the City, Constitution of the United States and Section 111.70 of the Wisconsin Statutes. The Association recognizes the exclusive right of the Board of Fire and Police Commissioners and/or the Chief of Police to establish and maintain departmental rules and procedures for the administration of the Police Department during the term of this Agreement provided that such rules and procedures do not violate any of the provisions of this Agreement.
2. The City has the exclusive right and authority to schedule overtime work as required in the manner most advantageous to the City. The City shall have the sole right to authorize tradeoffs of work assignments.
3. It is understood by the parties that every incidental duty connected with operations enumerated in job descriptions is not always specifically described; nevertheless, it is intended that all such duties shall be performed by the employee.
4. The City reserves the right to discipline or discharge for cause; except that discharge of a probationary employee in the Police Officer position classification shall not have to be for cause. The City reserves the right to lay off personnel of the department.
5. The City shall determine work schedules and establish methods and processes by which such work is performed.
6. The City shall not impose furlough days during calendar years ~~2020-2023~~ through ~~2022~~2026. This provision shall sunset December 31, ~~2022~~2028.
7. The City shall have the right to transfer employees within the Police Department in a manner most advantageous to the City.
8. Except as otherwise specifically provided in this Agreement, the City, the Chief of Police and the Fire and Police Commission shall retain all rights and authority to which by law

1 they are entitled.

2 9. The City shall have the exclusive authority to transfer any or all of the operations of the
3 Milwaukee Police Department now conducted by it to another unit of government and such
4 transfer shall not require any prior negotiations or the consent of any group, organization,
5 union or labor organization whatsoever.

6 10. The City shall have the authority without prior negotiations to consolidate the operations of
7 two or more departments, or the operations within a department, or to reorganize within
8 departments.

9 11. The Association recognizes that the City has statutory and charter rights and obligations in
10 contracting for matters relating to municipal operations. The right of contracting or
11 subcontracting is vested in the City.

12 12. The Association pledges cooperation to the increasing of departmental efficiency and
13 effectiveness. Any and all rights concerning the management and direction of the Police
14 Department and the police force shall be exclusively the right of the City unless otherwise
15 provided by the terms of this Agreement as permitted by law.
16

ARTICLE 6

PROBATIONARY EMPLOYEES

1. Prior to the start of his/her field training at the Police Training Academy, a probationary employee in the Police Officer job classifications who commences recruit training at the Police Training Academy shall not be covered by the GRIEVANCE AND ARBITRATION PROCEDURE Article of this Agreement in differences involving matters of Departmental discipline or discharge; after the start of field training, such probationary employee shall not be covered by such Article in differences involving matters of his/her discharge.
2. The duration of employee probationary periods shall be sixteen (16) months.
3. For employee probationary period requests from the Chief of Police to the Fire and Police Commission made on or after May 16, 1995 the following procedure shall apply:
 - a. Copies of the Chief's letter to the Fire and Police Commission requesting an extension of an employee's probationary period will be forwarded to the employee who is the subject of the request and to the Association prior to the Commission meeting at which the Chief's request is to be discussed; and
 - b. At the meeting of the Fire and Police Commission wherein the matter of the extension is discussed, the affected employee will be given the opportunity to be heard if he or she so desires. A representative of the Association may also appear and be heard on behalf of the employee, if the employee so requests, and/or on behalf of the Association.

ARTICLE 7

GRIEVANCE AND ARBITRATION PROCEDURE

During the term of the ~~2020~~2023-2022-2026 City-Association Agreement, if any change to §62.50, Wi. Stats. is enacted that affects the ability of the Association to arbitrate discipline, the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at mutually satisfactory modifications to Article 7 only.

I. GRIEVANCE PROCEDURE

A. GRIEVANCES

1. Differences involving the interpretation, application or enforcement of the provisions of this Agreement or the application of a rule or regulation of the Milwaukee Police Department affecting wages, hours, or conditions of employment shall constitute a grievance under the provisions set forth below. Matters of departmental discipline involving application of the rules or regulations of the Milwaukee Police Department which are not subject to appeal to the Board of Fire and Police Commissioners, shall constitute a grievance under the aforementioned provisions and matters of departmental discipline involving application of the rules or regulations of the Chief of Police which are subject to appeal to the Board of Fire and Police Commissioners shall not constitute a grievance under the aforementioned provisions. Matters involving approval of medical (or dental) insurance claims filed by an employee, or medical (or dental) insurance claims filed by an employee on behalf of his/her dependents, shall not constitute a grievance under the aforementioned provisions.

Obligations of the City under Chapter 65, Wisconsin Statutes, and any pension matter under the exclusive jurisdiction or control of any duly constituted pension board shall not constitute a grievance under the provisions aforementioned.

2. This Grievance Procedure shall be inapplicable to grievances involving health and life insurance benefits. A grievance concerning health insurance or life insurance benefits, other than a matter involving claims, shall be submitted directly to the City Labor Negotiator for review within fifteen (15) calendar days of the occurrence of the incident leading to such grievance. Within fifteen (15) calendar days following receipt of such grievance by the City Labor Negotiator, representatives of the MPA shall meet with the City Labor Negotiator, or his/her designee, at a mutually convenient time and place in an attempt to resolve the grievance. Following such meeting, the City Labor Negotiator shall answer the grievance in writing setting forth the reasons for his/her decision and submit same to the Association Grievance Committee Chairman within twenty-five (25) calendar days of such meeting. If the grievance is not settled, the Association may proceed to final and binding arbitration as hereinafter provided.
3. All grievances and grievance appeals shall set forth the provision of the Agreement and/or the rule or regulation of the Chief of Police under which the grievance was filed. All appeals of duly filed grievances not submitted by the Association or employee (hereinafter referred to as "member") within the time limit specified shall be termed abandoned grievances and as such shall be considered as being resolved in favor of the City and not subject to provisions of this GRIEVANCE AND ARBITRATION PROCEDURE. By mutual agreement, the parties may waive any of the steps contained in this GRIEVANCE AND ARBITRATION PROCEDURE. With the consent of the Association, the City Labor Negotiator may waive any of the steps contained in this GRIEVANCE AND ARBITRATION PROCEDURE for grievances involving economic matters; this waiver provision shall not apply to grievances over matters of Departmental discipline.
4. In the event the Chief or Department takes a particular action which, in the

1 Association's view, results in a violation of the agreement and such action
2 adversely affects a number of members under circumstances that are
3 essentially identical, the MPA grievance committee may file a group
4 grievance on their behalf at the second step, within 15 calendar days of the
5 occurrence of the incident leading to such grievance. The group grievance
6 shall identify by name, all members alleged to have been adversely affected
7 by such action. If the MPA grievance committee is unable to identify all
8 members of the group, by name, within the time limit allowed for the filing
9 of grievances, it shall specify those facts which cause the adversely affected
10 members to be identically situated in its view. Before responding to the
11 grievance, the Department shall provide the Association with information or
12 access to information reasonably necessary for the Association to identify the
13 members covered by the group grievance. The Association must identify all
14 members covered by the group grievance before appealing it to arbitration.
15 Alleged violations occurring after the occurrence of the incident giving rise
16 to the group grievance shall not be considered to be covered by the group
17 grievance, even if the facts are alleged to be essentially identical. In such a
18 case, separate grievances or group grievances must be timely filed in order
19 to be considered. Nothing herein is intended to preclude the parties from
20 agreeing to consolidate grievances and group grievances for purposes of
21 arbitration.

- 22 5. The aggrieved member shall reduce his/her grievance to writing on a
23 provided numbered form and shall present such written grievance to the
24 Association. The Association shall meet with the grievant and if the grievant
25 so desires and the Association so determines, the Association shall submit
26 the written grievance to the Personnel/Administration Bureau within fifteen
27 (15) calendar days of the occurrence of the incident leading to the grievance.
28 Therein, a request shall be made for a meeting with the Chief of Police to

1 consider the grievance. The Chief of Police and the Chief's Panel together
2 with the MPA Grievance Committee Chairman, or his/her designee who shall
3 be a member of the MPA bargaining unit, shall meet at a mutually agreeable
4 time. The grievant shall be entitled to be present at such appeal meeting and
5 shall have the right to be represented by the Grievance Committee Chairman,
6 or his/her designee who shall be a member of the MPA bargaining unit, and
7 the parties shall discuss the grievance in good faith and attempt to resolve the
8 matter. Within thirty (30) calendar days of receipt of the written appeal to
9 the grievance, unless the time period is mutually extended by the parties, the
10 Chief shall, in writing, advise the Chairman of the MPA Grievance
11 Committee and the grievant as to the Chief's decision with respect to the
12 grievance. If the grievance is not settled the Association may proceed to final
13 and binding arbitration as hereinafter provided.

14 II. GRIEVANCE ARBITRATION

- 15 A. Final and binding arbitration may be initiated by serving upon the Chief of Police
16 and City Labor Negotiator a notice in writing of an intent to proceed to final and
17 binding arbitration within 30 calendar days of receipt of the Chief's decision. Said
18 notice shall identify the grievance and the employees involved.
- 19 B. The parties shall have one hundred twenty (120) calendar days following the receipt
20 of such written notice to agree upon the selection of an arbitrator, If the parties
21 cannot agree upon an arbitrator within the allotted timeframe, the Association shall,
22 within thirty (30) calendar days, request, in writing, the Wisconsin Employment
23 Relations Commission to submit a list of five (5) ad hoc arbitrators to both parties.
24 The parties shall, within seven (7) calendar days of the receipt of said list, select the
25 arbitrator by alternately striking names from the list until one name remains. Such
26 person shall then become the arbitrator. Failure to make a request to the Wisconsin
27 Employment Relations Commission for an ad hoc arbitrator panel within the said
28 period of time shall constitute a settlement of the grievance.

- 1 C. The arbitrator shall hold hearings at a time convenient to the parties, with the
2 location of such hearings alternating between the MPA offices and the offices of the
3 City Hall complex. The arbitrator shall take such evidence as in his/her judgment is
4 appropriate for the disposition of the dispute. Statements of position may be made
5 by the parties and witnesses may be called. In disputes involving application of rules
6 or regulations of the Milwaukee Police Department, the Chief of Police or his or her
7 representative shall be permitted to participate in the proceeding and to state the
8 Department's position on the dispute.
- 9 D. The arbitrator shall neither add to, detract from, nor modify the language of the
10 Agreement or of the rules and regulations in arriving at a determination of any issue
11 presented that is proper for final and binding arbitration within the limitations
12 expressed herein. The arbitrator shall have no authority to grant wage increases or
13 wage decreases.
- 14 E. The arbitrator shall expressly confine himself/herself to the precise issues submitted
15 for arbitration and shall have no authority to determine any other issue not so
16 submitted to him/her or to submit observations or declarations of opinion which are
17 not directly essential in reaching the determination.
- 18 F. In reviewing any difference over application of a departmental rule or regulation
19 under this grievance and arbitration procedure, the arbitrator shall take into account
20 the special statutory responsibilities granted to the Chief of Police under Section
21 62.50, Wisconsin Statutes, 1977. The arbitrator shall not impair the ability of the
22 Chief of Police to operate the Department in accordance with the Statutory
23 responsibilities under Section 62.50, Wisconsin Statutes, 1977, nor shall he/she
24 impair the authority of the Chief of Police to maintain, establish and modify rules
25 and regulations for the operation of the Police Department, provided such rules and
26 regulations are not in violation of the specific provisions of this Agreement. In
27 addition, the arbitrator shall not prohibit the Chief of Police from executing
28 Departmental rules and regulations in a fair and equitable manner.

- 1 G. All expenses which may be involved in the arbitration proceedings shall be borne
2 by the parties equally. However, the expenses relating to the calling of witnesses or
3 the obtaining of depositions or any other similar expense associated with such
4 proceedings shall be borne by the party at whose request such witnesses or
5 depositions are required.
- 6 H. For the purpose of receiving testimony and evidence, the provisions of Section
7 788.06 and 788.07 of the Wisconsin Statutes shall apply. The arbitration award shall
8 be reduced to writing and shall be subject to Sections 788.08 through and including
9 788.15 of the Wisconsin Statutes. All other sections and provisions of Chapter 788
10 are hereby expressly negated and of no force and effect in any arbitration under this
11 Agreement.
- 12 I. It is contemplated by the provisions of this Agreement that any arbitration award
13 shall be issued by the arbitrator within sixty (60) calendar days after the notice of
14 appointment unless the parties to this Agreement shall extend the period in writing
15 by mutual consent.
- 16 J. The arbitrator shall submit in writing his/her award to the parties.
17

ARTICLE 8

PROHIBITION OF STRIKES AND LOCKOUTS

1. The Association pledges itself to make every effort to maintain unimpaired the police service and protection of the community. It shall not cause, condone, counsel or permit its members, or any of them, individually or in concert, to strike, slow down, disrupt, impede or otherwise impair the normal functions of the Department.
2. Should one or more members of the bargaining unit, during the term of this Contract or any extension thereof, breach the obligations of Subsection 1, the City Labor Negotiator shall immediately notify the officers of the Association that a prohibited action is in progress.
3. The Association shall forthwith, and in any event, within twelve (12) hours, by the senior responsible officer of the Association, disavow said strike, shall order its member or members in writing to return to work or cease the prohibited activity and provide the City Labor Negotiator with a copy of its order, or alternatively accept the responsibility for the strike.
4. If the Association disavows the prohibited activity, the City shall not hold the Association financially responsible and the Association shall interpose no defense to the City's imposition of such penalties or sanctions as the City may assess against the participants. Such penalties may include:
 - a. Discharge
 - b. Loss of Compensation, vacation benefits and holiday pay.
5. There shall be no lockout by the City during the term of this Agreement.

ARTICLE 9

DEFINITIONS

1. "Active Service"

"Active Service," as used herein, shall mean the performance of assigned duties in accordance with the HOURS OF WORK provision of this Agreement and shall include time spent by employees on paid leave as provided for herein but shall not include any time spent by employees on leave without pay. In the event of an employee's resignation, discharge or retirement from City employment, active service shall cease as of the employee's last day at work.

2. "Length of Service"

"Length of Service," as used herein, shall mean the duration of time an employee was in active service, including active service while employed as a member of the police force prior to the execution date of this Agreement. For purposes of interpretation and construction of the provisions of this Agreement, an employee in the Police Officer job classification shall not accrue credit towards length of service during his probationary period; provided, however, upon completion of his probationary period and attaining regular status in the Police Officer job classification, the employee shall be entitled to retroactive credit towards his length of service from time spent in active service as a probationary employee in the Police Officer job classification.

3. "Employees Covered By This Agreement"

Employees employed in the Milwaukee Police Department, in active service in the following position classifications, shall be covered by this agreement during its term so long as they remain in active service and within such classifications:

Police Officer

Detective

Forensic Investigator

Forensic Video Examiner

Document Examiner

Police Alarm Operator

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

1 ~~Police Electronic Technician~~
2 ~~Chief Document Examiner~~
3 ~~Custodian of Police Property and Stores~~
4 ~~Narcotics Control Officer~~
5 ~~Police Audio Visual Specialist~~
6 Court Liaison Officer
7 Chief Latent Print Examiner
8 Latent Print Examiner
9 ~~Computer Aided Dispatch System Specialist~~
10 ~~Police Data Communications Specialist~~
11 Identifications Systems Specialist
12 Crash Reconstructionist
13

- 14 4. "Employees," as used herein shall mean employees covered by this agreement as
15 hereinbefore defined.
- 16 5. "City," as used herein, shall include any person, agent or instrumentality acting on behalf
17 of the City within the scope of its authority, express or implied.
18

ARTICLE 10

BASE SALARY

I. The biweekly rates of pay for ~~2020, 2021, and 2022~~2023, 2024, 2025, and 2026 for all employees shall be as follows:

- Effective PP 1, 2023 a 1.875% across the board increase over the PP 26, 2022 rates of pay
- Effective PP 14, 2023 a 1.875% across the board increase over the PP 13, 2023 rates of pay
- Effective PP 1, 2024 a 1.75% across the board increase over the PP 26, 2023 rates of pay
- Effective PP 14, 2024 a 1.75% across the board increase over the PP 13, 2024 rates of pay
- Effective PP 1, 2025 a 1.875% across the board increase over the PP 26, 2024 rates of pay
- Effective PP 14, 2025 a 1.875% across the board increase over the PP 13, 2025 rates of pay
- Effective PP 1, 2026 a 3.25% across the board increase over the PP 26, 2025 rates of pay

A. Bi-weekly rates for employees hired prior to October 3, 2011:

Commencing Pay Period 1, 2016, employees hired prior to October 3, 2011 who make the member contribution in accordance with the provisions of Article 19, paragraph 6, of this Agreement shall receive a 5.8% pension offset payment. The pension offset payment to the employee will continue to be made as long as the employee makes the member contribution. If the employee does not make the member contribution, the 5.8% pension offset payment will no longer be paid to the employee. The pension offset payment made to such eligible employee shall be base building and pensionable.

1. Commencing Pay Period 1, ~~2020-2023~~ (December ~~2925~~, ~~20192022~~), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,615.28 <u>2,636.69</u>	<u>2,663.44</u>	<u>2,674.16</u>
Step 2.	\$2,860.44 <u>2,881.87</u>	<u>2,908.60</u>	<u>2,919.33</u>
Step 3.	\$3,177.69 <u>3,199.07</u>	<u>3,225.83</u>	<u>3,236.53</u>
Step 4.	\$3,299.38 <u>3,320.77</u>	<u>3,347.53</u>	<u>3,358.24</u>
Step 5.	\$3,486.68 <u>3,508.13</u>	<u>3,534.85</u>	<u>3,545.58</u>

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator^{1/}

~~Narcotics Control Officer~~

Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,390.20	3,411.58	3,438.38	3,449.07
Step 2.	\$3,495.21	3,516.61	3,543.37	3,554.08
Step 3.	\$3,604.73	3,626.12	3,652.88	3,663.57

^{1/} Effective Pay Period 12, 2023 (May 28, 2023), Employees in the Forensic Investigator position will be moved to Pay Range 806 in the equivalent step and educational level.

c. ~~Custodian of Police Property and Stores~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,495.21	3,516.61	3,543.37	3,554.08
Step 2.	\$3,604.73	3,626.12	3,652.88	3,663.57
Step 3.	\$3,722.61	3,744.05	3,770.79	3,781.50

d. Detective
Document Examiner
~~Police Data Communications Specialist~~
Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,565.47	3,586.88	3,613.65	3,624.37
Step 2.	\$3,703.14	3,724.56	3,751.30	3,762.00
Step 3.	\$3,846.40	3,867.78	3,894.57	3,905.27

e. ~~Police Electronic Technician~~
~~Computer Aided Dispatch System Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,722.61	3,744.05	3,770.79	3,781.50
Step 2.	\$3,848.86	3,870.26	3,897.03	3,907.72
Step 3.	\$3,975.15	3,996.54	4,023.33	4,034.01

f. Chief ~~Document~~ Latent Print Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,848.86	3,870.26	3,897.03	3,907.72
Step 2.	\$3,975.15	3,996.54	4,023.33	4,034.01
Step 3.	\$4,101.52	4,122.90	4,149.70	4,160.41

g. ~~Police Audio Visual Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,703.14	3,724.56	3,751.30	3,762.00
Step 2.	\$3,846.40	3,867.78	3,894.57	3,905.27
Step 3.	\$3,995.32	4,016.72	4,043.47	4,054.18
Step 4.	\$4,150.18	4,171.58	4,198.34	4,209.03
Step 5.	\$4,311.05	4,332.47	4,359.20	4,369.91
Step 6.	\$4,478.54	4,499.96	4,526.72	4,537.41

2. Commencing Pay Period 14, 2021-2023 (~~December 27, 2020~~June 25, 2023), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,664.32	2,686.13	2,713.38
Step 2.	\$2,914.07	2,935.91	2,963.14
Step 3.	\$3,237.27	3,259.05	3,286.31
Step 4.	\$3,361.24	3,383.03	3,410.30
Step 5.	\$3,552.06	3,573.91	3,601.13

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,453.77	3,475.55	3,502.85
Step 2.	\$3,560.75	3,582.55	3,609.81
Step 3.	\$3,672.32	3,694.11	3,721.37

c. ~~Custodian of Police Property and Stores~~

~~Forensic Investigator~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,560.75	3,582.55	3,609.81
Step 2.	\$3,672.32	3,694.11	3,721.37
Step 3.	\$3,792.41	3,814.25	3,841.49

d. Detective

Document Examiner

~~Police Data Communications Specialist~~

Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,632.32	3,654.13	3,681.41
Step 2.	\$3,772.57	3,794.40	3,821.64
Step 3.	\$3,918.52	3,940.30	3,967.59

e. ~~Police Electronic Technician~~

~~Computer Aided Dispatch System Specialist~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,792.41	3,814.25	3,841.49
Step 2.	\$3,921.03	3,942.83	3,970.10
Step 3.	\$4,049.68	4,071.48	4,098.77

f. Chief ~~Document~~ Latent Print Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,921.03	3,942.83	3,970.10	3,980.99
Step 2.	\$4,049.68	4,071.48	4,098.77	4,109.65
Step 3.	\$4,178.42	4,200.20	4,227.51	4,238.42

g. ~~Police Audio Visual Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,772.57	3,974.40	3,821.64	3,832.54
Step 2.	\$3,918.52	3,940.30	3,967.59	3,978.49
Step 3.	\$4,070.23	4,092.03	4,119.29	4,130.20
Step 4.	\$4,228.00	4,249.80	4,277.06	4,287.95
Step 5.	\$4,391.88	4,413.70	4,440.94	4,451.85
Step 6.	\$4,562.51	4,584.33	4,611.60	4,622.49

3. Commencing Pay Period 1, ~~2022-2024~~ (December ~~2624~~, ~~2024~~2023), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,710.95	2,733.14	2,760.86	2,771.98
Step 2.	\$2,965.07	2,987.29	3,014.99	3,026.12
Step 3.	\$3,293.92	3,316.08	3,343.82	3,354.91
Step 4.	\$3,420.06	3,442.23	3,469.98	3,481.08
Step 5.	\$3,614.22	3,636.45	3,664.15	3,675.27

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,514.21	3,536.37	3,564.15	3,575.23
Step 2.	\$3,623.06	3,645.24	3,672.98	3,684.08
Step 3.	\$3,736.59	3,758.76	3,786.49	3,797.57

c. ~~Custodian of Police Property and Stores~~

~~Forensic Investigator~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,623.06	3,645.24	3,672.98	3,684.08
Step 2.	\$3,736.59	3,758.76	3,786.49	3,797.57
Step 3.	\$3,858.78	3,881.00	3,908.72	3,919.82

d. Detective

Document Examiner

~~Police Data Communications Specialist~~

~~Latent Print Examiner~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,695.89	3,718.08	3,745.83	3,756.95
Step 2.	\$3,838.59	3,860.80	3,888.52	3,899.61
Step 3.	\$3,987.09	4,009.26	4,037.02	4,048.11

e. ~~Police Electronic Technician~~
~~Computer Aided Dispatch System Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,858.78	3,881.00	3,908.72	3,919.82
Step 2.	\$3,989.65	4,011.83	4,039.58	4,050.66
Step 3.	\$4,120.55	4,142.73	4,170.50	4,181.57

f. ~~Chief Document~~ Latent Print Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,989.65	4,011.83	4,039.58	4,050.66
Step 2.	\$4,120.55	4,142.73	4,170.50	4,181.57
Step 3.	\$4,251.54	4,273.70	4,301.49	4,312.59

g. ~~Police Audio Visual Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,838.59	3,860.80	3,888.52	3,899.61
Step 2.	\$3,987.09	4,009.26	4,037.02	4,048.11
Step 3.	\$4,141.46	4,163.64	4,191.38	4,202.48
Step 4.	\$4,301.99	4,324.17	4,351.91	4,362.99
Step 5.	\$4,468.74	4,490.94	4,518.66	4,529.76
Step 6.	\$4,642.35	4,664.56	4,692.30	4,703.38

4. Commencing Pay Period 14, 2024 (June 23, 2024), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,758.39	2,780.97	2,809.18	2,820.49
Step 2.	\$3,016.96	3,039.57	3,067.75	3,079.08
Step 3.	\$3,351.56	3,374.11	3,402.34	3,413.62
Step 4.	\$3,479.91	3,502.47	3,530.70	3,542.00
Step 5.	\$3,677.47	3,700.09	3,728.27	3,739.59

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,575.71	3,598.26	3,626.52	3,637.80

Step 2.	\$3,686.46	3,709.03	3,737.26	3,748.55
Step 3.	\$3,801.98	3,824.54	3,852.75	3,864.03

c. Forensic Investigator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,686.46	3,709.03	3,737.26	3,748.55
Step 2.	\$3,801.98	3,824.54	3,852.75	3,864.03
Step 3.	\$3,926.31	3,948.92	3,977.12	3,988.42

d. Detective

Document Examiner

Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,760.57	3,783.15	3,811.38	3,822.70
Step 2.	\$3,905.77	3,928.36	3,956.57	3,967.85
Step 3.	\$4,056.86	4,079.42	4,107.67	4,118.95

e.

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,926.31	3,948.92	3,977.12	3,988.42
Step 2.	\$4,059.47	4,082.04	4,110.27	4,121.55
Step 3.	\$4,192.66	4,215.23	4,243.48	4,254.75

f. Chief Latent Print Examiner

Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$4,059.47	4,082.04	4,110.27	4,121.55
Step 2.	\$4,192.66	4,215.23	4,243.48	4,254.75
Step 3.	\$4,325.94	4,348.49	4,376.77	4,388.06

g.

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,905.77	3,928.36	3,956.57	3,967.85
Step 2.	\$4,056.86	4,079.42	4,107.67	4,118.95
Step 3.	\$4,213.94	4,236.50	4,264.73	4,276.02
Step 4.	\$4,377.27	4,399.84	4,428.07	4,439.34
Step 5.	\$4,546.94	4,569.53	4,597.74	4,609.03
Step 6.	\$4,723.59	4,746.19	4,774.42	4,785.69

5. Commencing Pay Period 1, 2025 (December 22, 2024), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,810.11	2,833.11	2,861.85	2,873.37
Step 2.	\$3,073.53	3,096.56	3,125.27	3,136.81
Step 3.	\$3,414.40	3,437.37	3,466.13	3,477.63
Step 4.	\$3,545.16	3,568.14	3,596.90	3,608.41
Step 5.	\$3,746.42	3,769.47	3,798.18	3,809.71

- ^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
- ^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,642.75	3,665.73	3,694.52	3,706.01
Step 2. \$3,755.58	3,778.57	3,807.33	3,818.84
Step 3. \$3,873.27	3,896.25	3,924.99	3,936.48

c. Forensic Investigator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,755.58	3,778.57	3,807.33	3,818.84
Step 2. \$3,873.27	3,896.25	3,924.99	3,936.48
Step 3. \$3,999.93	4,022.96	4,051.69	4,063.20

d. Detective
Document Examiner
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,831.08	3,854.08	3,882.84	3,894.38
Step 2. \$3,979.00	4,002.02	4,030.76	4,042.25
Step 3. \$4,132.93	4,155.91	4,184.69	4,196.18

e.

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,999.93	4,022.96	4,051.69	4,063.20
Step 2. \$4,135.59	4,158.58	4,187.34	4,198.83
Step 3. \$4,271.27	4,294.27	4,323.05	4,334.53

f. Chief Latent Print Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$4,135.59	4,158.58	4,187.34	4,198.83
Step 2. \$4,271.27	4,294.27	4,323.05	4,334.53
Step 3. \$4,407.05	4,430.02	4,458.83	4,470.34

g. Police Liaison Officer^{1/}

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,979.00	4,002.02	4,030.76	4,042.25
Step 2. \$4,132.93	4,155.91	4,184.69	4,196.18
Step 3. \$4,292.95	4,315.93	4,344.69	4,356.20
Step 4. \$4,459.34	4,482.34	4,511.10	4,522.58
Step 5. \$4,632.20	4,655.21	4,683.95	4,695.45
Step 6. \$4,812.16	4,835.18	4,863.94	4,875.42

- ^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step

increases, but shall be eligible for any negotiated across the board increases.

6. Commencing Pay Period 14, 2025 (June 22, 2025), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$2,862.80	2,886.23	2,915.51	2,927.25
Step 2. \$3,131.16	3,154.62	3,183.87	3,195.63
Step 3. \$3,478.42	3,501.82	3,531.12	3,542.84
Step 4. \$3,611.63	3,635.04	3,664.34	3,676.07
Step 5. \$3,816.67	3,840.15	3,869.40	3,881.14

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,771.05	3,734.46	3,763.79	3,775.50
Step 2. \$3,826.00	3,849.42	3,878.72	3,890.44
Step 3. \$3,945.89	3,969.30	3,998.58	4,010.29

c. Forensic Investigator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,826.00	3,849.42	3,878.72	3,890.44
Step 2. \$3,945.89	3,969.30	3,998.58	4,010.29
Step 3. \$4,074.93	4,098.39	4,127.66	4,139.39

d. Detective
Document Examiner
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,902.91	3,926.34	3,955.64	3,967.40
Step 2. \$4,053.61	4,077.06	4,106.34	4,118.04
Step 3. \$4,210.42	4,233.83	4,263.15	4,274.86

e.

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$4,074.93	4,098.39	4,127.66	4,139.39
Step 2. \$4,213.13	4,236.55	4,265.85	4,277.56
Step 3. \$4,351.36	4,374.79	4,404.11	4,415.80

f. Chief Latent Print Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$4,213.13	4,236.55	4,265.85	4,277.56
Step 2. \$4,351.36	4,374.79	4,404.11	4,415.80

Step 3.	\$4,489.68	4,513.08	4,542.43	4,554.16
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g. Police Liaison Officer^{1/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$4,053.61	4,077.06	4,106.34	4,118.04
Step 2.	\$4,210.42	4,233.83	4,263.15	4,274.86
Step 3.	\$4,373.44	4,396.85	4,426.15	4,437.88
Step 4.	\$4,542.95	4,566.38	4,595.68	4,607.38
Step 5.	\$4,719.05	4,742.50	4,771.77	4,783.49
Step 6.	\$4,902.39	4,925.84	4,955.14	4,966.83

^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

7. Commencing Pay Period 1, 2026 (December 21, 2025), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,955.84	2,980.03	3,010.26	3,022.39
Step 2.	\$3,232.92	3,257.15	3,287.35	3,299.49
Step 3.	\$3,591.47	3,615.63	3,645.88	3,657.98
Step 4.	\$3,729.01	3,753.18	3,783.43	3,795.54
Step 5.	\$3,940.71	3,964.95	3,995.16	4,007.28

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,831.66	3,855.83	3,886.11	3,898.20
Step 2.	\$3,950.35	3,974.53	4,004.78	4,016.88
Step 3.	\$4,074.13	4,098.30	4,128.53	4,140.62

c. Forensic Investigator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,950.35	3,974.53	4,004.78	4,016.88
Step 2.	\$4,074.13	4,098.30	4,128.53	4,140.62
Step 3.	\$4,207.37	4,231.59	4,261.81	4,273.92

d. Detective
Document Examiner
Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$4,029.75	4,053.95	4,084.20	4,096.34
Step 2.	\$4,185.35	4,209.56	4,239.80	4,251.88
Step 3.	\$4,347.26	4,371.43	4,401.70	4,413.79

e.

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$4,207.37	4,231.59	4,261.81	4,273.92
Step 2.	\$4,350.06	4,374.24	4,404.49	4,416.58
Step 3.	\$4,492.78	4,516.97	4,547.24	4,559.31

f. Chief Latent Print Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$4,350.06	4,374.24	4,404.49	4,416.58
Step 2.	\$4,492.78	4,516.97	4,547.24	4,559.31
Step 3.	\$4,635.59	4,659.76	4,690.06	4,702.17

g. Police Liaison Officer^{1/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$4,185.35	4,209.56	4,239.80	4,251.88
Step 2.	\$4,347.26	4,371.43	4,401.70	4,413.79
Step 3.	\$4,515.58	4,539.75	4,570.00	4,582.11
Step 4.	\$4,690.60	4,714.79	4,745.04	4,757.12
Step 5.	\$4,872.42	4,896.63	4,926.85	4,938.95
Step 6.	\$5,061.72	5,085.93	5,116.18	5,128.25

^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

B. Bi-weekly rates for employees hired on or after October 3, 2011:

- Commencing Pay Period 1, ~~2020-2023~~ (December ~~2025~~, ~~2019~~2022), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,862.86			
Step 1.	\$2,483.81	2,504.15	2,529.56	2,539.70
Step 2.	\$2,716.65	2,736.98	2,762.40	2,772.54
Step 3.	\$3,017.95	3,038.27	3,063.67	3,073.79
Step 4.	\$3,133.50	3,153.82	3,179.22	3,189.41
Step 5.	\$3,311.40	3,331.75	3,357.17	3,367.30

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer

Forensic Investigator^{1/}

~~Narcotics Control Officer~~

Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,219.74 3,240.07	3,265.51	3,275.67
Step 2.	\$3,319.51 3,339.82	3,365.23	3,375.38
Step 3.	\$3,423.50 3,443.81	3,469.23	3,479.38

^{1/} Effective Pay Period 12, 2023 (May 28, 2023), Employees in the Forensic Investigator position will be moved to Pay Range 806 in the equivalent step and educational level.

c. ~~Custodian of Police Property and Stores~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,319.51 3,339.82	3,365.23	3,375.38
Step 2.	\$3,423.50 3,443.81	3,469.23	3,479.38
Step 3.	\$3,535.47 3,555.79	3,581.23	3,591.38

d. Detective
Document Examiner
~~Police Data Communications Specialist~~
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,386.21 3,406.55	3,431.98	3,442.14
Step 2.	\$3,516.94 3,537.30	3,562.70	3,572.87
Step 3.	\$3,653.02 3,673.33	3,698.76	3,708.93

e. ~~Police Electronic Technician~~
~~Computer Aided Dispatch System Specialist~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,535.47 3,555.79	3,581.23	3,591.38
Step 2.	\$3,655.33 3,675.68	3,701.09	3,711.28
Step 3.	\$3,775.28 3,795.64	3,821.04	3,831.20

f. Chief ~~Document~~ Latent Print Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,655.33 3,675.68	3,701.09	3,711.28
Step 2.	\$3,775.28 3,795.64	3,821.04	3,831.20
Step 3.	\$3,895.30 3,915.64	3,941.08	3,951.22

g. ~~Police Audio Visual Specialist~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,516.94 3,537.30	3,562.70	3,572.87
Step 2.	\$3,653.02 3,673.33	3,698.76	3,708.93
Step 3.	\$3,794.45 3,814.78	3,840.18	3,850.37
Step 4.	\$3,941.53 3,961.86	3,987.26	3,997.43
Step 5.	\$4,094.34 4,114.65	4,140.06	4,150.20
Step 6.	\$4,253.38 4,273.72	4,299.16	4,309.29

2. Commencing Pay Period 14, 2021-2023 (~~December 27, 2020~~ June 25, 2023), the biweekly

base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,897.79		
Step 1.	\$2,530.38	2,551.10	2,576.99
Step 2.	\$2,767.59	2,788.30	2,814.20
Step 3.	\$3,074.54	3,095.24	3,121.11
Step 4.	\$3,192.25	3,212.95	3,238.83
Step 5.	\$3,373.49	3,394.22	3,420.12

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,280.11	3,300.82	3,326.74
Step 2.	\$3,381.75	3,402.44	3,428.33
Step 3.	\$3,487.69	3,508.38	3,534.28

c. ~~Custodian of Police Property and Stores~~

~~Forensic Investigator~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,381.75	3,402.44	3,428.33
Step 2.	\$3,487.69	3,508.38	3,534.28
Step 3.	\$3,601.76	3,622.46	3,648.38

d. Detective

Document Examiner

~~Police Data Communications Specialist~~

Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,449.70	3,470.42	3,496.33
Step 2.	\$3,582.88	3,603.62	3,629.50
Step 3.	\$3,721.51	3,742.20	3,768.11

e. ~~Police Electronic Technician~~

~~Computer Aided Dispatch System Specialist~~

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,601.76	3,622.46	3,648.38
Step 2.	\$3,723.87	3,744.60	3,770.49
Step 3.	\$3,846.07	3,866.81	3,892.68

f. Chief ~~Document~~ Latent Print Examiner

Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,723.87	3,744.60	3,770.49	3,780.87
Step 2.	\$3,846.07	3,866.81	3,892.68	3,903.04
Step 3.	\$3,968.34	3,989.06	4,014.98	4,025.31

g. ~~Police Audio Visual Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,582.88	3,603.62	3,629.50	3,639.86
Step 2.	\$3,721.51	3,742.20	3,768.11	3,778.47
Step 3.	\$3,865.60	3,886.31	3,912.18	3,922.56
Step 4.	\$4,015.43	4,036.14	4,062.02	4,072.38
Step 5.	\$4,171.11	4,191.80	4,217.69	4,228.02
Step 6.	\$4,333.13	4,353.85	4,379.77	4,390.09

3. Commencing Pay Period 1, ~~2022-2024~~ (December ~~26~~~~24~~, ~~2021~~~~2023~~), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,931.00			
Step 1.	\$2,574.66	2,595.74	2,622.09	2,632.60
Step 2.	\$2,816.02	2,837.10	2,863.45	2,873.96
Step 3.	\$3,128.34	3,149.41	3,175.73	3,186.22
Step 4.	\$3,248.11	3,269.18	3,295.51	3,306.07
Step 5.	\$3,432.53	3,453.62	3,479.97	3,490.47

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,337.51	3,358.58	3,384.96	3,395.49
Step 2.	\$3,440.93	3,461.98	3,488.33	3,498.85
Step 3.	\$3,548.72	3,569.78	3,596.13	3,606.65

c. ~~Custodian of Police Property and Stores~~

~~Forensic Investigator~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,440.93	3,461.98	3,488.33	3,498.85
Step 2.	\$3,548.72	3,569.78	3,596.13	3,606.65
Step 3.	\$3,664.79	3,685.85	3,712.23	3,722.75

d. Detective

Document Examiner

~~Police Data Communications Specialist~~

Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,510.07	3,531.15	3,557.52	3,568.05
Step 2.	\$3,645.58	3,666.68	3,693.02	3,703.56
Step 3.	\$3,786.64	3,807.69	3,834.05	3,844.59

e. ~~Police Electronic Technician~~
~~Computer Aided Dispatch System Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,664.79	3,685.85	3,712.23	3,722.75
Step 2.	\$3,789.04	3,810.13	3,836.47	3,847.04
Step 3.	\$3,913.38	3,934.48	3,960.80	3,971.34

f. Chief ~~Document~~ Latent Print Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,789.04	3,810.13	3,836.47	3,847.04
Step 2.	\$3,913.38	3,934.48	3,960.80	3,971.34
Step 3.	\$4,037.79	4,058.87	4,085.24	4,095.75

g. ~~Police Audio Visual Specialist~~

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,645.58	3,666.68	3,693.02	3,703.56
Step 2.	\$3,786.64	3,807.69	3,834.05	3,844.59
Step 3.	\$3,933.25	3,954.32	3,980.64	3,991.20
Step 4.	\$4,085.70	4,106.77	4,133.11	4,143.65
Step 5.	\$4,244.10	4,265.16	4,291.50	4,302.01
Step 6.	\$4,408.96	4,430.04	4,456.42	4,466.92

4. Commencing Pay Period 14, 2024 (June 23, 2024), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,964.79			
Step 1.	\$2,619.72	2,641.17	2,667.98	2,678.67
Step 2.	\$2,865.30	2,886.75	2,913.56	2,924.25
Step 3.	\$3,183.09	3,204.52	3,231.31	3,241.98
Step 4.	\$3,304.95	3,326.39	3,353.18	3,363.93
Step 5.	\$3,492.60	3,514.06	3,540.87	3,551.55

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,395.92	3,417.36	3,444.20	3,454.91
Step 2.	\$3,501.15	3,522.56	3,549.38	3,560.08

Step 3.	\$3,610.82	3,632.25	3,659.06	3,669.77
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c. Forensic Investigator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,501.15	3,522.56	3,549.38	3,560.08
Step 2.	\$3,610.82	3,632.25	3,659.06	3,669.77
Step 3.	\$3,728.92	3,750.35	3,777.19	3,787.90

d. Detective

Document Examiner

Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,571.50	3,592.95	3,619.78	3,630.49
Step 2.	\$3,709.38	3,730.85	3,757.65	3,768.37
Step 3.	\$3,852.91	3,874.32	3,901.15	3,911.87

e.

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,728.92	3,750.35	3,777.19	3,787.90
Step 2.	\$3,855.35	3,876.81	3,903.61	3,914.36
Step 3.	\$3,981.86	4,003.33	4,030.11	4,040.84

f. Chief Latent Print Examiner

Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,855.35	3,876.81	3,903.61	3,914.36
Step 2.	\$3,981.86	4,003.33	4,030.11	4,040.84
Step 3.	\$4,108.45	4,129.90	4,156.73	4,167.43

g.

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,709.38	3,730.85	3,757.65	3,768.37
Step 2.	\$3,852.91	3,874.32	3,901.15	3,911.87
Step 3.	\$4,002.08	4,023.52	4,050.30	4,061.05
Step 4.	\$4,157.20	4,178.64	4,205.44	4,216.16
Step 5.	\$4,318.37	4,339.80	4,366.60	4,377.30
Step 6.	\$4,486.12	4,507.57	4,534.41	4,545.09

5. Commencing Pay Period 1, 2025 (December 22, 2024), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$2,001.63			
Step 1.	\$2,668.84	2,690.69	2,718.00	2,728.90
Step 2.	\$2,919.02	2,940.88	2,968.19	2,979.08
Step 3.	\$3,242.77	3,264.60	3,291.90	3,302.77
Step 4.	\$3,366.92	3,388.76	3,416.05	3,427.00
Step 5.	\$3,558.09	3,579.95	3,607.26	3,618.14

- ^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,459.59	3,481.44	3,508.78	3,519.69
Step 2. \$3,566.80	3,588.61	3,615.93	3,626.83
Step 3. \$3,678.52	3,700.35	3,727.67	3,738.58

c. Forensic Investigator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,566.80	3,588.61	3,615.93	3,626.83
Step 2. \$3,678.52	3,700.35	3,727.67	3,738.58
Step 3. \$3,798.84	3,820.67	3,848.01	3,858.92

d. Detective
Document Examiner
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,638.47	3,660.32	3,687.65	3,698.56
Step 2. \$3,778.93	3,800.80	3,828.11	3,839.03
Step 3. \$3,925.15	3,946.96	3,974.30	3,985.22

e.

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,798.84	3,820.67	3,848.01	3,858.92
Step 2. \$3,927.64	3,949.50	3,976.80	3,987.75
Step 3. \$4,056.52	4,078.39	4,105.67	4,116.61

f. Chief Latent Print Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,927.64	3,949.50	3,976.80	3,987.75
Step 2. \$4,056.52	4,078.39	4,105.67	4,116.61
Step 3. \$4,185.48	4,207.34	4,234.67	4,245.57

g. Police Liaison Officer^{1/}

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,778.93	3,800.80	3,828.11	3,839.03
Step 2. \$3,925.15	3,946.96	3,974.30	3,985.22
Step 3. \$4,077.12	4,098.96	4,126.24	4,137.19
Step 4. \$4,235.15	4,256.99	4,284.29	4,295.21
Step 5. \$4,399.34	4,421.17	4,448.47	4,459.37
Step 6. \$4,570.23	4,592.09	4,619.43	4,630.31

- ^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

6. Commencing Pay Period 14, 2025 (June 22, 2025), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy \$2,039.16			
Step 1. \$2,718.88	2,741.14	2,768.96	2,780.07
Step 2. \$2,973.75	2,996.02	3,023.84	3,034.94
Step 3. \$3,303.57	3,325.81	3,353.62	3,364.70
Step 4. \$3,430.05	3,452.30	3,480.10	3,491.26
Step 5. \$3,624.80	3,647.07	3,674.90	3,685.98

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,524.46	3,546.72	3,574.57	3,585.68
Step 2. \$3,633.68	3,655.90	3,683.73	3,694.83
Step 3. \$3,747.49	3,769.73	3,797.56	3,808.68

c. Forensic Investigator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,633.68	3,655.90	3,683.73	3,694.83
Step 2. \$3,747.49	3,769.73	3,797.56	3,808.68
Step 3. \$3,870.07	3,892.31	3,920.16	3,931.27

d. Detective
Document Examiner
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,706.69	3,728.95	3,756.79	3,767.91
Step 2. \$3,849.78	3,872.07	3,899.89	3,911.01
Step 3. \$3,998.75	4,020.97	4,048.82	4,059.94

e.

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,870.07	3,892.31	3,920.16	3,931.27
Step 2. \$4,001.28	4,023.55	4,051.37	4,062.52
Step 3. \$4,132.58	4,154.86	4,182.65	4,193.80

f. Chief Latent Print Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$4,001.28	4,023.55	4,051.37	4,062.52
Step 2. \$4,132.58	4,154.86	4,182.65	4,193.80

Step 3.	\$4,263.96	4,286.23	4,314.07	4,325.17
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g. Police Liaison Officer^{1/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,849.78	3,872.07	3,899.89	3,911.01
Step 2.	\$3,998.75	4,020.97	4,048.82	4,059.94
Step 3.	\$4,153.57	4,175.82	4,203.61	4,214.76
Step 4.	\$4,314.56	4,336.81	4,364.62	4,375.75
Step 5.	\$4,481.83	4,504.07	4,531.88	4,542.98
Step 6.	\$4,655.92	4,678.19	4,706.04	4,717.13

^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

7. Commencing Pay Period 1, 2026 (December 21, 2025), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$2,105.43			
Step 1.	\$2,807.24	2,830.23	2,858.95	2,870.42
Step 2.	\$3,070.40	3,093.39	3,122.11	3,133.58
Step 3.	\$3,410.94	3,433.90	3,462.61	3,474.05
Step 4.	\$3,541.53	3,564.50	3,593.20	3,604.73
Step 5.	\$3,742.61	3,765.60	3,794.33	3,805.77

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,639.00	3,661.99	3,690.74	3,702.21
Step 2.	\$3,751.77	3,774.72	3,803.45	3,814.91
Step 3.	\$3,869.28	3,892.25	3,920.98	3,932.46

c. Forensic Investigator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,751.77	3,774.72	3,803.45	3,814.91
Step 2.	\$3,869.28	3,892.25	3,920.98	3,932.46
Step 3.	\$3,995.85	4,018.81	4,047.57	4,059.04

d. Detective
Document Examiner
Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,827.16	3,850.14	3,878.89	3,890.37
Step 2.	\$3,974.90	3,997.91	4,026.64	4,038.12

Step 3. \$4,128.71 4,151.65 4,180.41 4,191.89

e.

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,995.85	4,018.81	4,047.57	4,059.04
Step 2. \$4,131.32	4,154.32	4,183.04	4,194.55
Step 3. \$4,266.89	4,289.89	4,318.59	4,330.10

f. Chief Latent Print Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$4,131.32	4,154.32	4,183.04	4,194.55
Step 2. \$4,266.89	4,289.89	4,318.59	4,330.10
Step 3. \$4,402.54	4,425.53	4,454.28	4,465.74

g. Police Liaison Officer^{1/}

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,974.90	3,997.91	4,026.64	4,038.12
Step 2. \$4,128.71	4,151.65	4,180.41	4,191.89
Step 3. \$4,288.56	4,311.53	4,340.23	4,351.74
Step 4. \$4,454.78	4,477.76	4,506.47	4,517.96
Step 5. \$4,627.49	4,650.45	4,679.17	4,690.63
Step 6. \$4,807.24	4,830.23	4,858.99	4,870.44

^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

1. Employees remaining in classifications they were in immediately prior to execution of this Agreement shall continue to be paid at the pay step at which they were paid immediately prior to execution of this Agreement. Employees entering new classifications during the term of this Agreement, where the biweekly pay rate of the maximum pay step for the new classification is greater than the rate for the maximum pay step of the classification the employee previously occupied, shall, upon entering these classifications, be paid at the lowest numbered pay step which pays more than the biweekly base salary they previously received. Employees entering new classifications during the term of this Agreement, where the biweekly pay rate of the maximum pay step for the new classification is less than or equal to the rate of the maximum pay step for the classification the employee previously occupied, shall continue to be paid at the pay step at which they were paid immediately prior to entering such new classification. Employees hired for employment during the term

1 of this Agreement shall be paid at the lowest numbered pay step of the classification for
2 which they are employed.

3 2. Employees completing one year of active service within a pay step other than the highest
4 pay step shall advance to the next higher pay step of their classification. Employees in
5 active service shall have time spent receiving a duty disability retirement allowance counted
6 as active service for purposes of computing current and prospective pay step advancement.

7 3. Base salaries of employees shall be paid biweekly and shall be in compensation for the full
8 performance of the regularly scheduled hours of work for the given biweekly pay period in
9 accordance with the HOURS OF WORK provision of this Agreement. When less than the
10 full schedule of hours is worked by an employee during any such biweekly pay period, the
11 employee's biweekly base salary shall be reduced by an amount equivalent to one-eightieth
12 (1/80) of his/her biweekly base salary for each hour or fraction thereof to the nearest 0.1 of
13 an hour during which work is not performed.

14 4. The parties agree that where the City deems it necessary to aid recruitment, the City may
15 make reallocations or change recruitment rates during the term of this Agreement; however,
16 in such cases, the City agrees to inform the Association prior to implementing such changes.

17 5. The City reserves the right to make classification changes, but said changes shall not operate
18 to reduce the salary of current incumbents. These changes shall not be subject to arbitration
19 under any established grievance procedure.

20 6. While occupying the Police Matron classification, employees shall be entitled to the same
21 biweekly base salary paid to employees occupying the Police Officer classification; they
22 shall be paid at the numbered pay step for the Police Officer classification which
23 corresponds to their pay step in the Police Matron classification.

24 7. All employees shall participate in direct deposit of paychecks.

25 8. The parties elect not to be bound by the required frequency of wage payment provision of
26 §109.03 (1) (a), Stats., in respect to retroactive wages payable under the terms of this
27 Agreement. Retroactive wage payments under the terms of this Agreement shall be paid
28 no later than sixty days from the execution of this Agreement. For purposes of this

1 provision, the execution date of this Agreement shall be the date the resolution approving
2 this Agreement is approved by the Mayor.
3

ARTICLE 11

LONGEVITY PAY

1. Except as provided in subsection 3 of this Article, below, each employee covered by this Agreement at the close of the calendar year who has completed at least ten (10) years of service but less than fifteen (15) years of service as of that time shall be eligible to receive \$300, each employee covered by this Agreement at the close of the calendar year who has completed at least fifteen (15) years of service but less than twenty (20) years of service as of that time shall be eligible to receive \$550, and each employee covered by this Agreement at the close of the calendar year who has completed twenty (20) or more years of service as of that time shall be eligible to receive \$900. An employee's "years of service," as used herein, shall mean his/her active service as a member of the WERC-certified bargaining unit represented by the Association or its predecessor, the Professional Policemen's Protective Association.
2. Except as provided in subsection 3 of this Article, below, payments earned under these provisions shall be made as soon as is administratively practicable after December 31.
3. An employee retiring on normal pension, or resigning voluntarily from the Police Department shall be entitled to the benefits provided by subsection 1 of this Article, above, prorated on the basis of his/her active service in the calendar year he/she retired, computed to the nearest calendar month. For purposes of prorating, an employee on the Police Department payroll for at least 14 days in a calendar month shall be deemed as having been on the payroll for the full calendar month; in the event the employee is on the Police Department payroll less than 14 days in a calendar month, then the employee shall be deemed as not having been on the payroll at all during the calendar month. For purposes of determining eligibility for the benefits provided in subsection 1, above, years of service shall be computed as of the effective date of the employee's normal retirement or voluntary resignation. Payments earned hereunder shall be made as soon as is administratively practicable after the employee's retirement or voluntary resignation; the employee

1 contribution required under subsection 5.b., below, shall be deducted from these payments.
2 All other provisions of this Article shall apply unchanged.

3 4. Except as provided in subsection ~~5-6~~ of this Article, below, payments made under the
4 provisions of this Article shall not be included in the determination of overtime
5 compensation or any other fringe benefits.

6 5. Employees in active service who retire from active service on normal pension shall have
7 their Longevity Pay benefits included in final average salary for purposes of computing
8 their service retirement allowance. For purposes of interpretation and construction of the
9 provisions of this Article:

10 a. The Longevity Pay benefit to which the employee is entitled to include in the Final
11 Average Salary computation shall be an amount equal to the Longevity Pay payment
12 the employee received for December 31 of the calendar year immediately preceding
13 the employee's effective date of retirement. For such employees who retire after
14 December 31, 1997, and who have attained 20 years or more of service by the end
15 of the calendar year which includes their effective date of retirement, that amount
16 shall be the longevity pay payment the employee would have received had he or she
17 remained in active service for the calendar year which includes his or her effective
18 date of retirement.

19 b. Employees shall be required to contribute to their respective City pension funds
20 \$1.00 of the Longevity Pay payment they received for that year. The contribution
21 shall be a payroll deduction made at the time the payment is made.

22 6. Employees in active service shall have time spent receiving a duty disability retirement
23 allowance counted as active service for purposes of computing current and prospective
24 longevity benefits.

25 7. An employee who is on detached status under the Contract Administration provisions of
26 this Agreement or an employee who has returned to active duty from detached status under
27 the Contract Administration provisions of this Agreement, or a prior Agreement between
28 the City and the Association, shall be entitled to these benefits under the terms and

1 conditions set forth if the combination of his/her "years of service," as defined in paragraph
2 1., hereof, and his/her service in detached status establish eligibility therefore.

3 8. An employee on a military leave of absence for performance of duty as a member of the
4 State of Wisconsin National Guard or a reserve component of the Armed Forces of the
5 United States shall be eligible for Longevity Pay benefits for a calendar year prorated on
6 the basis of the employee's active service with the Department in that calendar year subject
7 to the following:

8 a. The military leave is a result of being called to, or volunteering for, active duty under
9 the authority granted to the President of the United States or the Congress of the
10 United States for a period of more than 30 calendar days;

11 b. The length of service requirements provided in section 1., above, shall determine the
12 amount of Longevity Pay benefits to which the employee is entitled;

13 c. Length of service shall be calculated as of the effective date the employee separated
14 from active service with the Department and began his/her unpaid military leave of
15 absence.

16 d. For purposes of prorating Longevity Pay benefits, an employee on the Police
17 Department payroll for at least 14 days in a calendar month shall be deemed as
18 having been on the payroll for the full calendar month; in the event the employee is
19 on the Police Department payroll less than 14 days in a calendar month, then the
20 employee shall be deemed as not having been on the payroll at all during the calendar
21 month.
22

ARTICLE 12

SPECIAL DUTY AND TEMPORARY ASSIGNMENT PAY

1. Each employee in the Police Officer job classification shall be paid an additional amount for time spent underfilling the position of Desk Sergeant at the direction of his commanding officer. The additional amount for each hour of time so spent shall be equivalent to the difference between the base salary hourly rate of step one of Pay Range 808 and the Police Officer's base salary hourly rate.
2. Effective Pay Period 11, 1995, employees in the Police Officer classification who are assigned or continue to be assigned by the Chief to the Communication Operations Division to perform dispatch duties and the two Police Officers who are assigned or continue to be assigned to the Court Administration Section to perform work as court coordinators shall be entitled to receive temporary assignment pay for all active service in such assignments. For purposes of this paragraph only, temporary assignment pay is defined as a flat dollar amount equal to the difference between the maximum bi-weekly pay rate for pay range 801 and the maximum bi-weekly pay rate for pay range 804.
3. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
4. Effective at the start of the first full pay period following execution of the 1998-2000 Agreement, the two individuals who are currently underfilling the position of Court Liaison Officer shall be appointed, through the appropriate procedures set forth by law, to that position.

ARTICLE 13

MOTORCYCLE PAY

1. Motorcycle traffic patrol duty shall also include the time spent performing the duties and responsibilities associated with winter storage of the officer's assigned motorcycle. Such duties shall be prescribed by the Chief of Police, who may, from time to time, change them. The duties shall include, but not be limited to, frequent visual inspection, periodic recharging of the motorcycle's battery, performing the prescribed shut down procedure at the beginning of winter storage and a startup procedure at the end of winter storage and washing and waxing the motorcycle. The duration of time spent by an employee in the performance of winter storage duties shall not exceed 1½ hours per month; no employee shall devote more time to such duties without obtaining prior authorization from the employee's commanding officer.
2. A motorcycle shall be stored only in a private storage area approved by the Chief. The period of winter storage shall be determined by the Chief of Police.
3. For the duration of the winter storage period, an officer who maintains his/her assigned motorcycle in an approved private storage area shall receive \$20.00 biweekly in addition to base salary in lieu of any other compensation for the duties (and the expected amount of time devoted to those duties) described in sections 1 and 2, above.
4. Except as modified by sections 1 through 3, all heretofore existing administrative procedures associated with the \$20.00 biweekly payments received by employees assigned to motorcycle traffic patrol duty shall remain unchanged.
5. Winter storage of City motorcycles and compensation therefore, as set forth in sections 1 through 4, may be terminated at any time at the sole discretion of the Chief of Police.

ARTICLE 14

HOURS OF WORK

1. The normal hours of work for employees covered by this Agreement shall consist of work shifts of eight (8) consecutive hours which in the aggregate results in an average normal work week of forty (40) hours.
2. Within the normal hours of work, any shift assignment of eight consecutive hours, which is of 10 consecutive eight-hour work shifts in duration or longer, with each eight-hour work shift starting at the same time or in the case of special assignments such as vice-squad with possible differing starting times for each eight-hour work shift shall be deemed to be a regularly scheduled eight-hour shift assignment; except that within the normal hours of work Christmas Store detail or Summerfest detail shall also constitute a regularly scheduled eight-hour shift assignment. The regularly scheduled eight-hour shift assignment of employees assigned to the Professional Performance Division (PPD) who perform duties traditionally performed by PPD, including criminal investigations of department members and investigations of claims to which the department is a party, shall be established in the same manner as that of employees assigned to the vice-squad as stated above.
3. The regularly scheduled eight-hour shift shall be established by the Chief of Police in accordance with the requirements set forth above.
4. Except on those occasions when an emergency situation exists, if the Department desires to change the off days falling within a single pay period for a member who otherwise continues to be assigned to the same schedule and off day group, the member must be given personal notice of such change, at least seven days prior to the start of the pay period in question. If the Department fails to give such notice, all hours worked on either of the off days in question shall be treated as falling outside the regularly scheduled eight-hour shift, as provided in Article 15.

ARTICLE 15

OVERTIME

1. DEFINITION:

Overtime shall be all authorized assignments outside the regularly scheduled eight-hour shift as hereinbefore defined under the Article “Hours of Work.” Notwithstanding the fact that trade off of work assignments or other rescheduling of work assignments authorized by the Department at the request of the employee results in work assignments outside of the regularly scheduled eight-hour shift, such time shall not be considered overtime.

2. OVERTIME RATES

a. Overtime earned as a result of training time or roll-call time shall be compensated for at base salary rates (1X).

b. Overtime earned as a result of court time shall be compensated as follows:

(1) Each court appearance less than or equal to two and one-half (2½) hours in duration shall be compensated at one and one-half base salary rates (1½X); however, a minimum of two and one-half (2½) hours’ pay at one and one-half base salary rates (1½X) shall be granted employees covered by this Agreement when said employees are officially required to appear in court on their own time, provided said employees are excused before completing the two and one-half (2½) hour minimum. Effective Pay Period 26, 2025 (December 7, 2025), each court appearance less than or equal to two (2) hours in duration shall be compensated at one-half base salary rates (1½X); however, a minimum of two (2) hours’ pay at one and one half base salary rates (1½X) shall be granted employees covered by this Agreement when said employees are officially required to appear in court on their own time, provided said employees are excused before completing the two (2) hour minimum.

(2) Each court appearance greater than two and one-half (2½) hours in duration

1 shall be compensated at one and one-half base salary rates (1½X) for the
2 entire time of such appearance. Effective Pay Period 26, 2025 (December
3 7, 2025), each court appearance greater than two (2) hours in duration shall
4 be compensated at one and one-half base salary rates (1½X) for the entire
5 time of such appearance.

6 (3) Notwithstanding the foregoing, within any court appearance, the first hour
7 of court-ordered lunch time shall be unpaid.

8 (4) Parking During Court Overtime Appearance

9 Subject to the following terms and conditions, the City will provide
10 employees with City-paid parking at MacArthur Square parking facility
11 (located at 841 N. James Lovell Street) when they are on authorized Police
12 Department business during off-duty hours as a result of either a court
13 overtime assignment or when ordered to the Police Department
14 Administration Building by a commanding officer:

15 (a) If the MacArthur Square parking facility has no available parking
16 space, the City will honor parking receipts from the MATC parking
17 facility.

18 (b) Each instance of City-paid parking shall be limited to:

19 i. Court Overtime

20 The duration of the employee's court overtime appearance
21 beginning at the time the employee is required to be in court,
22 ending at the time the employee is released by the court and
23 including a reasonable amount of time for the employee to
24 get to and from his/her parked vehicle. An employee
25 assigned to the early shift on a regular basis who receives
26 City-paid parking hereunder as a result of a court appearance
27 during his/her off-duty hours shall also be entitled to an
28 extension of such parking until the end of his/her assignment

1 on that date if he/she is assigned to early shift duty on that
2 date and the conclusion of the court appearance falls within
3 two hours of the start of his/her shift.

4 ii. Authorized Departmental Business at Police Administration
5 Building

6 The duration of the employee's appearance at the Police
7 Administration Building beginning at the time the employee
8 is required to be there, ending at the time the employee is
9 released by the Department and including a reasonable
10 amount of time for the employee to get to and from his/her
11 parked vehicle.

- 12 (c) In order to receive City-paid parking benefits, the employee shall,
13 immediately following the conclusion of a court appearance, present
14 the court overtime time card for that appearance and the designated
15 parking facility receipt covering the time period of the appearance
16 to a supervisory police officer designated by the Police Department
17 Administration. The overtime card shall indicate the duration of the
18 court appearance. Based on the overtime card, the designated
19 supervisory officer shall authorize the payment of the parking fee to
20 cover the time period of the court appearance and a reasonable
21 amount of time for the employee to get to and from his/her vehicle
22 and the court. The time allowed to get to and from the employee's
23 parked vehicle and the court shall be the same as in provided in
24 Departmental Order #8947, adopted November 27, 1984. This
25 Order provides that each instance of City-paid parking shall be
26 limited to the duration of the employees' court overtime appearance
27 and include actual time up to 30 minutes prior to the start of the court
28 overtime and no more than 30 minutes after the conclusion of the

1 court overtime. City-paid parking benefits associated with an
2 employee's appearance at the Police Department Administration
3 Building during off-duty hours on authorized Departmental business
4 pursuant to order of a commanding officer shall be administered in
5 accordance with procedures established for that purpose by the
6 Police Department Administration.

7 (d) The City shall be held harmless against any and all claims, actions
8 and lawsuits relating to theft or personal property damage brought
9 against the City by employees using parking facilities pursuant to
10 the parking allowance benefits provided herein. The City shall be
11 held harmless against any and all claims, lawsuits, actions, damages
12 and judgments due to the employee's operation of his or her private
13 vehicle at parking facilities which are subject to the parking
14 allowance benefits provided herein. Nothing herein would operate
15 to relieve the City of any liability it may have arising from its actions
16 or omissions or preclude the employee from pursuing any rights or
17 claims he/she may have under Wisconsin State Statute 895.46.

18 c. Overtime earned as a result of an authorized eight-hour shift assignment which falls
19 outside the regularly scheduled eight-hour shift in whole or in part and which
20 because of the nature of the work performed does not fall within 2.a. or 2.b., above,
21 shall be compensated at one and one-half (1½X) the base salary rate, except that if
22 an employee's regularly scheduled eight-hour shift, as established by the HOURS
23 OF WORK provision of this Agreement, is changed, then all time worked on the
24 new regularly scheduled eight-hour shift shall be compensated at (1X) the base
25 salary rate.

26 d. Overtime earned as a result of an authorized assignment outside of the regularly
27 scheduled shift which does not fall within 2.a., 2.b. or 2.c., above, shall be
28 compensated at one and one-half (1½X) the base salary.

1 3. OVERTIME PAYMENTS

2 a. Definitions

3 (1) Compensatory Time Off Balance (CTB)

4 The term “compensatory time off balance (CTB)”, as used in subsection 3 of
5 this Article, shall mean the unused amount of overtime the employee has
6 earned that was compensated in time off instead of cash.

7 (2) Overtime Earned

8 The term “overtime earned,” as used in subsection 3 of this Article, shall
9 mean the amount of overtime worked times the rate at which it is
10 compensated; for example, one hour of overtime worked that is compensated
11 at straight time rates (1X)*¹ under this Article shall equal one hour of
12 overtime earned and one hour of overtime worked that is compensated at a
13 rate of time and one-half (1½X) under this Article shall equal 1½ hours of
14 overtime earned.

15 b. Payment

16 All overtime earned for work performed during the term of this Agreement, shall be
17 paid for in cash except that:

18 (1) If an employee’s compensatory time off balance (CTB) recorded on the most
19 current Police Department Personnel Status Report is less than 225 hours,
20 the employee may elect to be compensated in time off instead of cash for
21 each instance of overtime work performed after issuance of the most current
22 Status Report until issuance of the next Status Report which indicates the
23 employee’s CTB is equal to or greater than 225 hours.

24 (2) An employee may use compensatory time off on dates he/she has requested
25 provided the employee gives his/her commanding officer reasonable

¹ *Less than two and one half hours of Court Overtime worked shall equal two and one half hours of overtime earned at 1.5X Base Salary.

1 advance notice of the dates requested and the dates are determined available
2 by the commanding officer in accordance with the needs of the Police
3 Service. The processing of requests for use of compensatory time off shall
4 be on a first-come, first-served basis. Decisions made by the employee's
5 commanding officer with respect to the availability of the dates the
6 employee has requested shall be subject to all of the provisions of
7 subsections 3.b. (3) and (4).

8 (3) The parties recognize and shall implement the U.S. Department of Labor's
9 position that prior to denying a request to use accrued compensatory time,
10 and even when granting the request would bring operations below
11 prescribed staffing levels, an employer must first attempt operational
12 alternatives to fill its prescribed staffing levels by using replacement
13 officers at premium overtime rates when required by the FLSA.
14 Accordingly, the City, working with and through the Milwaukee Police
15 Association, has established a system which guarantees that no one is
16 denied compensatory time off when prescribed staffing levels can be met
17 through a replacement (paid at FLSA premium rates where they apply). If
18 a police officer is denied a request to use compensatory time on the regularly
19 scheduled shift that the officer has requested, whether on the basis of
20 prescribed staffing levels or for any other reason(s), the provisions
21 enumerated as subsections (a) through (k) at the end of this paragraph will
22 be utilized in order to obtain, when at all possible, a suitable replacement
23 for the officer, excepting under the following circumstances in which the
24 below-described duties fall within the officer's regularly scheduled shift:

25 (aa) where that police officer is required to testify at a hearing, trial, or
26 other proceeding on behalf of the City (including, *inter alia*, Fire and
27 Police Commission meetings or hearings, grievance arbitrations, or
28 lawsuits) to the exclusion of any other police officer, and where he or

1 she has not been subpoenaed to testify;

2 (bb) where a police officer is mandated to appear at a charging
3 conference in the office of the District Attorney, or before any other
4 public prosecutor, and where his or her involvement in the arrest or
5 other pertinent events mandates that the police officer appear to the
6 exclusion of any other police officer; and

7 (cc) in those circumstances where the police officer (excluding those
8 assigned to the Patrol Bureau and excepting those police officers
9 assigned to the Patrol Support Division), possesses unique technical
10 skills which are required to be made available to the Police
11 Department during a particular period of time. In the event that an
12 officer is denied compensatory time off (or is initially granted
13 compensatory time off and is subsequently denied) under this
14 subsection (cc), s/he shall be compensated at the rate of 1-1/2x (or 2x
15 if cancelled within 24 hours of the start of the compensatory time
16 previously granted) for all hours of that shift for which compensatory
17 time off had been requested if the following conditions are satisfied
18 prior to notification by the Department that s/he would be required to
19 work during that time:

- 20 1. the officer made arrangements for a replacement; and
- 21 2. both the officer requesting compensatory time off and the
22 replacement executed and filed with the Department the forms
23 specified in Article 15 Section 3.b.(3)(l), of this paragraph,
24 below.

25 The Chief of Police shall develop a form, which will be posted at each work
26 location throughout the Police Department, upon which employees seeking
27 replacements may identify themselves and the pertinent date(s). The
28 availability of this form shall not preclude the use of replacements obtained

1 by police officers through other means. The following conditions will apply
2 to replacements obtained under this subsection. If these conditions are
3 fulfilled, the replacement will work in place of the employee who has
4 requested the use of compensatory time off and that request shall be granted.

5 (a) Arrangements for a replacement must be made and confirmed at
6 least 48 hours in advance of the start of the compensatory time
7 which is to be taken off.

8 (b) The replacement worker is within the same “box” as shown on the
9 “Milwaukee Police Department Organizational Chart” attached
10 hereto as page 1 of Appendix G (as may be in effect, modified or
11 changed from time to time by the Department or the Fire and Police
12 Commission) as the employee exercising his/her right to use
13 compensatory time off, except as specifically provided on page 2 of
14 Appendix G or unless the employee’s commanding officer in his or
15 her discretion approves a replacement obtained by the employee
16 from a different “box.” In the event that the Department or the Fire
17 and Police Commission modifies the organizational chart, the
18 parties will immediately engage in collective bargaining to provide
19 for reasonably comparable access to replacement workers.

20 (c) The replacement must have more than one (1) year of service from
21 date of hire and must have completed field training.

22 (d) The replacement must be of the same rank as the employee
23 requesting use of compensatory time off.

24 (e) The replacement will be permitted to work as a replacement only on
25 a day when he/she would otherwise be on a regular day off.

26 (f) An employee is ineligible to work as a replacement for more than
27 two (2) regular off days in a pay period.

28 (g) An employee is ineligible to work as a replacement for more than

1 four (4) hours during a shift that immediately precedes or follows
2 that employee's regular work shift, not to exceed two (2) occasions
3 per pay period. However, if, because of staggered shifts, the shift of
4 the officer who is being replaced ends or begins one hour before or
5 after the shift of the replacement officer, such shift shall be deemed
6 to "immediately" precede or follow the replacement's regular work
7 shift. When this occurs, the replacement shall work the one-hour of
8 gap (for a maximum of five (5) hours work), which gap time shall
9 be compensated as if it was regular replacement time, as specified
10 in subsection (h), immediately below.

11 (h) The regular shift replacement hours will be compensated in cash at
12 straight-time (1X) rates (except for the four (4) contractual holidays
13 specified at Article 32 paragraph 1 of this Agreement which will be
14 paid at 1½X Base Salary). Time worked as a replacement under this
15 subsection shall be counted as "hours worked" for FLSA purposes,
16 so long as the requirements of the FLSA apply to the City.

17 (i) The replacement will not receive out-of-shift premium.

18 (j) The replacement shall be subject to all of the obligations applicable
19 to any employee who is regularly scheduled for duty.

20 (k) If the replacement reports sick on a day when he/she is scheduled to
21 work as a replacement, he/she will be ineligible thereafter to work
22 as a replacement for a period of 90 days. If the replacement reports
23 injured off-duty on a day when he/she is scheduled to work as a
24 replacement, the replacement will be ineligible thereafter to work as
25 a replacement for a period of 90 days unless: (1) the off-duty injury
26 occurred subsequent to the time at which the replacement agreed to
27 serve in that capacity; and (2) the replacement provides medical
28 substantiation of the off-duty injury.

- (l) A replacement will, at the time of his/her selection, execute on a form prescribed by the Chief of Police his/her agreement to serve as a replacement in accordance with the terms and conditions of this Agreement. The officer taking compensatory time off who arranged for the replacement will also execute this form.
- (4) An officer, at his/her option and under preexisting practices, may also seek a “body-for-body” trade as allowable under 29 C.F.R. § 553.31 (“Substitution”) in order to use compensatory time off when desired. This shall not be a prerequisite to the procedure set forth in subsection 3.b.(2) and (3) for obtaining a replacement.
- c. Compensatory Time Off Segments
- (1) Subject to the terms and conditions provided for in subsection 3.b.(2) of this Article, above, and except as provided in 3.c.(2), below, an employee authorized to use earned compensatory time off must use it in units of either eight-hour days or four-hour segments.
- (2) Subject to the terms and conditions provided for in subsection 3.b.(2) of this Article, above, an employee may request to use earned compensatory time off in units of one (1) hour for purposes of significant personal importance. Such requests will be granted at the discretion of the supervisor consistent with the needs of the service and shall not be denied arbitrarily or capriciously. It is understood that the needs of the service are of preeminent importance in weighing such requests.
4. All overtime shall be at the option of the Chief of Police.
5. Application of the provisions contained in this Article shall not involve pyramiding of overtime. During a period of time there are two (2) concurrent overtime rates, the following procedure shall be used to determine the rate for that period:
- a. If both rates are at time and one-half ($1\frac{1}{2}X$), the employee is paid at a rate of time and one-half ($1\frac{1}{2}X$).
- b. If one of the rates is time and one-half ($1\frac{1}{2}X$) and the other straight-time ($1X$), the

- 1 employee is paid at a rate of time and one-half (1½X).
- 2 c. If both rates are straight-time (1X), the employee is paid at a straight-time (1X)
- 3 rate.
- 4 d. For purposes of construction and interpretation of this provision, a court appearance
- 5 involving the three and three quarter hour court overtime minimum payment shall
- 6 be deemed a two and one-half-hour period of time and one-half (1.5X) overtime
- 7 beginning with the start of such court appearance.
- 8 6. The hourly pay used in the computation of overtime shall be equal to one-eightieth (1/80)
- 9 of the employee's current biweekly base salary as provided for in the BASE SALARY
- 10 provision of this Agreement.
- 11 7. Overtime shall be compensated for each actual hour or nearest 0.1 of an hour of authorized
- 12 overtime worked.
- 13 8. Any payment made under the provisions of this Article shall not have any sum deducted
- 14 for pension benefits nor shall such payments be included in the determination of pension
- 15 benefits or other fringe benefits.
- 16 9. The terms and conditions agreed to between the parties in respect to Police Band overtime
- 17 (except as stated below), court overtime parking and negative comp time balances, which
- 18 are set forth respectively in City/MPA Memoranda of Understanding dated: September
- 19 14, 1983 (Police Band Overtime), October 12, 1983, and November 16, 1983 (Court
- 20 Overtime Parking) and December 15, 1983 (Negative Comp Time Balances) shall be
- 21 incorporated into the provisions of this Article and be made a part of this Agreement as
- 22 Appendix B. The terms and conditions of the Memorandum of September 14, 1983 (Police
- 23 Band Overtime) shall be amended to provide that the Compensatory Time Off Bank (CTB)
- 24 time is the same as provided in subsection 3.b.(1) of this Article.
- 25 10. Miscellaneous Overtime Provisions
- 26 a. Roll Call
- 27 Existing roll-call time practices will be maintained for the term of this Agreement
- 28 or any agreed-upon extension thereof. Effective August 11, 1985, and for so long

1 as employees are covered by the Fair Labor Standards Act (FLSA) during the term
2 of this Agreement, or any agreed upon extension thereof, the 18-minute roll-call
3 period shall be reduced to a 12-minute period with all overtime earned during such
4 12-minute period compensated at time and one-half ($1\frac{1}{2}X$) the base salary rate. If
5 and when employees are no longer covered by the FLSA, the roll-call period shall
6 be increased to an 18-minute period and overtime earned as a result of roll-call shall
7 be compensated at base salary rates ($1X$). Identification Technicians who are
8 assigned to perform street duties shall attend roll call and receive roll call pay.

9 b. Compensatory Time Off

10 If and when the City is required by law to pay cash for overtime work performed
11 that could otherwise have been paid for in compensatory time off under the
12 provisions of this Agreement, the City may modify overtime provisions to assure
13 that overtime compensation (whether in cash, compensatory time, or both) for all
14 overtime work performed shall not exceed $1\frac{1}{2}X$ the employee's base rate of pay.
15

ARTICLE 16

FIRE AND POLICE COMMISSION OVERTIME

1. Definition

Fire and Police Commission Overtime shall be defined as time spent by an employee outside of his/her regularly scheduled eight-hour work shift, (as such eight-hour work shift is defined under the HOURS OF WORK Article of this Agreement) under subpoena at a trial proceeding conducted by the Board of Fire and Police Commissioners (FPC); provided such FPC trial proceeding resulted from either a citizen complaint filed with the FPC, or an appeal from discipline administered by the Chief of Police, and provided further that the employee so subpoenaed was involved in the incident which gave rise to the complaint or the discipline. The extent of involvement occasioning an employee's appearance at a FPC trial proceeding, where such appearance was solely for the dispositional phase of that proceeding, shall, in addition to covering involvement in the incident which gave rise to the complaint or the discipline, cover any other involvement such employee had in the course of his/her employment in the Police Department with the defendant(s) in such complaint or discipline. The term, "FPC trial proceeding," as used herein, shall also include FPC conciliation proceedings.

2. Limitations

- a. Fire and Police Commission Overtime shall not include overtime assignments made by the Chief of Police. Overtime assignments made by the Chief of Police shall be covered by Article 15 of this Agreement entitled OVERTIME.
- b. An employee shall not be entitled to any compensation for an FPC trial proceeding during the time period he/she is suspended from duty with pay.
- c. An employee shall be required to turn over to the Police Department Administration all witness fees he/she received as a result of a FPC trial proceeding for which the employee received Fire and Police Commission Overtime pay, and make no subsequent claim for this money whatsoever.

1 3. Fire and Police Commission Overtime Rates

2 a. Fire and Police Commission Overtime earned as a result of an appearance at a FPC
3 trial proceeding that was not limited solely to the dispositional phase of the trial
4 proceeding, shall be compensated at:

5 (1) Base salary rates (1X) for all time spent at such appearance when the
6 appearance is less than or equal to two hours in duration; however, a
7 minimum of two hours' pay at base salary rates (1X) shall be granted
8 an employee when he/she is subpoenaed to appear at such FPC trial
9 proceeding on his/her own time, reports thereto, and is excused before
10 completing the two-hour minimum.

11 (2) Base salary rates (1X) for the first two hours of such appearance and
12 at time and one-half (1 1/2X) the base salary rate for all time in excess
13 of the first two hours of such appearance, when such appearance is
14 greater than two hours in duration.

15 b. Fire and Police Commission Overtime earned as a result of an appearance at a FPC
16 trial proceeding that was solely for the dispositional phase of the trial proceeding,
17 shall be compensated at a flat rate equal to two (2) hours of pay computed at the
18 employee's base salary rate (1X) in effect at the time of the appearance. The flat
19 amount provided hereunder shall not be construed as a limitation on the length of an
20 employee's appearance at such dispositional phase.

21 4. Fire and Police Commission Overtime Payments

22 Fire and Police Commission Overtime earned under the provisions of this Article shall be
23 compensated for in cash or compensatory time off in accordance with, and subject to, the
24 provisions of subsection 3 set forth in Article 15 of this Agreement. Fire and Police
25 Commission Overtime earned, that is compensated for in compensatory time off shall count
26 towards the employee's CTB and be recorded on the Police Department Personnel Status
27 Reports. For purposes of interpretation and construction of the provisions of this
28 subsection, each instance of Fire and Police Commission Overtime worked of less than two

1 hours' duration at a FPC trial proceeding, that was not limited solely to the dispositional
2 phase, shall equal two hours of Fire and Police Commission Overtime earned and each
3 instance of Fire and Police Commission Overtime worked at an FPC trial proceeding that
4 was limited solely to the dispositional phase shall equal two hours of Fire and Police
5 Commission Overtime earned.

6 5. Employees receiving compensation under the provisions of this Article for an appearance
7 at a FPC trial proceeding shall be covered by the provisions of subsection 2.b.(4) set forth
8 in the Overtime Article of this Agreement for that appearance.

9 6. Application of the provisions contained in this Article shall not involve pyramiding of Fire
10 and Police Commission Overtime, nor shall it involve pyramiding with compensation
11 provided under the Overtime Article of this Agreement. For purposes of interpretation and
12 construction of the provisions of this subsection, the terms and conditions set forth in
13 subsection 5 of the Overtime Article shall be applicable.

14 7. The hourly pay used in the computation of Fire and Police Commission Overtime shall be
15 equal to 1/80th of the employee's biweekly base salary in effect at the time of the FPC trial
16 proceeding for which such compensation is being provided.

17 8. Except for compensation received under subsection 9 of this Article, any payment made
18 under the provisions of this Article shall not have any sum deducted for pension benefits
19 nor shall such payments be included in the determination of pension benefits or other fringe
20 benefits.

21 9. An employee under subpoena to a FPC trial proceeding during the period which falls within
22 his/her regularly scheduled eight-hour work shift shall be entitled to his/her regular base
23 salary for that period; provided that such employee is not on paid leave, was actually
24 scheduled to work or worked a portion of such shift. Eligibility for compensation under
25 this subsection, and witness fee reimbursement requirements, shall be subject to the same
26 terms and conditions applicable to Fire and Police Commission Overtime that are set forth
27 in subsections 1 and 2 of this Article.

28 10. Administration

- 1 a. The Executive Director of the FPC, or his/her designee, shall record the employee's
2 appearance at a FPC trial proceeding, noting the time the employee was required to
3 report to such proceeding and the time the employee was excused from such
4 appearance. The Executive Director, or his/her designee, shall also note if the
5 employee was subpoenaed solely for the dispositional phase of the trial proceeding.
6 This information shall be forwarded to the Police Department Administration. As a
7 condition of eligibility for receipt of the compensation provided hereunder, an
8 employee must submit his/her subpoena, or clear facsimile thereof, to the Executive
9 Director (or his/her designee) at the time the employee reports to the trial proceeding.
- 10 b. Administration and control of the provisions of this Article shall be under the City
11 which shall have the authority to establish such rules and procedures that it deems
12 necessary to administer the benefits provided by this Article.
- 13

1 **ARTICLE 17**

2 **INFORMATION RECOMMENDED TO BE FURNISHED TO ASSOCIATION**

- 3 1. The City will recommend to the Annuity and Pension Board of the Employees' Retirement
4 System of Milwaukee, hereinafter referred to as Board, that it supply actuarial information
5 to the Association or its actuary upon receiving a written request here for the purpose of
6 costing out proposals by the Association for pension changes for collective bargaining
7 conditioned upon the Board's actuary having such information available.
- 8 2. The City will recommend to the Board that the Board or the Board's actuary supply to the
9 Association or any actuary acting on behalf of said Association, any and all information
10 which said Association actuary requests for purposes of costing out proposals upon which
11 the Association may wish to collectively bargain on with the City.
- 12 3. All costs or expenses involved in supplying information either under Subsections 1 or 2
13 above to the City or to the Board involved under Subsections 1 or 2 above shall be paid for
14 by the Association in the manner required either by the City or the Board in connection with
15 the supplying of such information.
- 16 4. Excluded from Subsections 1 or 2 shall be such matters of a private or confidential nature
17 so determined by the Board as may be supplied to the Board by individual employees or
18 retirees.
19

1 **ARTICLE 18**

2 **RETENTION OF PENSION AND ANNUITY RIGHTS**

3 The City agrees not to diminish any contractual pension and annuity rights presently vested
4 in any employee including any rights enumerated herein.

5 **ARTICLE 19**

6 **PENSION BENEFITS**

7 Pension benefits for an employee covered by this Agreement who is a member of the
8 Employee's Retirement System of Milwaukee (ERS) shall be those benefits defined in
9 Chapter 36 of the City Charter (ERS Act) that are applicable to a "policeman". Except for
10 the following provisions, these pension benefits shall continue unchanged during the term
11 of this Agreement:

- 12 1. Chapter 36 of the Milwaukee City Charter regarding pension benefits for employees
13 covered by this Agreement who are members of the Employee's Retirement System
14 of Milwaukee (ERS) may be amended to the extent necessary for such plan to remain
15 qualified under Section 401.a. and 501.c. of the Internal Revenue Code of 1986 as
16 amended. In the event the IRS rules that the Charter amendments have become
17 invalid, then the Charter Ordinance will reflect back to the old language of the
18 Charter.
- 19 2. The City agrees that it will never seek to increase the age/service requirements
20 applicable to employees in active service and enrolled in the Employee's Retirement
21 System as a "policeman" prior to December 20, 2015, that are provided for under
22 section 36-05-1-f of the ERS Act. Effective Pay Period 1, 2016, employees newly
23 eligible for service credit as a "policeman" in the Employee's Retirement System will
24 be eligible for normal service retirement benefits no earlier than age 50 with 25 years
25 of service as a "policeman".
- 26 3. Subject to the conditions contained therein, the parties agree to abide by the pension
27 provisions of the October 29, 1999 Final Global Settlement Agreement for Active

Police Officers, as amended by Charter Ordinance.

If any portion of the Global Pension Settlement Agreement or implementing Charter Ordinance is held invalid, or if compliance with it is restrained by operation of law or by any court of competent jurisdiction, the parties shall immediately enter into collective bargaining for the purpose of arriving at a mutually satisfactory replacement for such portion of the Global Pension Settlement Agreement or Charter Ordinance.

This paragraph shall in no way affect or restrict other benefits unrelated to pension benefits in the Global Settlement Agreement.

4. Creditable service for active military service, as provided in 36-04-c, shall be extended to members of the MPA who participate in the combined fund and who retire on a service retirement on and after January 1, 2003.

5. Effective June 19, 2016, when a retirement application is filed by an employee covered by this Agreement who seeks a Duty Disability Retirement Allowance, the application shall be referred to the Medical Council established under s. 36-15-12 of the Milwaukee City Charter. The Medical Council shall determine and certify whether the applicant is permanently and totally incapacitated for duty in accordance with the requirements of Chapter 36 of the Milwaukee City Charter. In the event the Medical Council does not have a specialist in the area of the employee's injury, it shall refer an employee to a physician for an examination, the referral will be made to a Tier 1 specialist (to the extent the City's Health Plan Administrator provides for Tier 1 rankings) where a Tier 1 specialist exists. In any reexamination authorized by Chapter 36 of the Milwaukee City Charter of such retired beneficiary, the beneficiary shall be referred to the Medical Council for reexamination and such Medical Council shall make the determination and certification required under the provisions of Chapter 36 of the Milwaukee City Charter for reexaminations.

6. Effective Pay Period 1, 2016, employees enrolled in the Employee's Retirement System as "policeman" prior to October 3, 2011, shall contribute 7% of their

- 1 earnable compensation toward the employee share of their pension.
- 2

ARTICLE 20

LIFE INSURANCE

1. Amount of Life Insurance Coverage

Eligible employees shall be enrolled in, at no cost, basic life insurance coverage in an amount equal to \$55,000, so long as they remain in active service. Employees shall be eligible to purchase additional life insurance, in 50% increments of the employee's base salary, at no cost to the City, in an amount not to exceed three (3) times the employee's base salary. However, in no instance shall the amount of the additional life insurance exceed \$300,000.

2. Adjustment of Coverage

The amount of life insurance coverage to which an employee is entitled shall be adjusted annually on January 1 of the calendar year to reflect changes in the employee's annual base salary rate. The term, "Annual Base Salary Rate," as used herein, shall be defined as an amount equivalent to the employee's biweekly base salary, as his biweekly base salary is defined and determined under the BASE SALARY provision of this Agreement, divided by fourteen (14) and then multiplied by three hundred and sixty-five (365).

3. Conditions and Eligibility for Election of Coverage

a. Subject to the terms and conditions provided in subsection 3.b. through 3.c. of this Article, below, an employee shall be enrolled in basic life insurance coverage provided in subsection 1., above, on the 1st of the month following the completion of 180 consecutive calendar days of active service as a full-time (40-hour per week) employee following his/her initial date of employment with the City.

b. An employee re-employed subsequent to a separation from active service, for whatever reason, must re-establish his/her eligibility for life insurance coverage on the same basis that would be applicable to a new employee having the same starting date that the re-employed employee had following re-employment.

c. An employee who has previously waived additional life insurance coverage

provided by the City, either hereunder or otherwise, while employed with the City or a City Agency (the term, "City Agency" being as defined in subsection 36.02(8) of the Milwaukee City Charter, 1971 compilation, as amended) shall be permitted to elect additional life insurance coverage only on such terms and conditions as are established and maintained from time to time by the City and/or its life insurance carrier.

4. Cost of Additional Life Insurance Coverage

Employees eligible for the basic life insurance coverage described under Subsection 1 of this Article, above, who elect additional life insurance coverage as described in subsection 1, shall pay to the City an amount equal to a cost per thousand, per month, at age banded rates, for each \$1,000 of coverage in excess of the basic \$55,000. These payments shall be accomplished by periodic deductions from employees' biweekly paychecks. The City shall make all necessary payments for the basic life insurance coverage described in Subsection 1. of this Article, above. Employees who have enrolled in additional life insurance coverage may also purchase life insurance for spouses and dependents at no cost to the City.

5. Conditions and Limitations on Benefits

a. Life insurance benefits shall be subject to the terms and conditions contained in the contract between the City and its life insurance carrier.

6. Right of City to Change Carrier

7. It shall be the right of the City to select and, from time to time, to change the carrier(s), subject to a sixty (60) day advance notice to the MPA, that provide the benefits set forth above. The City shall, at its sole option, have the right to provide these life insurance benefits on a self-insured basis.

8. Retiree Life Insurance Benefits

a. Amount of Life Insurance Coverage

(1) To be eligible for retiree life insurance benefits, employees, regardless of age, must have maintained at least 50% of their base salary as additional life insurance coverage at the time of retirement to continue to be part of the

1 City's life insurance program. All elections for additional life insurance
2 coverage must be in multiples of 50% of the base salary at the time of
3 retirement, not to exceed the additional insurance percentage elected as an
4 active employee at the time of retirement.

5 (2) Upon attaining age 65, and having maintained additional life insurance
6 coverage, as described in 1.a., of this subsection, from retirement to age 65,
7 the city shall provide \$10,000 of life insurance coverage.

8 (3) Retirees may reduce additional life insurance coverage to any multiple of
9 50% of the base salary at the time of retirement at any time.

10 b. Cost of Coverage

11 (1) Until a retiree attains age 65, a retiree maintaining coverage, as described in
12 subsection 8.a.(1) of this Article, above, shall pay 100% of the premium cost
13 associated with such coverage. The retiree shall have such cost deducted
14 from his/her monthly pension check.

15 (2) Upon attaining age 65, the city will assume 100% of the premium cost
16 associated with the coverage, as described in subsection 8.a.(2) of this
17 Article, above,. A retiree may elect to maintain his/her additional life
18 insurance but shall pay 100% of the premium cost associated with such
19 coverage minus the city provided life insurance coverage, as described in
20 subsection 8.a.(2) of this Article, above,.
21

ARTICLE 21

HEALTH INSURANCE

1. Benefits

a. Health Care Coverage

For Calendar Years ~~2020~~2023, ~~2021~~2024, ~~2022~~2025, and 2026 the City will provide health care coverage.

b. Basic Dental Plan

Basic Dental Plan insurance benefits shall be the same as the benefits provided for in the DENTAL SERVICES GROUP CONTRACT FOR THE CITY OF MILWAUKEE, effective October 17, 1981 executed April 26, 1982, except that:

The age limit at which the orthodontic benefits provided for under the "Orthodontics" Section of said DSG CONTRACT cease for participants shall be changed from age 19 to age 25; all other terms and conditions applicable to orthodontic benefits shall remain unchanged.

The dental insurance coverage for an eligible employee electing coverage under the Basic Dental Plan shall be in lieu of the coverage provided by Prepaid Dental Plans (PDP).

c. Prepaid Dental Plans (PDP)

Employees shall have the right to select coverage under a Prepaid Dental Plan (PDP) approved by the City in lieu of the coverage provided by the Basic Dental Plan.

d. Provisions Applicable to All Plans:

- (1) The City will not pay for any services or supplies that are unnecessary according to acceptable medical procedures.
- (2) The City shall have the right to require employees to execute a medical authorization to the applicable Group to examine employee medical and/or

1 dental records for auditing purposes.

2 (3) The City shall have the right to establish methods, measures and procedures
3 it deems necessary to restrict abuses and/or excessive costs in application of
4 the benefits provided under subsections 1.a. through 1.c., above.

5 (4) The City, in conjunction with its insurance carrier, shall have the right to
6 develop and implement any other cost containment measures it deems
7 necessary.

8 (5) An employee's health care/dental coverage provided by this Article shall
9 terminate on the last day of the calendar month in which the employee is
10 removed from the Police Department payroll; provided however, that when
11 an employee is suspended from duty without pay, such coverage shall not
12 terminate on the last day of the calendar month in which the suspension
13 begins if the suspension ends prior to the last day of the next following
14 calendar month. The Police Department Administration will provide written
15 advance notice to an employee indicating the date on which his/her health
16 care/dental coverage will be terminated. Notwithstanding the foregoing, an
17 employee's health care coverage shall not terminate so long as he/she and/or
18 his/her dependent(s) are eligible for and receiving health care coverage under
19 the specific provisions of this Agreement that are applicable to individuals
20 not on the Department payroll. Except for suspensions (as provided above)
21 this exception does not extend the termination date of an employee's dental
22 coverage beyond the last day of the calendar month in which the employee
23 is removed from the Department payroll.

24 (6) An annual Health Risk Assessment (HRA), which shall include basic
25 biometrics, a written health risk assessment questionnaire and a blood draw,
26 shall be administered on an annual basis.

27 (7) Both a Wellness and Prevention Program and Committee shall be
28 implemented. A description of both the program and the committee is

1 appended hereto as Appendix I.

2 2. Eligibility for Benefits

3 a. Employees in Active Service

4 (1) Employees in active service shall be entitled to health care coverage offered
5 by the City, at their option, so long as they remain in active service.

6 (2) Dental Benefits

7 Employees in active service shall be entitled to the dental benefits provided
8 in subsections 1.b. or 1.c. of this Article so long as they remain in active
9 service. All employees, while in active service, who are enrolled in a dental
10 plan provided by subsections 1.b. or 1.c. shall have the same enrollment
11 status that they maintain for their health care coverage. Individuals not in
12 active service shall not be eligible for dental benefits.

13 b. Duty Disability

14 (1) Except as provided in b.(2), below, employees in active service who
15 commence receiving duty disability retirement allowance between January
16 1, ~~2020~~2023 and December 31, ~~2022~~2026, as such allowance is defined in
17 Section 36.05(3) of the ERS Act, shall be entitled to the health care coverage
18 provided in subsection 1.a. of this Article, above, between January 1,
19 ~~2020~~2023, and December 31, ~~2022~~2026, so long as they continue to receive
20 such duty disability retirement allowance and so long as they are under age
21 65. If a duty disability retiree eligible for health care coverage dies prior to
22 attaining age 65, the duty disability retiree's surviving spouse shall be eligible
23 for health care coverage until the last day of the month in which the deceased
24 duty disability retiree would have attained age 65.

25 (2) An employee in active service who commences receiving a duty disability
26 retirement allowance of 90% of his/her current salary between January 1,
27 ~~2020~~2023, and December 31, ~~2022~~2026, as such allowance is defined in
28 Section 36.05(3) of the ERS Act, shall be entitled to the health care coverage

provided in subsection 1.a. of this Article, above, between January 1, ~~2020~~2023, and December 31, ~~2022~~2026, so long as he/she continues to receive such duty disability retirement allowance. If a duty disability retiree eligible for health care coverage dies prior to attaining age 65, the duty disability retiree's surviving spouse shall be eligible for health care coverage until the last day of the month in which the deceased duty disability retiree would have attained age 65.

- c. Employees Who Retire between January 1, ~~2020~~2023, and December 31, ~~2022~~2026. Employees in active service who retire on normal pension between January 1, ~~2020~~2023, and December 31, ~~2022~~2026, with at least 15 years of creditable service, shall be entitled to the health care coverage provided in subsection 1.a. of this Article, above, between January 1, ~~2020~~2023, and December 31, ~~2022~~2026, so long as they are less than age 65. If an employee eligible for health care coverage dies following his/her retirement on normal pension, but prior to attaining age 65, the retiree's surviving spouse shall be eligible for health care coverage until the last day of the month in which the deceased retiree would have attained age 65.

d. Duty Death

A surviving spouse who becomes eligible to receive a pension under the provisions of Section 36.05(5) of the ERS Act, on or after January 1, ~~2020~~2023, shall be entitled to the benefits provided in subsection of 1.a. of this Article between January 1, ~~2020~~2023, and December 31, ~~2022~~2026, so long as the surviving spouse continues to receive such pension and is less than age 65.

3. Cost of Coverage

a. Employees in Active Service

(1) Effective for calendar years ~~2020~~2023, ~~2021~~2024, ~~2025~~, and ~~2022~~2026:

- (a) The employee premium contribution shall be the balance of the premium due after payment by the city of an amount equal to 88% of the cost of the premium for the lowest-cost health care coverage plan

1 offered by the city (this excludes the high-deductible health plan)
2 based on enrollment status, i.e. either single, employee and
3 dependent(s), employee and spouse, or family. For employees
4 selecting the high deductible health plan, the employee contribution
5 shall be 12% of the premium based on enrollment status, i.e. either
6 single, employee and dependent(s), employee and spouse, or family.
7 The amount of employee premium contribution shall be deducted
8 from the employee's pay check on a semi-monthly basis.

9 i. An employee shall also contribute an additional \$20.00 per
10 month over and above the amount specified in 3.a.(1)(a), above,
11 for each adult (maximum of two, excluding dependent children)
12 who chooses not to fully participate in and complete the HRA.

13 (b) The amount of employee wellness fee, as specified in 3.a.(1)(a)i,
14 above, shall be deducted from the employee's pay check on a monthly
15 basis. Any subscriber costs for enrollment in excess of the above-
16 stated amounts shall be paid by the City.

17 (c) The maximum City contributions provided above shall be determined
18 by the employee's effective plan and enrollment status.

19 (3) An employee who exhausts his/her sick leave during the term of this
20 Agreement shall be permitted to maintain health care coverage for the plan
21 he/she was covered under on the date his/her sick leave was exhausted for
22 up to six (6) months immediately following that date so long as the employee
23 is unable to return to work because of medical reasons. For calendar years
24 ~~2020~~2023, ~~2021~~2024, 2025, and ~~2022~~2026, the City's contribution toward
25 the cost of maintaining health care coverage shall be as provided in
26 subsection 3.a.(1) of this Article, above. This provision shall not cover
27 retirees (including disability retirements).

28 b. Duty Disability

(1) For Calendar Years ~~2020~~2023, ~~2021~~2024, 2025, and ~~2022~~2026

Depending on the individual's single/family enrollment status, the cost of coverage for individuals receiving a duty disability retirement allowance shall be as provided for in subsection 3.a.(1) of this Article, above.

c. Employees Who Retire Between January 1, ~~2020~~2023, and December 31, ~~2022~~2026

(1) For eligible employees who retire between January 1, 2020 and December 31, ~~2022~~2026, the City will make monthly contributions towards meeting the monthly subscriber cost for single or family enrollment in the plan elected by the retiree as follows:

(a) Single Enrollment Status

For a retiree with single enrollment status, the City will contribute an amount up to the percentage of the subscriber cost for single enrollment in the Highest Cost Plan that is determined by the formula provided in subsection 3.c.(1)(c) during the period after retirement the retiree is less than age 60 and an amount up to 100% of the subscriber cost for single enrollment in the Highest Cost Plan during the period after retirement the retiree is at least age 60 but less than age 65.

(b) Other Than Single Enrollment Status

For a retiree with other than single enrollment status, the City will contribute an amount up to the percentage of the subscriber cost for his/her enrollment status in the Highest Cost Plan that is determined by the formula provided in subsection 3.c.(1)(c) during the period after retirement the retiree is less than age 60 and the greater of either such amount or an amount up to 100% of the subscriber cost for single enrollment in the Highest Cost Plan during the period after retirement the retiree is at least age 60 but less than age 65.

(c) Contribution Formula

Unused

City

1	<u>Sick Leave</u>	<u>Contribution</u>
2		
3	Less than 150 work days.....	65%
4		
5	At least 150 work days, but	
6	less than 159 work days.....	66%
7		
8	At least 159 work days, but	
9	less than 167 work days.....	67%
10		
11	At least 167 work days, but	
12	less than 176 work days.....	68%
13		
14	At least 176 work days, but	
15	less than 184 work days.....	69%
16		
17	At least 184 work days, but	
18	less than 193 work days.....	70%
19		
20	At least 193 work days, but	
21	less than 201 work days.....	71%
22		
23	At least 201 work days, but	
24	less than 210 work days.....	72%
25		
26	At least 210 work days, but	
27	less than 219 work days.....	73%
28		
29	At least 219 work days, but	
30	less than 227 work days.....	74%
31		
32	At least 227 work days, but	
33	less than 236 work days.....	75%
34		
35	At least 236 work days, but	
36	less than 244 work days.....	76%
37		
38	At least 244 work days, but	
39	less than 253 work days.....	77%
40		
41	At least 253 work days, but	
42	less than 261 work days.....	78%
43		
44	At least 261 work days, but	
45	less than 270 work days.....	79%
46		
47	At least 270 work days, but	
48	less than 278 work days.....	80%
49		
50	At least 278 work days, but	
51	less than 285 work days.....	81%
52		
53	At least 285 work days, but	
54	less than 291 work days.....	82%
55		
56	At least 291 work days, but	

1	less than 298 work days.....83%
2	
3	At least 298 work days, but
4	less than 304 work days.....84%
5	
6	At least 304 work days, but
7	less than 311 work days.....85%
8	
9	At least 311 work days, but
10	less than 317 work days.....86%
11	
12	At least 317 work days, but
13	less than 324 work days.....87%
14	
15	At least 324 work days, but
16	less than 330 work days.....88%
17	
18	At least 330 work days, but
19	less than 336 work days.....89%
20	
21	At least 336 work days, but
22	less than 343 work days.....90%
23	
24	At least 343 work days, but
25	less than 349 work days.....91%
26	
27	At least 349 work days, but
28	less than 356 work days.....92%
29	
30	At least 356 work days, but
31	less than 362 work days.....93%
32	
33	At least 362 work days, but
34	less than 369 work days.....94%
35	
36	At least 369 work days, but
37	less than 375 work days.....95%
38	
39	At least 375 work days, but
40	less than 381 work days.....96%
41	
42	At least 381 work days, but
43	less than 388 work days.....97%
44	
45	At least 388 work days, but
46	less than 394 work days.....98%
47	
48	At least 394 work days, but
49	less than 400 work days.....99%
50	
51	At least 400 work days.....100%
52	

53 Unused Sick Leave is expressed in eight-hour work days and represents the
54 amount of earned and unused sick leave credited to an employee's sick leave

1 account on the effective date of his/her retirement.

2 City Contribution is expressed as a percentage of the effective Highest Cost
3 Plan subscriber cost for the enrollment status applicable to the retiree and
4 represents the maximum contribution made by the City on behalf of such
5 retiree.

6 If the per capita subscriber cost for enrollment in the plan selected by the
7 retiree exceeds the maximum City contribution for retirees provided, the
8 retiree shall have the amount of such excess cost deducted from his/her
9 pension check.

10 (2) Surviving Spouse

11 The provisions of subsection 3.c.(1) shall be applicable to a surviving spouse
12 eligible for retiree health care coverage under subsections 2.b or 2.c. of this
13 Article. An eligible surviving spouse without eligible dependents shall be
14 covered by subsection 3.c.(1)(a); in all other circumstances he/she shall be
15 covered by subsection 3.c.(1)(b). For purposes of interpretation and
16 administration, the age the deceased retiree would have been 65 shall
17 determine the City contribution.

18 d. Duty Death

19 Depending on single/family enrollment status, the cost of coverage for the surviving
20 spouse of an employee receiving a duty death pension, under either Section 36.05(5)
21 of the ERS Act or Chapter 35.01(34) of the Milwaukee City Charter, shall be as
22 follows:

23 During calendar years ~~2020~~2023, ~~2021~~2024, ~~2025~~, and ~~2022~~2026, the City will
24 contribute an amount toward meeting the subscriber cost for enrollment in the
25 plan elected of up to 100% of the monthly subscriber cost of either single or
26 family enrollment in the Highest Cost Plan. If the subscriber cost for enrollment
27 in the plan elected exceeds the maximum City contribution provided, the
28 employee shall have the amount of excess cost deducted from his/her paycheck

on a monthly basis.

e. Cost of Health Insurance After Conversion From Duty Disability

Upon conversion from a duty disability retirement allowance to a service retirement allowance, the cost of the retiree health care coverage to which he/she is entitled hereunder until he/she attains age 63 shall be as provided under subsection 3.a. of this Article. The health care coverage shall be in lieu of the health care coverage provided under subsection 3.c. Thereafter, until attainment of age 65, the cost of such coverage shall be as provided under subsection 3.c. of this Article, except that the individual's unused sick leave as of the effective date his/her duty disability retirement allowance commenced shall be used to compute the City-paid retiree health care coverage to which he/she is entitled hereunder.

4. Cost of Coverage -- Dental Plan Only

For calendar years ~~2020~~2023, ~~2021~~2024, 2025 and ~~2022~~2026, the City will contribute an amount up to \$13.00 per month for single enrollment and an amount up to \$37.50 per month for family enrollment towards meeting the subscriber cost of the dental plan. If the subscriber cost for single or family enrollment in the Dental Plan exceeds the maximum City contribution provided, the employee shall have the amount of such excess cost deducted from his/her paycheck on a monthly basis.

5. Self-Administration Offset

The per capita subscriber costs associated with the health care or dental coverage provided by each of the plans listed in subsection 1., above, includes amounts allocable to the administrative costs of the carriers providing such coverage. If the City elects to self-administer the Basic Dental Plan, then effective with the calendar month during which this election becomes effective, and so long as it continues in effect, the maximum City contributions provided in subsection 4, above, for employees covered by such a self-administered plan shall be reduced by an amount equal to 100% of the difference between the monthly administrative costs associated with such plan prior to the effective date it

1 became self-administered and the monthly administrative costs associated with the plan
2 when it is self-administered, capitated for each subscriber in the plans on the basis of single
3 or family enrollment status. While in effect, this provision shall not increase an employee's
4 payroll deductions required to meet the costs of his/her dental insurance benefits beyond the
5 deductions that would be required under subsections 4 and 8 of this Article, if the provision
6 was not in effect.

7 6. Non-duplication

8 a. If more than one City employee is a member of the same family, as that term is
9 defined in provisions of the Plans defined in subsection 1. of this Article, the
10 coverage shall be limited to one family plan.

11 b. A retiree shall be ineligible to receive the retiree health care coverage provided
12 hereunder when receiving health care coverage from other employment or from the
13 employment of the retiree's spouse if the health care coverage received by the
14 spouse cover the retiree.

15 c. City health care coverage cost contributions provided hereunder to retirees shall be
16 in lieu of any other City retiree health care coverage contributions provided by
17 ordinance, resolution or by other means, while retirees are receiving the health care
18 coverage hereunder.

19 d. In the event an employee becomes eligible for Medicare benefits prior to attaining
20 age 65, the City will contribute an amount up to the City's maximum contribution
21 provided in subsection 3.c.(1), of this Article towards the cost of coverage for the
22 City's Medicare Supplemental Plan.

23 7. Employees on Leave of Absence

24 Employees in active service may elect to be covered by the health care coverage in
25 subsection 1.a. of this Article, above, while on an authorized leave of absence. Individuals
26 on an authorized leave of absence shall pay 100% of the cost associated with their coverage.
27 The rates for such coverage shall be determined by the City and may be adjusted from time
28 to time. This provision shall be applicable only during the first 12 months of an employee's

1 authorized leave of absence.

- 2 8. An employee who retires on pension during the term of this Agreement shall be entitled to
3 the health care coverage provided during the term of this Agreement so long as he or she is
4 less than age 65. After this Agreement expires, such an individual, so long as he or she is
5 less than age 65, shall be entitled to:

6 (1) The same health care coverage benefits concurrently provided employees in active
7 service covered by the effective Agreement between the City and the Association
8 as is in effect from time to time (it is understood that the exclusion of retirees from
9 coverage under dental insurance benefits, as set forth above, shall continue
10 unchanged). If a retiree eligible for health care coverage dies prior to age 65, the
11 retiree's surviving spouse shall be eligible for health care coverage until the last day
12 of the month in which the deceased retiree would have attained age 65; and

13 (2) The same City/retiree health care coverage cost sharing formula that was provided
14 for such retiree by this Agreement.

15 This paragraph shall only cover the kinds of retirements for which health care
16 coverage is provided by this Agreement.

17 9. Effective Date

18 Except where specifically provided otherwise herein, the provisions of this Article shall be
19 deemed to be in force and effect beginning January 1, ~~2020~~2023, and ending December 31,
20 ~~2022~~2026.

- 21 10. Subject to the conditions contained therein, the parties agree to abide by the retiree health
22 care coverage provisions of the October 29, 1999 Final Global Settlement Agreement for
23 Active Police Officers.

24 If any portion of the Global Pension Settlement Agreement or implementing Charter
25 Ordinance is held invalid, or if compliance with it is restrained by operation of law or by
26 any court of competent jurisdiction, the parties shall immediately enter into collective
27 bargaining for the purpose of arriving at a mutually satisfactory replacement for such portion
28 of the Global Pension Settlement Agreement or Charter Ordinance.

1 This paragraph shall in no way affect or restrict other benefits unrelated to retiree health
2 insurance benefits in the Global Settlement Agreement.
3

ARTICLE 22

SICK LEAVE

1. Definition: "Sick Leave" shall mean all necessary absence from duty of a member because of a member's, or a member's immediate family member's, illness, bodily injury, or exclusion from employment because of exposure to contagious disease.

a. "Immediate Family member" shall have the meaning given in the Federal Family and Medical Leave Act

2. Eligibility for sick leave with pay for employees newly appointed to City employment shall begin after completion of six months active service in the Police Department, but sick leave credit shall be earned from date of appointment.

3. Employees shall earn sick leave with pay at the rate of one and one-quarter (1¼) working days for each month of active service or 4.6 working hours for each two weeks of active service. Sick leave with pay earned by employees shall be credited to their sick leave account. Employees may utilize sick leave with pay credited to their accounts during periods of sick leave for the period of time they would have worked in accordance with the regularly scheduled hours of work as established under the HOURS OF WORK provision of this Agreement.

4. Regardless of the sick leave credit earned the maximum amount of sick leave with pay which employees may utilize from their accounts for any one period of continuous sick leave shall not exceed 365 calendar days. Interruption of such period of sick leave shall only be considered if the employee resumes his/her regular duty.

5. Whenever an employee requests sick leave with pay, for themselves, or for an immediate family member, he or she shall immediately notify his or her commanding officer of this fact. Such notification may be by telephone. Each instance of sick leave that the employee fails to comply with the requirements of this subsection shall result in the employee losing his/her entitlement to any sick leave with pay for that instance.

6. Except as otherwise provided herein, sick leave may be permitted without requiring the

1 employee to submit medical substantiation from a private physician, provided that the
2 employee completes Form PS-16 (Application for Sick Leave), and submits same to his or
3 her commanding officer. An employee may be required by his or her commanding officer to
4 provide acceptable medical substantiation, regardless if the sick leave is for the employee or
5 the employee's immediate family member, from a private physician or dentist for each
6 absence, regardless of duration, if the commanding officer is informed or believes that the
7 employee is misusing sick leave. The City shall not be responsible for the payment of any fee
8 charged by the physician or dentist to provide the acceptable medical substantiation.

9 7. When medical substantiation from an employee's private physician is required, the failure of
10 the employee to comply with this requirement shall permit the City to deny that employee the
11 sick leave benefits provided hereunder until he/she is in compliance with such requirement.

12 8. The sick leave account for an employee returning to active service from duty disability
13 retirement shall be the employee's unused sick leave credit or 30 working days of sick leave,
14 whichever is greater.

15 9. Employees reporting absent on sick leave shall be governed by the rules and regulations and
16 standard operating procedures of the Police Department pertaining thereto in effect on the
17 execution date of this Agreement.

18 10. Attendance Incentive Program

19 a. The Sick Leave Control Incentive Program shall be in effect beginning Trimester 1,
20 ~~2020~~2023, and ending, at the end of Trimester 3, ~~2022~~2026. Nothing herein shall be
21 construed as requiring the City to continue the program for time periods after
22 Trimester 3, ~~2022~~2026.

23 b. The trimester periods for each calendar year are defined as follows:

24 Trimester 1 - Pay Period 1-9

25 Trimester 2 - Pay Period 10-18

26 Trimester 3 - Pay Period 19-26 or Pay Period 19-27, whichever is
27 appropriate.

28 c. An employee shall be eligible for a trimester sick leave incentive benefit only if:

- (1) During the full term of the trimester, the employee did not use any paid sick leave, did not receive injury pay for the full term of that trimester, was not on an unpaid leave of absence, was not AWOL, was not tardy, was not suspended from duty for disciplinary reasons and did not take any unpaid time off the payroll; and
- (2) During the full term of the trimester, the employee was in active service; and
- (3) At the beginning of the trimester, the employee had an amount of earned and unused sick leave credit in his/her sick leave account of 20 days; and
- (4) The employee was represented by the MPA at the end of the trimester period.

d. In a Trimester period set forth in subsection a. and b., above, that an employee is eligible for an attendance incentive program benefit, the commanding officer shall determine which one of the two types of attendance incentive benefits listed below the eligible employee shall receive (at the commanding officer's discretion, the employee may make this determination in accordance with procedures established for that purpose by the Department):

- (1) A special attendance incentive payment

An employee receiving a special sick leave incentive payment, shall be entitled to receive a lump-sum cash payment equivalent to eight hours of his/her base salary computed on the basis of his/her hourly base salary rate in effect on the last day of the trimester for which the payment was earned. Such payment shall not be deemed part of the employee's base salary and shall not have any sum deducted for pension benefits nor shall it be included in determination of pension benefits or any other benefits and/or compensation provided by the City. Attendance incentive payments provided hereunder shall be made as soon as is administratively practicable following the close of the Trimester Period in which they were earned.

- (2) A special incentive leave

An employee receiving a special incentive leave, shall earn one eight-hour day

1 off with pay. Such day off with pay must be used by the employee in the next
2 succeeding trimester. An employee may use such day off with pay on a date
3 he/she has requested provided the employee gives his/her commanding officer
4 reasonable advance notice of the date requested and the date is determined
5 available by the commanding officer in accordance with the needs of the
6 Department. The processing of employee requests for time off earned under the
7 attendance incentive control program shall be on a first-come, first-served basis.
8 Decisions by the employee's commanding officer with respect to the availability
9 of the date the employee has requested shall be final.
10

ARTICLE 23

FUNERAL LEAVE

1. DEFINITION: Funeral leave as provided herein is for absence from duty because of the death of a family member or relative.

2. Employees covered by this Agreement shall be granted leave of absence of the length requested by the employee as follows:

- a. Not to exceed (3) three days with pay, in case of death of the employee's wife, husband, child, father, mother, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, or grandchild;
- b. Not to exceed one (1) day with pay in case of death of the employee's grandparents; and
- c. Not to exceed three (3) days with pay in case of death of the employee's step-mother, step-father or step-children by virtue of the employee's current spouse; during the employee's lifetime, eligibility to use step-parent funeral leave benefits shall be limited to one (1) step-father and one (1) step-mother, regardless of the number of step-parents.

An employee eligible for the leave with pay provided hereunder may only use that leave during the seven (7) consecutive calendar day time period immediately following the date of the death that occasioned the employee's request for the leave.

Effective Pay Period 20, 2024, Employees covered by this Agreement shall be granted leave of absence of the length requested by the employee as follows:

- a. Not to exceed (4) four days with pay, in case of death of the employee's wife, husband, child, father, mother, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchild, step-mother, step-father or step-children by virtue of the employee's current spouse; during the employee's lifetime, eligibility to use step-parent funeral leave benefits shall be limited to one (1) step-father and one (1) step-mother, regardless of the number of step-parents;

1 b. Not to exceed three (3) days with pay in case of death of the employee's grandparents
2 or that employee's spouse's grandparents; and

3 An employee eligible for the leave with pay provided hereunder may use that leave within the
4 ten (10) consecutive calendar day time period for the following eligible events:

- 5 • Immediately following the date of the death, or
- 6 • Immediately preceding or following the internment, services, memorial,
- 7 or funeral of the family member, or
- 8 • As split between any of the above separate eligible events

9 3. In the event of the death of any other relative, employees shall be permitted to change their
10 next regular day off so they may attend the funeral.

11 4. At his/her option, an employee who is granted funeral leave during a scheduled vacation
12 period may elect to either extend his/her vacation period by the number of funeral leave days
13 granted or have the vacation days that were changed to funeral leave days rescheduled at a
14 later date as a segmented vacation. The employee shall notify the Police Department
15 Administration of his/her decision with respect to such election prior to the end of the vacation
16 period in which the Funeral Leave was granted.

17 5. Employees requesting a leave under the provisions of this Article shall be governed by the
18 Rules and Regulations of the Police Department.
19

1 **ARTICLE 24**

2 **ILLNESS IN FAMILY**

- 3 1. A leave of absence, with pay, for one day may be granted by a commanding officer to any
4 member of his/her command in case of serious illness in his/her immediate family or other
5 extraordinary emergency.
- 6 2. Employees reporting an absence under the provisions of Subsection 1, above, shall be
7 governed by the Rules and Regulations of the Police Department.
- 8 3. An employee shall not be required to remain at his/her residence when granted leave under
9 the provisions of Subsection 1, above.
10

ARTICLE 25

INJURY PAY

1. When employees, covered by this Agreement, sustain injuries within the scope of their employment for which they are entitled to receive worker's compensation temporary disability benefits, as provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act), they may receive 80% of their base salary as "injury pay" instead of such worker's compensation benefits for the period of time they may be temporarily totally or temporarily partially disabled because of such injuries. Such injury pay shall not be granted for more than 365 calendar days for any one compensable injury or recurrence thereof. A compensable injury associated with or arising from one or more separate incidents occurring prior to the incident constituting its immediate cause shall be deemed a recurrence and shall not give rise to additional injury pay entitlement. The 80% provision shall become effective January 1, 1985, and shall cover employees receiving injury pay benefits on or after that date regardless of the date on which the compensable injury, or recurrence thereof, occurred.
2. In providing injury pay in an amount equal to 80% of the employee's base salary, the employee agrees to allow the City to make a payroll adjustment to his/her biweekly paycheck deducting an amount equal to 20% of his/her base salary for that portion of the pay period he/she received injury pay and make no subsequent claim for said amount whatsoever. Such deduction shall be administered so as not to reduce employee pension benefits. For purposes of interpretation of the provisions of this Article, the term base salary as used herein shall mean the employee's base salary pay rate in effect during the pay period he/she is claiming injury pay as that base salary rate is established in the BASE SALARY Article of this Agreement.
3. After "injury pay" benefits have been exhausted, employees shall have the option of accepting sick leave benefits or accepting worker's compensation temporary disability benefits. This option, which shall be in writing, may be terminated without prejudice to temporary total or temporary partial disability benefits under the Worker's Compensation Act thereafter, but such termination shall not be retroactive and any sick leave already used at the time of such

1 termination of option shall not be restored to the employee.

2 4. Questions involving eligibility for injury pay shall be determined under the applicable law
3 and the substantive and procedural rules of the Department of Workforce Development
4 relative to Worker's Compensation and in the event of a dispute between the City and the
5 employee relative to such eligibility, the Department of Workforce Development and the
6 courts upon the statutorily prescribed review thereof shall be the sole and final arbiters of such
7 dispute.

8 5. In all third-party claims or actions, the City shall not be limited in its recovery to the amount
9 of temporary disability benefits which would otherwise have been payable under the Worker's
10 Compensation Act, but shall instead be entitled to recover the amount of injury pay received
11 by the employee. In the event the City recovers an amount of injury pay received by the
12 employee, the City shall restore the employee's number of calendar days (equivalent amount
13 of recovery) for said injury.

14 6. Whenever an employee sustains a compensable injury, he or she shall immediately notify his
15 or her commanding officer of this fact. Each instance of injury pay that the employee fails to
16 comply with the requirement of this subsection shall result in the employee losing his/her
17 entitlement to any injury pay for that instance.

18 7. Employees reporting absent due to a compensable injury shall be governed by the Rules and
19 Regulations and Standard Operating Procedure of the Police Department pertaining thereto.

20 8. If the Internal Revenue Service (IRS) determines that the injury pay benefits provided
21 hereunder are taxable as wages, then beginning with the effective date of such determination,
22 the City will no longer require the 20% employee deduction from injury pay benefits provided
23 for in subsections 1. and 2. of this Article, above.

24 9. In no case shall temporary disability benefits and injury pay be allowed for the same period
25 of time.

26 10. Employees appointed to the Police Officer position classification shall not be entitled to the
27 injury pay benefits provided hereunder for any injury they may sustain while on duty prior to
28 the start of field training during the period of time they are assigned to the Police Training

1 Academy for recruit training. Such employees shall instead be covered by State of Wisconsin
2 Workers' Compensation Act (WCA) temporary disability benefits during such period,
3 including all applicable terms and conditions provided for in the WCA. The provisions of
4 subsections 6, 7 and 9, above, shall be applicable to employees governed by this subsection.

- 5 11. During the period of an employee's absence from duty due to a duty-incurred injury, the
6 employee shall be permitted to leave his/her residence or place of confinement so long as
7 he/she has first obtained a written statement from his/her personal physician stating that such
8 travel will further his/her recuperation and the employee has first presented his/her personal
9 physician's statement to his/her commanding officer or shift commander. Whenever an
10 employee authorized to leave his/her residence or place of confinement, leaves the confines
11 of Milwaukee County, he/she shall provide his/her commanding officer written advance
12 notice of this departure indicating on the notice the time period he/she will be out of
13 Milwaukee County, location(s) where he/she can be reached and, if a location has an address
14 and/or telephone number, the address and/or telephone number of the location(s). While
15 outside the confines of Milwaukee County, the employee shall be required to notify his/her
16 commanding officer of his/her whereabouts by telephone of any changes in the locations
17 indicated on the advance notice. During any fifteen (15) day period, an employee shall not be
18 permitted to remain outside the confines of Milwaukee County for more than 14 consecutive
19 calendar days. Except as provided herein and in subsection 6 of the VACATION Article of
20 this Agreement, Rule 5, Section 7 of the Milwaukee Police Department Rules and Regulations
21 shall remain unchanged and in full force and effect.

22 * * *

23 The fact that the parties have entered into an agreement preserving the status of Article 25
24 shall not be used by either party as evidence or argument in pending proceedings to revoke
25 the City of Milwaukee's self-insured status. In the event of a final determination by a
26 competent tribunal, both parties shall abide by the decision and negotiate any modifications
27 either party feels are necessary in the successor agreement.
28

ARTICLE 26

TERMINAL LEAVE

1. An employee retiring on City pension under either the Employees' Retirement System of Milwaukee plan or the Policemen's Annuity and Benefit Fund plan (but excluding retirement on deferred pension when employee has less than 25 years' service or actuarially reduced pension, as they are defined in both plans) shall, upon retirement, be entitled to receive a lump sum payment equivalent to one eight-hour workday's base salary for each one eight-hour day of the employee's earned and unused sick leave up to a maximum of fifty-five (55) such equivalent eight-hour workdays of base salary. The term "eight-hour workday's base salary," as used herein, is defined as an amount equivalent to the employee's biweekly base salary, as defined and determined by the BASE SALARY Article of this Agreement, divided by 10.
2. When a terminal leave payment is paid to a deferred retiree with 25 or more years' service, the payment will be made on the deferred retiree's effective date of separation based on his/her pay rate and sick leave accumulation in effect at that time.
3. An employee shall be eligible to receive the terminal leave pay benefit only once during his/her lifetime.
4. Terminal leave payments shall not be construed as being part of employee's base salary and shall not be included in the computation of any fringe benefits enumerated in this Agreement.
5. Terminal leave payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation establishing pension benefits or payments.

ARTICLE 27

MILITARY LEAVES

1. Short Term Military Leaves of Absence (Reserve or National Guard Duty)--Less Than 90 Days Per Calendar Year

a. Subject to the terms and conditions provided in subsections l.b. through l.d. of this Article, below, employees shall be entitled to time off with pay when they are required to take a leave of absence for: (i) military training duty and/or (ii) military duty in the State of Wisconsin because of riot or civil disturbance.

b. Maximum Amount of Time Off With Pay

(1) Continuous Service

If either military training duty leave or military duty on account of civil disturbance is limited to a single period during the calendar year, then such leave shall be granted with pay not to exceed fifteen (15) successive calendar days (including Saturdays, Sundays and legal holidays) during a calendar year.

(2) Intermittent Service

If either military training duty leave or military duty on account of civil disturbance is taken on an intermittent basis during the calendar year, then such leave with pay shall not exceed eighty (80) hours during the calendar year.

(3) Combined Maximum

During each calendar year of this Agreement, the amount of time off with pay for military leaves of absence provided hereunder that is taken by an employee on a continuous service basis, together with the amount taken on an intermittent service basis, shall be in aggregate not exceed eighty (80) hours in aggregate for military training duty and eighty (80) hours in aggregate for military duty in the State of Wisconsin because of riot or civil disturbance.

c. All employees who, because of honorable service in any of the wars of the United States, are eligible for veterans' preference for employment by the City and/or as

provided in Section 45.35(5) of the Wisconsin Statutes (as it may be amended from time to time), shall receive full City pay plus all military pay for duty covered under subsection 1.b. of this Article, above. In all other cases, the employee agrees to allow a payroll adjustment to his/her biweekly pay check, deducting an amount equal to his/her military pay for such duty (up to a maximum equal to his/her City pay received under subsection 1.b. of this Article, above), and to make no subsequent claim for it whatsoever. Such deduction shall be administered so as not to reduce employee pension benefits. Effective Pay Period 16, 2025, employees shall receive full city pay during such leaves of absence for duty under section 1.a and b., above.

d. Return to City Employment from Short-Term Military Leave

The time off with pay for short-term military leaves provided hereunder shall be granted only if the employee taking such leave reports back for City employment at the beginning of his/her next regularly scheduled eight-hour work shift after the expiration of the last calendar day necessary to travel from the place of training or civil disturbance duty to Milwaukee following such employee's release from military duty.

2. Long Term Military Leaves of Absence -- 90 Days or Longer Per Calendar Year

a. Employees who enlist or are inducted or ordered into active service in the Armed Forces of the United States or the State of Wisconsin, pursuant to an act of the Congress of the United States or the Legislature of the State of Wisconsin or an order of the Commanders-in-Chief thereof, shall be granted a leave of absence during the period of such service.

b. Upon completion and release from active duty under honorable conditions and subject to the terms and conditions provided in subsection 2.c., below, employees on military leaves of absence shall be reinstated into the positions they held at the time of taking such leave of absence or to a position of like seniority, status, pay and salary advancement, provided, however, that they are still qualified to perform the duties of their positions or similar positions.

c. The rights to reinstatement provided in subsection 2.b. of this Article, above, shall be

1 terminated unless the employee satisfies the following conditions:

2 (1) Reinstatement from Military Reserve or National Guard Duty

3 (a) Initial Enlistment With At Least Three Consecutive Months of Active
4 Duty

5 An employee who is a member of the Reserve or National Guard
6 component of the Armed Forces of the United States and is ordered to an
7 initial period of active duty for training of not less than three consecutive
8 months shall make application for re-employment within 31 days after: (i)
9 such employee's release from active duty from training after satisfactory
10 service, or (ii) such employee's discharge from hospitalization incident to
11 such active duty for training or one year after such employee's scheduled
12 release from such training, whichever is earlier.

13 (b) All Other Active Duty

14 Subject to Section 673b, Title 10, United States Code, an employee not
15 covered under subsection 2c(1)(a) of this Article, above, shall report back
16 for work with the City: (i) at the beginning of the employee's next
17 regularly scheduled work shift after the expiration of the last calendar day
18 necessary to travel from the place of training to the place of employment
19 following such employee's release from active duty, or (ii) such
20 employee's discharge from hospitalization incident to such active duty for
21 training or one year after such employee's scheduled release from such
22 training, whichever is earlier.

23 For purposes of interpretation and construction of the provisions of subsections
24 2c(1)(a) and 2c(1)(b) of this subsection, full-time training or any other full-time duty
25 performed by a member of the Reserve or National Guard component of the Armed
26 Forces of the United States shall be considered active duty for training.

27 (2) Other Military Service with Active Duty Of At Least 90 Consecutive Days

28 An employee inducted or enlisted into active duty with the Armed Forces of the

1 United States for a period of at least 90 consecutive days, where such active duty
2 is not covered by subsection 2c (1), above, shall, upon satisfactory completion
3 of military service, make application for re-employment within 90 days after:
4 (i) such employee's release from active duty, or (ii) such employee's discharge
5 from hospitalization incident to such active duty or one year after such
6 employee's scheduled release from active duty, whichever is earlier.

7 (3) Exclusions From Reinstatement Benefits

8 In the event an individual granted a leave of absence for military service under
9 this Article fails to meet the requirements provided in subsections 2c (1) or 2c
10 (2) of this Article, above, or the employee's military service is not covered under
11 these two subsections, the City shall be under no obligation or requirement to
12 reinstate such individual to City employment.

13 3. Military Funeral Leaves of Absence

14 Employees shall be allowed to attend military funerals of veterans without loss of pay when
15 a request for the leave is made by a proper veterans' organization that the service of such
16 officer or employee is desired for the proper conduct of a military funeral.

17 4. Induction Examinations

18 Employees shall be entitled to time off with pay for time spent taking physical or mental
19 examinations to determine their eligibility for induction or service in the Armed Forces of the
20 United States; such time off with pay shall be granted only for examinations conducted by a
21 United States military agency.

22 5. Administration

23 The Chief of Police shall have the authority to establish such rules and procedures that he/she
24 deems necessary to administer the military leave benefits provided by this Article. These rules
25 and procedures shall cover, but not be limited to, requirements that employees provide the
26 Chief of Police with reasonable advance notice of any contemplated military leave and the
27 appropriate military orders and papers that fully document such military leave.
28

ARTICLE 28

VACATIONS

1. Definitions

The following definitions shall be used solely for the purpose of computing the current and prospective vacation benefits:

a. Anniversary Date: The date an employee completes twelve (12) months of active service following appointment to the City of Milwaukee as a regular employee. After the completion of the first twelve (12) months of active service an employee's vacation anniversary date shall not change.

b. Active Service: The time spent as a regular employee on the City of Milwaukee payroll including the performance of assigned duties for the City and paid time not worked. In order for paid time to count as active service for vacation purposes, such time, together with any authorized unpaid leaves of absence must be continuous from the date of appointment. Active service shall also include the time spent by an employee who takes a military leave. In the event of an employee's resignation, discharge or retirement from City employment, active service shall cease as of the employee's last day at work.

c. Year of Service: The duration of time in active service.

2. Eligibility for vacation shall begin after the completion of twelve (12) months of active service following appointment. An employee whose service is expected to continue so as to complete a year's active service may, after six months of service and at the sole discretion of the Chief of Police be allowed to take vacation time within the year of appointment. However, if the employee leaves the service of the City before the completion of the initial 12-month period, that vacation shall be deemed unearned and payments made during the vacation shall be deducted upon termination of employment.

3. An employee shall earn vacation time at the following rates:

a. Rates For Calendar Years ~~2020~~2023, ~~2021~~2024, 2025 and ~~2022~~2026

1 (1) Eight (8) hours for each calendar month of active service since an employee's
2 last anniversary date up to a maximum of eighty (80) hours per calendar year for
3 an employee with less than seven (7) years of active service.

4 (2) Twelve (12) hours for each calendar month of active service since an employee's
5 last anniversary date up to a maximum of one hundred twenty (120) hours per
6 calendar year for an employee with at least seven (7) years but less than twelve
7 (12) years of active service.

8 (3) Sixteen (16) hours for each calendar month of active service since the
9 employee's last anniversary date, up to a maximum of one hundred sixty (160)
10 hours per fiscal year for an employee with at least twelve (12) years but less than
11 twenty (20) years of active service. Effective Pay Period 20, 2024, sixteen (16)
12 hours for each calendar month of active service since the employee's last
13 anniversary date, up to a maximum of one hundred sixty (160) hours per fiscal
14 year for an employee with at least twelve (12) years but less than eighteen (18)
15 years of active service.

16 (4) Twenty (20) hours for each calendar month of active service since an employee's
17 last anniversary date up to a maximum of two hundred (200) hours per calendar
18 year for an employee with at least twenty (20) years of active service. Effective
19 Pay Period 20, 2024, twenty (20) hours for each calendar month of active service
20 since an employee's last anniversary date up to a maximum of two hundred (200)
21 hours per calendar year for an employee with at least eighteen (18) years of
22 active service.

23 b. For purposes of pro-rating, an employee in active service for at least fourteen (14) days
24 in a calendar month shall be deemed as having been in active service for the full
25 calendar month; in the event the employee is in active service for less than 14 days in
26 a calendar month, then the employee shall be deemed as not being in active service at
27 all during the calendar month.

28 c. The time period during which an employee earns vacation with pay for a calendar year

1 shall be limited to the employee's period of active service between his/her anniversary
2 date for that calendar year and his/her immediate preceding anniversary date. The
3 amount of vacation time taken during a calendar year, except for separation from
4 service as provided in subsection 5 below, shall be limited to the maximums noted in
5 this subsection, above. These maximums are not guarantees; an employee is not
6 entitled to any greater vacation with pay in a calendar year than that which he/she has
7 earned for that calendar year.

8 4. Employees must use vacation time during the calendar year for which such vacation time is
9 earned; employees who do not use all of their entitled vacation time within the calendar year
10 for which it was earned shall lose all rights to the unused time off.

11 5. Vacation time taken before the full amount has been earned shall be considered time owed the
12 City until it is earned. Any employee who leaves the service of the City due to resignation,
13 retirement, termination, discharge, layoff or death will have the compensation for vacation
14 time owed the City deducted from the final paycheck. In the event the employee's last pay
15 check is for an amount less than the amount of compensation owed the City, a deduction shall
16 also be made from the employee's next preceding pay check that covers the balance of
17 compensation owed the City. Any employee who leaves the service of the City due to
18 resignation, retirement, layoff or death or who takes military leave will be paid for earned
19 vacation time that has accumulated. If an employee returns to duty prior to his/her next
20 following anniversary date, any vacation time earned and taken hereunder shall be offset
21 against the employee's earned vacation time for the calendar year in which that anniversary
22 date falls. Discharged employees are not entitled to pay for accumulated vacation time.

23 6. An employee on authorized injury leave as a result of a duty-incurred injury may use vacation
24 scheduled during the period of such leave provided the Police Department Administration
25 receives a written advance request to use the vacation, which indicates the time and place of
26 the vacation, and provided further, the employee's private physician has authorized use of this
27 vacation. Injured employees not using vacation scheduled during the period of their leave
28 shall have their unused vacation rescheduled by the Police Department Administration when

1 they return to duty, if it is possible to do so, before the end of the calendar year. In the event
2 the Police Department Administration is unable to reschedule all of the employee's remaining
3 unused vacation before the end of the calendar year, the employee shall be entitled to receive
4 a lump sum payment equivalent to the dollar value of the remaining unused vacation at the
5 end of the calendar year, computed on the basis of the employee's base salary rate in effect at
6 the time for which the vacation was originally scheduled. This lump sum payment shall be
7 made as soon as is administratively practicable following the end of the calendar year. The
8 lump sum payment shall not be construed as being part of the employee's base salary and shall
9 not be included in the computation of any fringe benefits enumerated in this Agreement. The
10 lump sum payment shall not have any sum deducted for pension benefits nor shall it be
11 included in any computation establishing pension benefits or payments. When authorized by
12 the Police Department Administration, an employee may elect to carry over into the next
13 succeeding calendar year any remaining unused vacation that the Police Department
14 Administration was unable to reschedule by the end of the calendar year, instead of the lump
15 sum payment provided above. The vacation carried over shall be used by March 1 of the
16 following calendar year or the employee will lose all rights to it, including all rights to the
17 lump sum payment provided above. The scheduling of carried-over vacation shall be subject
18 to availability of the dates requested by the employee, require prior approval by the employee's
19 Commanding Officer and in no way affect the scheduling of other employees' vacations.

20 7. Employees on authorized sick leave shall have their vacation that was scheduled during such
21 leave rescheduled by the Police Department Administration when they return to duty if it is
22 possible to do so before the end of the calendar year. In the event the Police Department
23 Administration is unable to reschedule all of the employee's remaining unused vacation before
24 the end of the calendar year, the City, upon the employee's return to duty, will restore to the
25 employee's sick leave account an amount of time equal to the amount of unused vacation.

26 8. Employees in active service shall have time spent receiving a duty disability retirement
27 allowance included as years of service for purposes of computing current and prospective
28 vacation benefits.

1 9. Segmented Vacation Periods

- 2 a. An employee may segment up to all of the portion of his/her maximum annual vacation
3 time entitlement earned under paragraph 3 that exceeds eighty (80) hours into units of
4 one (1), two (2), three (3) or four (4) consecutive eight-hour work days. The aggregate
5 amount of an employee's segmented vacation for a calendar year shall be deemed a
6 segmented vacation period. All other vacation benefits to which an employee is
7 entitled shall be taken in five (5) consecutive eight-hour workday units in accordance
8 with existing Departmental practices.
- 9 b. A segmented vacation period may be used during the time period from January 1
10 through and including December 31 of a calendar year.
- 11 c. An employee requesting a segmented vacation period in a calendar year shall, prior to
12 March 15 of such calendar year, notify his/her commanding officer in writing of this
13 fact on a form provided by the City, setting forth thereon the number of segmented
14 days requested. Notification requirements as to the specific dates requested by the
15 employee for his/her segmented vacation shall be as set forth in subsection 9.d., below.
16 An employee failing to comply with this requirement shall not be permitted a
17 segmented vacation period during such calendar year. The Police Department
18 Administration shall have the authority to limit the aggregate number of segmented
19 vacation days requested in the time period provided for in subsection b., above, if it
20 determines that granting additional requests for segmented vacation periods will result
21 in insufficient manpower being available to meet the needs of the Police Service.
- 22 d. For each unit of segmented vacation, the employee shall provide his/her commanding
23 officer with reasonable advance notice indicating the date(s) on which the employee
24 wants to use such unit of segmented vacation; such advance notice shall be provided
25 in writing no later than 72 hours prior to the first day of the segmented unit of vacation.
26 Except for requested segmented vacation dates occurring on or before March 15 of the
27 calendar year, no requested dates for segmented vacation will be processed by the
28 Department until all non-segmented vacations for that calendar year have been

1 selected by every employee in the Association bargaining unit. All segmented days
2 must be scheduled or requested on or before October 15th of the calendar year;
3 provided, however, that subject to the approval of an employee's commanding officer,
4 the October 15 deadline may be waived because of emergency, or other extraordinary
5 circumstance, affecting the employee. An employee failing to comply with
6 requirements of this subsection shall have his/her unused segmented vacation time
7 scheduled for him/her by his/her commanding officer.

8 e. All requests made by employees for scheduling units of segmented vacation that are
9 submitted in accordance with the time limit and notice requirements provided above
10 shall be processed on a first-come, first-served basis, subject to the availability of the
11 dates requested determined by the employee's commanding officer. No request will
12 be granted that results in another employee losing any non-segmented vacation dates
13 he/she had previously selected in accordance with Departmental practices established
14 for that purpose. In the event an employee's request for scheduling a unit of segmented
15 vacation is in compliance with all of the time limit and advance notice requirements
16 provided above, but the employee's commanding officer has determined that some or
17 all of the dates requested by the employee for that unit are unavailable, it shall be the
18 responsibility of the employee to schedule available substitute dates with his/her
19 commanding officer.

20 10. The vacation with pay benefits computed under the provisions of this Article shall be the full
21 and only vacation benefits to which employees covered by this Agreement shall be entitled
22 during calendar years ~~2020~~2023, ~~2021~~2024, 2025, and ~~2022~~2026.

23 11. The assignment and scheduling of vacations with pay shall be controlled by the Chief of
24 Police. However, in exercising those controls, supervisors charged with the responsibility of
25 scheduling vacations shall not be prohibited from tentatively agreeing to allow members to
26 rearrange their scheduled off days in order to change the starting date of a non-segmented
27 vacation, if projected staffing needs would appear to permit such a rearrangement. If it is
28 necessary to revoke the tentative approval granted due to staffing needs, the member shall be

1 given notice no later than seven (7) days prior to the first day the member is tentatively
2 scheduled to be absent.
3

ARTICLE 29

TIME OFF FOR JURY DUTY

1. Employees covered by this Agreement shall be granted time off with pay for jury duty when they are legally summoned for jury duty, subject to the terms and conditions provided for in subsections 2 through 6, inclusive, of this Article, below.
2. When an employee is legally summoned to report for jury duty he/she shall:
 - a) Immediately notify his/her commanding officer and promptly submit to him/her a written report, in "matter of" form, showing the date he/she is required to report for such jury duty; and
 - b) Complete City of Milwaukee form C-139 (Application for Jury Duty Pay) and County of Milwaukee form 2448R16 (Official Jury Notice), and forward both documents to the Police Department Administration Bureau-Payroll Section; and
 - c) Submit a Certification of Jury Service form to the Police Department Administration Bureau--Payroll Section at the end of his/her jury duty. Copies of this form may be obtained from the Circuit Court Calendar Clerk.
3. While on authorized jury duty employees shall be considered by the Police Department to be working the day shift and shall be permitted to change their off-duty days (regular off and vacation days) subject to approval from the Police Department Administration. If the employee's off-duty days are changed, the employee shall be required to turn over all jury duty payments he/she receives (excluding official travel pay) to the City; in the event the employee's off-duty days are not changed he/she shall be entitled to retain the jury duty payments he/she receives for jury duty performed on his/her off-duty days, but shall be required to turn over to the City all other jury duty payments he/she receives (excluding official travel pay).
4. Employees shall not be eligible for overtime while on jury duty, even if such duty extends beyond eight hours in one day; nor shall they be eligible for overtime for work performed outside their regularly scheduled work shift that is the result of changes made pursuant to

1 subsection 3. of this Article, above.

- 2 5. On days when the employee is normally scheduled to work, no greater amount of time off for
3 jury duty shall be granted than is necessary. If an employee is called for jury duty on such
4 day and reports thereto without receiving a jury assignment for that day, or if he/she is engaged
5 in jury duty for part of such day, he/she shall immediately notify his/her commanding officer
6 of this fact by telephone and report back to work for the remainder of his/her work day. If the
7 employee is engaged in jury duty for part of a day that falls on a work day, then such
8 requirement to report back to work shall not be applicable on days where the amount of time
9 remaining in the employee's regularly scheduled eight-hour shift for that day, together with
10 travel time from the jury duty site to the employee's duty assignment location, does not allow
11 for a work period of reasonable length; in this circumstance, the employee shall still be
12 required to notify his/her commanding officer in accordance with the requirement set forth
13 above. The criteria used in determining what constitutes reasonable length shall be based on
14 present Police Department practices covering jury duty; notwithstanding the foregoing, an
15 employee released from jury duty prior to 12:00 noon on a work day must report back to work
16 for the remainder of his/her work day.
17

1 **ARTICLE 30**

2 **PAID LUNCH**

3 Present practices are continued for the duration of this Agreement.

4

ARTICLE 31

TIME OFF IN LIEU OF HOLIDAYS

1. Employees shall be entitled to receive up to ~~ninety-six~~one hundred four (~~96~~104) hours off with pay in lieu of holidays per fiscal year, one eight-hour period of which shall be designated by the Chief of Police to commemorate Dr. Martin Luther King's birthday.
2. Employees in active service less than a fiscal year shall be entitled to time off in lieu of holidays with pay prorated on the basis of their length of service during the fiscal year. Time off in lieu of holidays shall be earned at a rate of eight and two thirds (8.67) hours per calendar month for each calendar month in a calendar year that the employee was on the Police Department payroll. For purposes of interpretation of this provision, an employee on the Police Department payroll for at least 14 days in a calendar month shall be deemed as having been on the Police Department payroll for the full calendar month; in the event the employee is on the Police Department payroll for less than 14 days in a calendar month, then the employee shall be deemed as not having been on the payroll at all during such calendar month.
3. Except as provided in subsection 4 of this Article, below, such time off with pay shall be used by the employee in the fiscal year in which they are earned; employees who do not use all of their entitled time off in lieu of holidays within the fiscal year in which it was earned shall lose all right to the unused time off.
4. If an employee is unable to use all of the time off in lieu of holidays with pay to which the employee is entitled during a fiscal year because of an extended period of authorized sick leave that does not allow the Chief of Police to reschedule some or all of the employee's unused time off in lieu of holidays in that fiscal year, then the City, upon the employee's return to duty in the next fiscal year, will restore to the employee's sick leave account an amount of time equal to the amount of such unused time off in lieu of holidays with pay that the Chief of Police was unable to reschedule. This provision shall only cover time off in lieu of holidays that is not integrated into the employee's regular work schedule. (In the case of an employee assigned to a District Station on an eight-hour shift basis whose regular work schedule is five

1 days on-duty, two days off-duty, followed by four days on-duty, two days off-duty, etc., this
2 provision would cover the 32 hours off in lieu of holidays per fiscal year that are not integrated
3 into the employee's regular work schedule and would not cover any of the 64 hours off in lieu
4 of holidays per fiscal year that are integrated into the employee's regular work schedule.)

- 5 5. The scheduling of work days off in lieu of holidays with pay shall be controlled by the Chief
6 of Police.
7

ARTICLE 32

HOLIDAY PREMIUM PAY

1. Except as provided in paragraph 2, employees who are assigned to duty on July 4, December 25, January 1 and/or Labor Day (first Monday in September) of a calendar year shall be compensated in cash at a rate of one and one-half (1½) their base salary for all such assigned duty worked from 12:00 a.m. through 11:59 p.m., inclusive, during such days.
2. An employee may elect to receive such holiday compensation in compensatory time off in lieu of cash, subject to the following terms and conditions:
 - a. The employee's compensatory time off balance (CTB) recorded on the most current Police Department Personnel Status Report must be less than 225 hours;
 - b. Compensatory time off earned by an employee on a holiday listed above shall be included in his/her CTB;
 - c. The procedures governing the use of compensatory time off earned on holidays shall be the same as those provided in the OVERTIME Article of this Agreement for use of compensatory time off; and
 - d. An employee may elect to receive compensatory time off in lieu of cash for work performed during roll-call time on a holiday listed above, only if he/she elects compensatory time off for all roll-call time worked during the Pay Period in which the holiday occurred (this is consistent with existing Departmental procedures governing eligibility for election of compensatory time off for roll-call time overtime).
3. For administrative purposes, all time so worked shall be computed to the nearest 0.1 of an hour. For purposes of interpretation and construction of this Article, the compensation herein provided shall only be granted for authorized duty occurring on the actual calendar dates that the four (4) holidays listed above fall; no such compensation will be granted for duty on any other calendar date on which these four (4) holidays may officially be celebrated or observed pursuant to law.
4. Application of the provisions enumerated herein shall not involve pyramiding of the

1 compensation described herein. No employee shall receive overtime benefits and/or shift or
2 weekend differential benefits in addition to holiday premium pay.

- 3 5. Any payment made in addition to the employee's base salary under the provisions of this
4 Article shall not have any sum deducted for pension benefits nor shall such payments be
5 included in determining pension benefits or other fringe benefits.
6

1 **ARTICLE 33**

2 **UNIFORM AND EQUIPMENT**

3 1. Uniform and equipment benefits for employees shall be as follows:

4 a. Initial Allowance

5 (1) Employees in the Police Officer job classifications shall, upon appointment,
6 receive an initial uniform and equipment issue, the specific items of which shall
7 be determined by the Chief of Police. These specific items shall remain the
8 property of the City and shall revert to the Police Department upon the
9 employee's severance from service from and after January 1, 1991.

10 (2) Effective as soon after September 14, 1987, as administratively practicable, one
11 silver badge patch for the windbreaker shall be included in the initial issue.

12 (3) Effective upon the execution date of the 2010-2012 Agreement, a uniform outer
13 carrier shall be included in the initial issue, which shall replace the initial issue
14 of a sweater.

15 b. Replacement Allowance

16 (1) Employees Occupying Classifications Other Than Detective, Chief Document
17 Examiner, Police Audio Visual Specialist, Latent Print Examiner, Identification
18 Systems Specialist, Document Examiner and Identification Technician

19 (a) The City shall replace articles of initial allowance of uniform and
20 equipment prescribed by the Chief of Police and, in addition, up to two
21 shirts or one uniform outer carrier and one turtleneck shirt or any
22 combination thereof totaling two items per year, whenever such articles
23 have been condemned on account of normal wear and tear. At his/her
24 option the employee may have either a summer short sleeve shirt or a
25 winter long sleeve shirt or a turtleneck shirt replaced. The Chief of Police
26 shall issue a requisition to a vendor selected by the Standards and
27 Procurement Division for each replacement article required. Whenever an

1 article has been replaced through requisition, the employee shall be
2 required to present the requisitioned article to the Police Academy for
3 approval and the employee shall be required to turn in the condemned
4 article at the Police Academy. (Note: The intent of this Article shall be as
5 provided in a clarifying Negotiating Note between the City and the
6 Association dated October 7, 1977).

7 (b) The City shall provide employees a uniform and equipment maintenance
8 allowance of \$300 per annum. Effective for Calendar Year 2025, the
9 uniform and equipment maintenance allowance shall increase to \$400 per
10 annum.

11 (c) Payments made under subsection 1.b.(1)(b) of this Article shall be paid in
12 December of the year in which they were earned. Pro-rata adjustment to
13 the nearest calendar month on the basis of length of service shall be made
14 for employees occupying applicable classifications for less than a full
15 calendar year. For purposes of prorating, an employee on the payroll and
16 occupying such classifications for at least 14 days in a calendar month
17 shall be deemed as occupying such classification for the full calendar
18 month; in event the employee occupies the classification for fewer than 14
19 days in a calendar month, the employee shall be deemed as not occupying
20 the classification at all during that calendar month.

21 (2) Detectives, Chief ~~Document-Latent Print~~ Examiner, ~~Police-Audio-Visual~~
22 ~~Specialist~~, Latent Print Examiner, Identification Systems Specialist, Document
23 Examiner and, Identification Technician

24 (a) The City shall provide employees occupying the classification of
25 Detective, Chief ~~Document-Latent Print~~ Examiner, ~~Police-Audio-Visual~~
26 ~~Specialist~~, Latent Print Examiner, Identification Systems Specialist,
27 Document Examiner and Identification Technician a clothing allowance
28 of \$450 per annum. Effective for Calendar Year 2025, the clothing

allowance shall increase to \$650 per annum.

(b) Payments made under subsection 1.b.(2)(a) of this Article shall be paid in December of the year in which they were earned. Pro-rata adjustment of the foregoing allowances to the nearest calendar month on the basis of length of service shall be made for employees occupying the classifications of Detective, Chief ~~Document-Latent Print~~ Examiner, ~~Police-Audio-Visual Specialist~~, Latent Print Examiner, Identification Systems Specialist and Document Examiner and Identification Technician, for less than a full calendar year. For purposes of prorating, an employee on the payroll and occupying the classification of Detective, Chief ~~Document-Latent Print~~ Examiner, ~~Police-Audio-Visual Specialist~~, Latent Print Examiner, Identification Systems Specialist Document Examiner and Identification Technician, for at least 14 days in a calendar month, shall be deemed as occupying such classification for the full calendar month; an employee occupying the classification of Detective, Chief ~~Document-Latent Print~~ Examiner, ~~Police-Audio-Visual Specialist~~, Latent Print Examiner, Identification Systems Specialist, Document Examiner and Identification Technician, for fewer than 14 days in a calendar month shall be deemed as not occupying the classification at all during that calendar month.

2. Subject to the following terms and conditions, the City will provide each employee in the Detective classification with one (1) windbreaker:

- a. For employees appointed to the Detective classification, the windbreaker shall be provided upon appointment as Detective.
- b. The specifications of the windbreaker shall be prescribed by the Chief of Police.
- c. The windbreaker shall be deemed "initial issue" for Detectives and replacement shall be made in accordance with the provisions of paragraph 1.b.(1)(a) of this Article.

3. During the term of this Agreement, each member of the bargaining unit shall be compensated

1 for items of uniform and equipment prescribed by the Police Department which are either (1)
2 directly or indirectly destroyed in the line of duty, or (2) stolen from the member while such
3 member is on duty. The provisions of item (2) of this paragraph shall only be applicable to
4 claims made in relation to incidents of theft where there is no negligence on the part of the
5 member. The Chief of Police shall assess the amount of damage, and he or she shall assess
6 the amount of loss resulting from incidents of theft compensable hereunder. For purposes of
7 interpretation and construction, the term "items of uniform and equipment prescribed by the
8 Police Department" as used herein shall only cover those items that were compensable under
9 the terms of the UNIFORM AND EQUIPMENT Article of the 2007-2009 City/MPA
10 Agreement. Additionally, the Chief may, at his or her discretion, approve other items of
11 Uniform and Equipment as compensable hereunder and shall assess the amount of damage or
12 loss for such items.

13 4. The following provisions shall apply to soft body armor which is a part of the Department's
14 initial issue for appointments occurring on or after the May 18, 1989, or a replacement under
15 paragraphs 1.b.(1)(a) or 3. of this Article occurring on or after May 18, 1989:

16 a. As part of initial issue or replacement allowance that is provided under the provisions
17 of this Article, the Department will provide an employee with standard issue soft body
18 armor, the specifications of which shall be determined and prescribed by the Chief of
19 Police. The threat level for standard issue soft body armor prescribed by the Chief
20 shall not be less than threat level II (as this threat level standard is defined and
21 determined as of May 18, 1989), or its equivalent.

22 b. In lieu of the standard issue, an employee may elect soft body armor with a threat level
23 IIIA classification; such election shall be in writing in a manner prescribed by the
24 Department. The threat level IIIA soft body armor elected shall be provided by the
25 Department and shall conform to specifications prescribed by the Chief of Police.

26 c. Employees in active service appointed prior to May 18, 1989, who did not have the
27 option to elect soft body armor with a threat level higher than threat level II shall have
28 a one-time-only opportunity to elect threat level IIIA soft body armor (employees

1 making this election shall be required to turn in the soft body armor they were issued
2 at the time of their appointment). Such election shall be in writing in a manner
3 prescribed by the Department. Employees eligible to make an election must do so
4 before June 30, 1989.

5 d. The Department shall meet the cost of soft body armor provided hereunder.

6 5. Payments made under the provisions of this Article shall not be construed as being part of the
7 employee's base salary and shall not be included in the computation of any fringe benefits
8 enumerated in this Agreement. Any payment made under the provisions of this Article shall
9 not have any sum deducted for pension benefits nor shall such payments be included in any
10 computation establishing pension benefits or payments.

11 6. Notwithstanding any other provision of this Article, during a calendar month employees shall
12 not be entitled to receive benefits under both subsections 1.b.(1) and 1.b.(2); instead eligibility
13 for receipt of benefits under either of these two subsections shall be predicated on the length
14 of service therein, the subsection with greater service determining the benefit (in the event the
15 length of service is identical the employee shall be entitled to elect the subsection under which
16 his/her benefits shall be determined).

17 7. At the discretion of the Chief of Police, an employee may not be granted benefits provided by
18 this Article where circumstances render the situation inappropriate.

19 * * * * *

20 NOTE: As provided for the City/MPA Memorandum of Understanding relative to soft body
21 armor executed May 19, 1989, implementation of paragraph 4 of this Article is
22 contingent upon City Attorney approval requirements therein.
23

1 **ARTICLE 34**

2 **SAFETY GLASSES**

3 The City will provide safety glasses for police officers who are required to wear glasses for
4 corrective purposes under the same provisions under which these glasses are provided for
5 other City employees. Such glasses shall remain the property of the City of Milwaukee.
6

ARTICLE 35

AUTO ALLOWANCE

1. A member of the Department may use his/her privately owned vehicle for Departmental business only under express authorization from his/her commanding officer. When such use is authorized, the City will indemnify the officer for any property damage sustained by his/her automobile and shall represent the officer and shall be responsible for any judgment, damages and costs entered against the officer for acts arising out of his/her official capacity while acting within the scope of his/her employment.
2. When an employee is authorized by his/her commanding officer to use his/her private vehicle on Departmental business, in accordance with Departmental procedures established for that purpose, and the vehicle sustains damage during such use, the employee shall submit a written report of the damages to his/her commanding officer before the end of the work shift in which the damages occurred. The report shall include a description of the damages, the date and time of occurrence, and the cause. Reasonable costs of damages to the officer's vehicle will be reimbursed by the City provided the employee submits documentation of such cost to his/her commanding officer no later than seven (7) calendar days following the occurrence of the damage and further provided that the City is subrogated to the extent of its property damage payment in the event the officer recovers those damages from any third party. If bona fide medical circumstances applicable to the employee preclude compliance with the above time limits, the employer shall authorize a reasonable extension of these time limits.

ARTICLE 36

LOCKERS

1. Except as provided in subsection 2, below, the City will provide each employee covered by this Agreement with individual locker space.
2. The City shall not have to provide employees with individual locker space at locations where sufficient existing space is not available or where providing individual locker space would require extensive remodeling or construction. If individual locker space is not available to accommodate every employee, then individual locker space shall be assigned on a seniority basis identical to that which governs selection of vacations within the district or bureau. Employees not assigned to individual lockers shall be assigned shared lockers.
3. If the City constructs new buildings, space shall be allotted for locker rooms containing lockers for each individual employee.
4. The City shall continue to retain the right of inspection provided the employees whose lockers are inspected are present during such inspection. If the employee is unable to be present at the time of inspection or when a locker is opened as a result of loss of locker privilege due to seniority and/or lack of availability of space a union representative shall be present in their place. Any property within an opened locker shall be provided directly to the employee or union representative, unless that property may be contraband or the property of the Department. The City shall continue to be held blameless against loss, theft or damage.
5. Members who use Department lockers shall be permitted to use private locks and shall secure their lockers at all times. The Department will not establish a master key system so long as paragraphs one through four, above, of this Article remain the same as those in the 1995-1997 City-Union labor agreement.

ARTICLE 37

SPECIAL UNIT PAY

1. Employees assigned by the Chief of Police to any of the following special units shall receive an amount in addition to base salary equivalent to \$350 per annum: the Bomb Squad Unit, the Underwater Investigation Unit, Arson Investigators, Honor Guard, and Tactical Enforcement Unit. An employee may not receive more than \$350 per annum regardless of the number of special units he/she may belong to at any one given time.
2. Payments made under the provisions of this Article shall be paid after December 31 of the year in which they were earned. Pro rata adjustment to the nearest calendar month on the basis of service in a Special Unit will be made for those employees who were assigned to a Special Unit for less than a full calendar year. For purposes of pro rating, an employee assigned to the Bomb Squad, the Underwater Investigation Unit, the Arson Investigation Unit, the Honor Guard, or the Tactical Enforcement Unit for at least 14 days in a calendar month shall be deemed as having been assigned to a Special Unit for the full calendar month; in the event the employee is assigned to a Special Unit less than 14 days in a calendar month, the employee shall be deemed as not having been assigned to a Special Unit at all during the calendar month.
3. Payments made under the provisions of this Article shall not be construed as being part of employees' base pay and shall not be included in the computation of any fringe benefits enumerated in this Agreement.
4. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in any computation establishing pension benefits or payments.

1 **ARTICLE 38**

2 **UNDERWATER INVESTIGATION UNIT PAY**

3 Effective upon implementation of the 2013-2017 Labor Agreement provisions of this Article have
4 been incorporated into Article 37.
5

ARTICLE 39

EDUCATIONAL PROGRAM

1. Subject to the terms and conditions provided in subsections 2 through 6, below, upon attainment of necessary credits or degree, an employee's base salary shall be as identified in Article 10 of this Agreement.
2. No employee will be eligible for Educational Pay unless he/she has a minimum of one year of active service on the police force.
3. Courses for which credits or degrees are earned for which payment shall be made shall be limited to courses of study in which the credits have been successfully earned from an educational institution accredited by any of the following regional accreditation associations:
 - North Central Association of Colleges and Schools
 - Middle States Association of Colleges and Schools
 - New England Association of Schools and Colleges, Inc.
 - Northwest Association of Colleges and Schools
 - Southern Association of Colleges and Schools
 - Western Association of Schools and Colleges
4. Employees who have earned a Baccalaureate and/or Advanced Degree shall request that the degree granting collegiate institutions send a report to the Milwaukee Police Department with a statement as to the date on which the degree was conferred, the major field of study pursued, and that the institution was a member in good standing of an association listed in 3., above, at the time the degree was granted.
5. It shall be the sole responsibility of the employee to provide the Police Department Administration with evidence of successful completion of the course work for which Educational Pay is being sought; such evidence shall be as prescribed by the Chief of Police and shall include, but not be limited to, official transcripts, degree/diploma, and the date(s) credits were earned and degrees were conferred. The employee shall be solely responsible for any costs associated with providing this evidence.

1 **ARTICLE 40**

2 **TUITION AND TEXTBOOK REIMBURSEMENT**

- 3 1. Tuition and textbook reimbursement shall be in accordance with the Veteran's Administration
4 benefits and Safe Streets Act benefits pertaining thereto. In no event shall there be any
5 duplication of these benefits paid the employee.
- 6 2. If an employee is ineligible to receive tuition and/or textbook reimbursement under the
7 provisions of Subsection 1 of this Article, the City will reimburse tuition and textbook costs
8 incurred by the employee up to a combined maximum (tuition and textbook costs added
9 together) of \$1,500.00 per calendar year during the term of this Agreement (any portion of
10 the combined maximum may be used for short courses which are less than three weeks in
11 duration) subject to the terms and conditions hereinafter provided.
- 12 3. All courses of study for which reimbursement is requested by an employee under the
13 provisions of Subsection 2 of this Article shall be job related and approved by the Police Chief
14 before any such reimbursement is paid to the employee by the City. Coursework approved to
15 be on City time by both the Chief of Police and the Department of Employee Relations may
16 be on City time.
- 17 4. In order to qualify for reimbursement under Subsection 2 of this Article, above, employees
18 must submit an application for reimbursement to a City-designated administrator on a form
19 provided by the City no later than four (4) weeks following the starting date of the course for
20 which reimbursement is requested.
- 21 5. In order to qualify for reimbursement under Subsection 2 of this Article, above, employees
22 shall present evidence to a City designated administrator of successful completion for those
23 Police Department approved courses of study that they are requesting reimbursement. Such
24 evidence shall be submitted in writing to the aforesaid administrator within eight (8) weeks
25 following completion of such Police Department approved courses of study and shall consist
26 of the final grade report for each such Police Department approved course of study. A Police
27 Department approved course of study shall be deemed successfully completed if:

- a. A grade of "C" or higher is received and such course of study is an undergraduate course of study; or
 - b. A grade of "B" or higher is received and such course of study is a graduate course of study; or
 - c. When grades are not given or the course of study taken is a non-credit one then the employee must present to aforesaid City designated administrator within the time limit above described a written statement from the course's instructor that the employee has satisfactorily completed the course of study.
6. Payment of reimbursement described in Subsection 2 of this Article shall be made as soon as is administratively practicable after the reimbursement application and evidence of successful completion of the Police Department approved courses of study for which such reimbursement is being requested is received by aforesaid City designated administrator.
7. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
8. Employees must remain in service for a six-month period after receiving Tuition and Textbook Reimbursement from the City or the amount reimbursed will be deducted from the employee's final paycheck.

ARTICLE 41

SENIORITY FOR LAYOFF PURPOSES

1. In the event of a layoff of members of the bargaining unit, the order of layoff shall be inversely related to length of service. (The last employee hired shall be the first employee laid off).
2. In the event of a recall to work, the order of return shall be directly related to length of service. (The last employee laid off shall be the first employee returned to work).
3. Length of service, for the purpose of this Article, is to be measured from the date of original hire in the Police Department with police powers.
4. Should the City find it necessary to lay off members of the bargaining unit, it shall give the Association notice not less than four (4) weeks prior to the effective date of the layoff of the initially affected employee. The City and the Association shall meet within three (3) working days of the notice to discuss layoffs. The City at this meeting shall provide the Association with a current seniority list of the Police Department.
5. Seniority shall be broken if an employee:
 - a. Retires
 - b. Resigns from the police service
 - c. Is discharged and the discharge is not reversed
 - d. Is not recalled from layoff for a period of three (3) years
 - e. Is recalled from a layoff and does not report for work within three (3) calendar weeks
 - f. Does not return at the expiration of a leave of absence.
6. Employees of the same rank having the same starting date shall have their seniority status determined by their position on the eligibility list from which they were appointed.
7. In the event of a layoff, the City shall not transfer any employee covered by this Agreement out of the Police Department to any other City Department.

ARTICLE 42

DUES DEDUCTIONS

1. No member of the bargaining unit is required to join the Association. However, membership in the Association is open to all members of the bargaining unit who choose to join and comply with the constitution and by-laws of the Association. No person will be denied membership in the Association because of race, ethnic origin, sex or religious affiliation.
2. The City will deduct dues payments of Association members from their bi-weekly paycheck and remit these sums to the Association Treasurer within ten (10) calendar days after the payday from which the deduction was made.
3. Dues for new members of the Association will be made from their first paycheck after joining the Association.
4. The City will not deduct the dues of any employee in a two-week pay period unless the employee is a member of the Association for at least seven calendar days in such pay period.
5. Changes in dues amounts to be deducted shall be certified by the Association to the City Labor Negotiator at least four (4) weeks before the start of the pay period the changed deduction is to be effective.
6. The MPA shall, at its sole cost and expense, fully indemnify, defend and hold harmless the City, its officers, agents and employees against any and all claims, suits, actions or liability of judgments for damages (including, but not limited to, expenses for reasonable legal fees and disbursements of the City, if any) arising from any objections to or contesting of the validity of any dues deductions or the interpretation, application or enforcement of this provision.
7. The Association will fully and fairly represent all members of the bargaining unit, as may be required by law, regardless of whether they are members of the Association.
8. The City reserves the right to stop, withhold, or modify dues deductions for employees or positions in question until resolved by mutual agreement or by the Wisconsin Employment Relations Commission.

ARTICLE 43

DUES CHECK-OFF

1. Except as provided in subsection 5, below, the provisions of this Article shall cover employees only if the AGENCY SHOP provision of this Agreement is determined by a competent court or tribunal to be inoperative; in which event this provision shall be deemed a mutually satisfactory replacement for the AGENCY SHOP provision and the provisions of subsection 2. of the WAIVER OF FURTHER BARGAINING Article of this Agreement shall not apply.
2. Employees may authorize the City to deduct Association dues from their paychecks by executing an authorization card, such authorization card prescribed by the City, and submitting it to a City-designated administrator. Any authorization card executed prior to this Article becoming operative shall constitute an authorization card under this provision.
3. Check-off shall become effective two pay periods following the date the employee's executed authorization card is received by the City-designated administrator. If any employee wishes to withdraw from check-off, he shall pay a fee of \$2.00 to the City Treasurer and obtain a revocation card in accordance with procedures established for that purpose by the City. Such withdrawal will become effective four pay periods after filing.
4. The Association shall file a report with the City Comptroller's Office certifying the amount of employee dues deduction that is uniformly required of all employees represented by the Association. Changes in uniform employee dues deductions shall be certified by the Association and filed with the City Comptroller's Office at least 15 calendar days before the start of the pay period the new uniform dues deduction schedule is to become effective.
5. An employee newly appointed to City employment on or after the execution date of this Agreement may authorize the City to deduct Association initiation dues from his/her paycheck by executing an authorization card prescribed by the City for this purpose and submitting it to a City-designated administrator within 60 calendar days following his/her appointment date. Initiation dues check-off shall become effective with the third pay period following the date the authorization card is received by the City administrator and shall be made in four (4) equal

1 installments spread over four (4) pay periods. The Association shall file a report with the City
2 Comptroller's Office certifying the amount of employee initiation dues that are uniformly
3 required of all new employees represented by the Association. Changes in uniform initiation
4 dues shall be certified by the Association and filed with the City Comptroller's Office at least
5 15 calendar days before the start of the pay period the new uniform dues deduction schedule
6 is to become effective.

- 7 6. So long as the Union complies with all of the requirements of Common Council Resolution
8 File No. 960930, the City shall deduct from the biweekly earnings of employees in the
9 bargaining unit the employees' voluntary political contributions and submit such deduction to
10 the Union on a biweekly basis. The political check form shall be as provided by the Union
11 and in compliance with the Federal Election Commission requirements.
12

ARTICLE 44

BULLETIN BOARDS

The City will furnish bulletin boards at each district station and bureau. The material being placed upon such boards shall consist of official announcements of the Association, announcements of social events, Association election campaign material (provided that such material is non-controversial), results of Association elections, calls for Association elections; and any other matter approved by the Association, provided such other matter is non-controversial. It shall be the duty of the Association to keep the boards current and to remove obsolete material; the Association shall assign one or more stewards at each location for this purpose. The parties shall interpret this article in a manner consistent with the final determination of the Wisconsin Employment Relations Commission in Case 442 No. 55600 MP-3346.

ARTICLE 45

NEGOTIATIONS

Either party to this Agreement may select for itself such negotiator or negotiators for purposes of carrying on conferences and negotiations under the provisions of Section 111.70, Wisconsin Statutes, as such party may determine. No consent from either party shall be required in order to name such negotiator or negotiators.

1 **ARTICLE 46**

2 **LIMITATIONS UPON ASSOCIATION ACTIVITY**

- 3 1. No Association member or officer shall conduct any Association business on City time except
4 as specified in this Agreement or as authorized by the Chief of Police, City Labor Negotiator,
5 or the Labor Policy Committee of the Common Council. Nothing in this subsection shall
6 preclude obtaining employee signatures on grievance forms or meetings to discuss grievances
7 on City time when authorized by commanding officer.
- 8 2. No Association meeting shall be held on City time nor on City property.
9

1 **ARTICLE 47**

2 **ASSOCIATION NEGOTIATING TIME**

- 3 1. The Association shall provide the City Labor Negotiator with the names of the members of
4 its Executive Board and the names of those Board members who will comprise the Association
5 Negotiating Committee.
- 6 2. Subject to the terms and conditions hereinafter provided, members of the Association
7 Negotiating Committee shall be entitled to paid time off computed at straight time (1x) rates
8 for authorized City/Association negotiating meetings. The amount of paid time off provided
9 shall be limited to the length of each authorized City/Association negotiating meeting,
10 including reasonable travel time from site of employment to site of meeting, but in no event
11 shall payment be made for time greater than eight (8) hours per day.
- 12 3. For each authorized City/Association Negotiating Meeting, the Association shall provide the
13 City Labor Negotiator with the names of the Association bargaining committee members
14 attending the meeting that are to be covered by the provisions of this Article. These names
15 shall be provided sufficiently in advance of the meeting to permit the City Labor Negotiator
16 to give reasonable advance notice to the Chief of Police of the meeting.
- 17 4. Reimbursement
 - 18 a. Each month, the Association shall reimburse the City an amount equivalent to the base
19 salary paid members under the provisions of this Article during such month.
 - 20 b. Each month, the Association shall also reimburse the City an amount equivalent to the
21 overtime premium (½x) paid employees required to work overtime as a result of
22 members utilizing paid time off under the provisions of this Article during such month.
23 The Police Department Administration shall determine the amount of overtime
24 premium owed the City.
 - 25 c. The paid time off benefits provided hereunder shall be suspended and made
26 inapplicable whenever the Association is in non-compliance with the reimbursement
27 requirements provided by subsections 4a. and 4b. of this Article, above.

1 d. This subsection shall not apply to the first 300 hours of paid time off used in each year
2 of this Agreement.

3 5. The City Labor Negotiator shall interpret and administer the provisions of this Article.
4

1 **ARTICLE 48**

2 **BANK OF HOURS FOR ASSOCIATION ACTIVITY**

3 The Association shall advise the City of the names of the members of its Executive Board. Such
4 members, in aggregate, shall be entitled to a maximum of 4,500 hours per calendar year paid time
5 off subject to the following terms and conditions:

- 6 1. Such paid time off shall be limited to Association membership meetings, Executive
7 Board meetings, Steward meetings, Association training opportunities (limited to 200
8 hours of the allotted 4,500 hours), to serve as requested in representing Association
9 members, and for the attendance at authorized meetings of City Boards, Commissions
10 and Committees.
- 11 2. Except for authorized meetings of City Boards, Commissions and Committees, the
12 Association shall provide the Chief of Police with written notice of each such meeting
13 and the members to be released on account thereof. Seven days' notice shall be
14 provided for all but two meetings during a calendar year. For two meetings, written
15 notice of not less than 24 hours may be given. In the event that notice meeting the
16 requirements herein is not given, the Chief of Police shall not be obligated to release
17 members for a meeting.
- 18 3. For each authorized meeting of a City Board, Commission or Committee, the
19 Association shall provide the Chief of Police with written advance notice of not less
20 than 24 hours for such meeting and the Executive Board members to be released on
21 account thereof.
- 22 4. Employees on overtime assignment shall not be entitled to paid time off under the
23 provisions of this Article.
- 24 5. Reimbursement
- 25 a. Each month, the Association shall reimburse the City an amount equivalent to
26 the base salary paid members under the provisions of this Article during such
27 month.

- 1 b. Each month, the Association shall also reimburse the City an amount equivalent
2 to the overtime premium (1/2X) paid employees required to work overtime as a
3 result of members utilizing paid time off under the provisions of this Article
4 during such month. The Police Department Administration shall determine the
5 amount of overtime premium owed the City.
- 6 c. The paid time off benefits provided hereunder shall be suspended and made
7 inapplicable whenever the Association is in non-compliance with the
8 reimbursement requirements provided by subsection 5a. and 5b. of this Article,
9 above.
10

1 **ARTICLE 49**

2 **CONTRACT ADMINISTRATION**

3 The City will allow the Association up to three full-time positions of Police Liaison Officer. These
4 positions shall at all times be subject to the following terms and conditions:

5 1. Within 30 calendar days following the execution date of this Agreement, the Association shall
6 provide the City with a written notice indicating the names of the three employees it wants to
7 designate as Police Liaison Officers. In the event the Association subsequently wants to
8 replace an individual it has designated as a Police Liaison Officer with another employee, it
9 shall provide the City with a written notice indicating: the names of the replacement employee
10 and the employee to be replaced, along with the effective date of such replacement. Such
11 notice to be provided the City not less than 30 calendar days prior to the effective date of the
12 replacement. An employee designated by the Association for a Police Liaison Officer position
13 shall not be permitted to serve in that position until the City receives a written statement from
14 the employee indicating that he/she volunteered to serve as a Police Liaison Officer.

15 2. Upon the City's receipt of the written notices required in subsection 1 of this Article, above,
16 the individuals designated by the Association as a Police Liaison Officer will be relieved of
17 present duties and be assigned by the City to assist the Association in conferences with other
18 employees and supervisors, and to participate in meetings called by management or otherwise
19 authorized under this Agreement. A Police Liaison Officer shall assist the parties in
20 maintaining harmonious relationships during the term of this Agreement, shall devote an
21 amount of time to these activities equal to that for which the City compensates him/her and
22 shall conduct other Association activities in such a way that they will not be construed as City-
23 supported activities.

24 3. The City shall provide the base salary for two employees occupying positions of Police
25 Liaison Officer which shall be equivalent to the base salary they would be entitled to
26 receive under the BASE SALARY provision of this Agreement had they remained
27 employed in the Police Department in the classifications they occupied immediately

prior to becoming Police Liaison Officers. The two employees occupying the positions of Police Liaison Officer shall receive \$150 biweekly in addition to their base salary as compensation in lieu of overtime pay, uniform/clothing maintenance or replacement allowance, motorcycle pay and all other allowances or pay received by a member of the Milwaukee Police Department. An employee who has served as a Police Liaison Officer, who retires from active service on a service retirement after January 1, 2004, shall have the \$150 biweekly payment compensation he or she received in and after Pay Period 1, 2004, included in his or her final average salary for purposes of computing his or her service retirement allowance. For purposes of interpretation and construction of the provisions of this Article, such employee is entitled to include in the Final Average Salary compensation the total amount of the \$150 biweekly payments the employee received in any twelve (12) month period. With respect to the third Police Liaison Officer, the Association shall provide the base salary and the \$150 biweekly compensation described above. Effective Pay Period 1, 2025, Police Liaison Officer shall be added to Pay Range 813. The employee(s) occupying the Police Liaison Officer classification shall be paid at step 4 of Pay Range 813. -Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

4. The Association shall pay to the City, on a quarterly basis, an amount equal to one-half (½) the base salary payments (before taxes) made by the City to two Police Liaison Officers and an amount equal to 100% of the base salary (before taxes) and \$150 biweekly payments made by the City to one Police Liaison Officer.

5. A Police Liaison Officer shall be covered by the following provisions of this Agreement, and the benefits they provide, under the same terms and conditions applicable to employees covered by this Agreement:

LONGEVITY IN RANK PAY
CERTIFICATION PAY
PENSIONS AND RELATED MATTERS
LIFE INSURANCE
HEALTH INSURANCE
SICK LEAVE

1 INJURY PAY
2 TERMINAL LEAVE
3 VACATIONS
4 WORK DAYS OFF IN LIEU OF HOLIDAYS
5 MILITARY LEAVE
6 EDUCATIONAL PROGRAM
7 TUITION AND TEXTBOOK REIMBURSEMENT
8

9 The benefits provided by the provisions of this Agreement listed above shall be the
10 only benefits that the Police Liaison Officer is entitled to.

11 6. A Police Liaison Officer shall have no police powers but shall receive from the City such
12 direction of their activities and the accounting thereof as is hereinafter provided.

13 7. A Police Liaison Officer shall, subject to the approval of the Fire and Police Commission, be
14 detached from the Police Department and assigned to the Common Council-City Clerk.

15 8. A Police Liaison Officer shall under no circumstances be eligible for any salary payment for
16 any work performed:

- 17 a. Beyond eight hours in any one day.
 - 18 b. Beyond forty hours in any one week.
 - 19 c. On a holiday.
 - 20 d. On an off-day.
 - 21 e. On a vacation day
- 22

23 9. A Police Liaison Officer in the above five situations shall be considered as being on a flexible
24 schedule.

25 10. The base salary and benefits provided to a Police Liaison Officer shall be under the
26 administration of the City Clerk. The scheduling of the vacation and holiday benefits provided
27 in subsection 5. of this Article, above, shall be controlled by the City Clerk. The hours of
28 work for a Police Liaison Officer shall be under the Administration and control of the City
29 Clerk.

30 11. Police Liaison Officers shall be under the complete control, direction and supervision of the
31 City Clerk and at all times remain employees of the City.

32 12. A Police Liaison Officer shall perform such duties as are noted below:

- 33 a. Assist in processing any problems pertaining only to matters involving interpretation,
34 application and enforcement of this Agreement.
- 35 b. Submit a report of their activities to the City Clerk each week.

- 1 13. Absent prior authorization from the Chief of Police, no Association business shall be
2 conducted by a Police Liaison Officer with members of the Police Department during
3 members' duty hours.
- 4 14. A Police Liaison Officer shall in no way interfere, infringe upon or question any disciplinary
5 action of the Chief of Police or the Fire and Police Commission; nor shall he/she interfere,
6 infringe upon, or question any powers, functions, duties and responsibilities of the Chief of
7 Police and the Fire and Police Commission as are provided by State Statutes and Charter
8 Ordinances.
- 9 15. If necessary, the City Clerk shall request that the City Service Commission exempt a Police
10 Liaison Officer from civil service under Section 63.27, Wisconsin Statutes, and approve
11 his/her title and pay rate.
- 12 16. If necessary, the City Clerk shall request that the Fire and Police Commission approve
13 detachment of a Police Liaison Officer from the Police Department with reinstatement rights
14 to the position he/she held in the Police Department prior to his/her detachment, and that upon
15 his/her return to the Police Department, he/she be permitted to count time spent as a Police
16 Liaison Officer for the sole purpose of meeting the length of service requirements when
17 qualifying to take promotional exams. A Police Liaison Officer who meets the qualifications
18 established for a promotional exam may take such exam while he/she is a Police Liaison
19 Officer. In the event a Police Liaison Officer is nominated by the Chief of Police for
20 promotion while a Police Liaison Officer and he/she wishes to accept the nomination, the
21 Police Liaison Officer must indicate acceptance of nomination in writing to the Chief of Police
22 and at the same time, provide notice to the Chief of Police of his/her resignation from the
23 position of Police Liaison Officer. The resignation from the position of Police Liaison Officer
24 shall be effective on the same date the promotion is effective. Such written notice must be
25 received by the Chief of Police no more than 15 calendar days after the date on which the
26 Police Liaison Officer is notified of his/her nomination. Failure to comply with the
27 notification requirement shall automatically nullify the nomination and the Police Liaison
28 Officer's name shall be removed from the eligible list and he/she shall not be eligible to be

1 promoted from that list.

2 17. Except as specifically provided otherwise herein, all costs associated with a Police Liaison
3 Officer shall be borne by the Association and under no circumstances shall the City be
4 required to reimburse the Association for said costs.

5 18. The Association agrees that in the event of litigation against the City, its agents or employees,
6 arising out of the Contract Administration Provision, the Association will co-defend and
7 indemnify and hold harmless the City, its agents or employees for any monetary award and
8 all costs levied by a court as a result of such litigation, including attorney fees.
9 Notwithstanding any provision of this Agreement, the City shall not be required to negotiate
10 a replacement for the Contract Administration provision, or part of it, in the event the
11 provision is modified by operation of law or by any tribunal of competent jurisdiction if
12 compliance with or enforcement of this provision, or a part of this provision, should be
13 restrained by such tribunal.

14 19. The President of the Association and the City Clerk shall meet at least every three months to
15 discuss and resolve any concerns the City Clerk may have regarding the administration of this
16 Article.
17

ARTICLE 50

BARGAINING UNIT INFORMATION

1. On a quarterly basis, the City will provide the Association with the name, rank, payroll number district or bureau assignment, and home address of all employees the Association is authorized to represent by virtue of this Agreement and will keep such information current.
2. The City will provide the Association with the following information (except as noted otherwise, the information to be provided shall be limited to information that is current and prospective as of such execution date):

- a. Police Department Bi-Weekly Roster List

The Roster List information provided will only cover employees represented by the Association and will be provided in two formats: (1) payroll number sequence and (2) alphabetic sequence. The information provided will consist of the following data fields: payroll number, name, home address, biweekly pay rate, badge number, appointment date, maximum pay step attainment year, assignment code and title code. At its sole discretion, the Department may, from time to time, supplement these data fields that may be available; in such cases, the Association will be advised of this fact and will be provided with appropriate explanatory material describing the additional data fields. Roster list data will be provided to the Association on a bi-weekly basis with a bi-weekly list of payroll changes (additions and deletions) for Association represented employees.

The City payroll system is converting from a payroll number basis to a social security number basis. Accordingly, the roster list data provided to the Association will include payroll number data field and sequence format only for so long as this information is readily available on the payroll system. Thereafter, the social security number data field and sequence format shall supplant the payroll number data.

- b. Police Department Personnel Status Report

The Personnel Status report data provided to the Association will cover only

1 Association-represented employees. This information will consist of the year-to-date
2 totals for the last pay period of the fiscal year (usually Pay Period 26). The Association
3 will be provided with Personnel Status Report data at the end of each subsequent fiscal
4 year, when such data is available on the report.

5 c. Annual Vacation Seniority List

6 The Association will be provided with one copy of the annual Vacation Seniority List
7 as soon as is administratively practicable following its publication in January or
8 February of each calendar year.

9 d. Health-Dental Insurance Data

10 In February and August of each calendar year, Employee Benefits Administration will
11 generate a report for the Association containing a count of the Association-represented
12 employees in active service at that time that are enrolled in each health and dental
13 insurance carrier offered these employees by the City. This report shall indicate single
14 or family enrollment status and shall include a summary of the counts in each plan by
15 single/family enrollment status.

16 e. Worker Compensation Reports

17 The Association shall be provided the EB-49 short form (no attachments) generated
18 by the Employee Benefits Administration for each lost-time injury of an Association-
19 represented employee. These forms shall be provided as soon as administratively
20 practicable following the occurrence of the injury which gave rise to the EB-49 being
21 generated.

22 f. The Association shall be supplied with a seniority roster for each classification within
23 the Association. Thereafter, the roster shall be supplied during the last pay period of
24 each calendar year.

25 g. Each pay period the Police Department shall provide a copy of the "Overtime By
26 Location" report to the Association.

27 The foregoing information will be made available to the Association at a designated mail drop
28 established for this purpose by the Police Department and located in the Personnel Section

1 (Room 705A Police Administration Building). Access to the mail drop will be limited to
2 authorized Association representatives between the hours of 8:00 a.m. and 4:00 p.m., Monday
3 through Friday, excepting holidays.

4 3. The Police Department shall provide a copy of the "LISTING OF TIME OWED AND
5 ALLOWED" for the Milwaukee Police Department to the Association. Such report shall be
6 sent to the Association with the same frequency as it is sent to work locations.

7 4. Administration and control of the provisions of this Article shall be under the City Labor
8 Negotiator.
9

ARTICLE 51

UNPAID LEAVE OF ABSENCE FOR ASSOCIATION BUSINESS

1. The City will permit a member of the Association to take an unpaid leave of absence for a period of one year for service with a labor organization with which it maintains a contractual relationship.
2. Such unpaid leave of absence may be renewable for an additional year and the sole obligation of the City shall be to restore the individual on leave of absence to the first open position in the title the individual held provided that the individual can meet the requirements of this position and that there are no employees on layoff with greater seniority at the time the individual makes his requests for reinstatement.
3. No benefits shall accrue to the individual during the term of such unpaid leave of absence.
4. The Association Executive Board, through their President or his designee, shall notify the City Labor Negotiator in writing at least 14 calendar days prior to the effective commencement date of the leave. Employees making application for return from leave of absence shall notify the City Labor Negotiator in writing at least 14 calendar days prior to the date they are requesting return to duty. Such leave shall be granted subject to the employee complying with all Departmental rules and procedures regarding leaves of absence and return to duty.

ARTICLE 52

UNPAID MATERNITY

1. Female Maternity/Childrearing Leave

a. Unpaid Maternity Leave

(1) Length of Leave

Maternity leave shall be granted solely for the purposes of a medical disability associated with pregnancy. A female employee shall be entitled to an unpaid maternity leave of absence beginning on the date her attending physician determines she is no longer fit for duty on account of medical reasons associated with her pregnancy and ending no later than 135 consecutive calendar days following the date of delivery resulting from such pregnancy.

(2) Notification Requirements

Maternity leave shall be granted an employee effective upon her attending physician attesting in writing to the employee's lack of fitness for duty on account of medical reasons associated with her pregnancy. Within seven (7) consecutive calendar days following the date of her delivery, the employee shall provide written notice to the Department Administration indicating thereon the date of delivery. No later than 45 consecutive calendar days following that date, the employee shall see to it that her attending physician provides the Department Administration with a written statement indicating the status of the employee's fitness for return to duty.

(3) Extension of Maternity Leave

At his/her discretion, the employee's attending physician may extend the term of maternity leave beyond the 135-day post-delivery maximum, described above, for medical reasons associated with such pregnancy until such time as he/she determines that the employee is fit for return to duty. In this event the attending physician shall submit the reasons for such extension, and its expected duration,

1 in writing to the Department Administration prior to the date on which such 135-
2 day post-delivery maximum occurs.

3 (4) Fitness for Duty

4 When the employee's attending physician determines that she is fit for return to
5 duty, the employee shall see to it that her attending physician provides the
6 Department Administration with a written statement, within 48 hours of such
7 determination, indicating the date on which the employee is fit for return to duty.
8 This requirement shall apply regardless of whether the determination occurs
9 prior to the 135-day post-delivery maximum or during an authorized extension
10 therefrom; if the determination is made prior to the 135-day maximum, the
11 employee shall be permitted to continue her maternity leave until the date on
12 which the 135-day maximum is reached.

13 b. Unpaid Childrearing Leave

14 When requested, a female employee shall be entitled to an unpaid childrearing leave
15 of absence of not more than 130 consecutive calendar days, beginning on the date her
16 maternity leave ends. Such leave shall be granted solely for the purpose of
17 childrearing.

18 c. The leave provided by subsections 1.a. and 1.b. of this Article, above, shall be without
19 pay except that the employee may use her accumulated sick leave during the maternity
20 portion of such leave so long as her attending physician determines that she is unfit for
21 duty on account of medical reasons associated with her pregnancy. An employee may
22 use the accumulated vacation, holiday time or compensatory time off, to which she is
23 entitled to receive under the VACATION, HOLIDAY and OVERTIME Articles of
24 this Agreement during such leave. Except when maternity leave is extended for
25 medical reasons, as hereinbefore provided, the unpaid portion of such leaves, together
26 with the paid portion, shall not exceed the time limits provided for in subsections 1.a.
27 and 1.b., above. Under no circumstances shall an employee be entitled to the benefits
28 provided under the SICK LEAVE and INJURY PAY Articles of this Agreement

during a period of a childrearing leave nor shall she be entitled to the benefits under such INJURY PAY Article during a period of a maternity leave.

- d. A female employee making application for maternity or childrearing leave shall provide the Police Department Administration with written advance notice, in a manner prescribed by the Administration, and indicate thereon the expected starting date for such leave, the approximate date of delivery and anticipated return to duty.

2. Male Childrearing Leave

- a. When requested, a male employee shall be entitled to an unpaid childrearing leave of absence for up to 130 consecutive calendar days beginning on the date the employee's spouse gave birth to a child. Such leave shall be granted solely for the purpose of childrearing.
- b. Such leave shall be without pay except that the employee may use the accumulated vacation, holiday time and compensatory time off to which he is entitled to receive under the VACATION, HOLIDAY and OVERTIME Articles of this Agreement during such leave. The unpaid portion of such leave together with the paid portion shall not exceed 130 consecutive calendar days. Under no circumstances shall an employee be entitled to receive the benefits provided under the SICK LEAVE and INJURY PAY Articles of this Agreement during a period of a childrearing leave.
- c. A male employee making application for a childrearing leave shall provide the Police Department Administration with written advance notice, in a manner prescribed by the Administration, and indicate thereon the starting date of such childrearing leave and the anticipated date such leave will end.

3. Unpaid Childrearing Leaves of Absence Involving Adopted Children

- a. When requested, an employee shall be granted an unpaid special childrearing leave of up to 130 consecutive calendar days in the event such employee legally adopts a child under age five and the terms of the adoption require the presence of one adoptive parent with the child. The employee shall be required to provide documentation of such adoption to the Police Department Administration. Such leave shall begin on the

effective date of placement of the adopted child in the employee's home.

b. Such leave shall be without pay except that the employee may use the accumulated vacation, holiday time and compensatory time off to which he/she is entitled to receive under the VACATION, HOLIDAY and OVERTIME Articles of this Agreement during such leave. The unpaid portion of such leave, together with the paid portion, shall not exceed 130 consecutive calendar days. Under no circumstances shall an employee be entitled to receive the benefits provided under the SICK LEAVE and INJURY PAY Articles of this Agreement during a period of a special childrearing leave.

c. An employee making application for a special childrearing leave for adoption purposes shall provide the Police Department Administration with written advance notice, in a manner prescribed by the Administration and indicate thereon the starting date of such special childrearing leave and the anticipated date such leave will end.

4. Reinstatement

a. Unpaid Leave of Absence Less Than 90 Days

An employee requesting a return to duty from an authorized leave of absence provided hereunder that is of less than 90 consecutive calendar days in duration shall submit such request in writing to the Police Department Administration sufficiently in advance of the date on which return to duty is requested to allow for either normal processing of payroll records prior to reinstatement to duty from an unpaid leave status (maternity leave) or, for this processing and the Departmental medical examination required in subsection 4.c. of this Article, below, (childrearing leave). An employee meeting the requirements of subsection 4.c. shall be reinstated to the position classification he/she occupied immediately prior to such leave as of the date he/she requested return to duty.

b. Unpaid Leave of Absence Equal to Or Greater Than 90 Days

An employee requesting a return to duty from an authorized leave of absence provided hereunder that is of 90 consecutive calendar days in duration or longer shall submit

1 such request in writing to the Police Department Administration sufficiently in
2 advance of the date on which return to duty is requested to allow for either normal
3 processing of payroll records prior to reinstatement to duty from an unpaid leave status
4 (maternity leave) or, for this processing and the Departmental medical examination
5 required in subsection 4.c. of this Article, below. An employee meeting the
6 requirements of subsection 4.c., below, shall be reinstated to the position classification
7 he/she occupied immediately prior to such leave as follows:

8 (1) If a vacancy exists in such position classification on the date such employee
9 requests return to duty, then the employee's reinstatement shall be effective on
10 that date.

11 (2) If no vacancy exists in such position classification on the date such employee
12 requests return to duty, then the employee's reinstatement shall be effective on
13 the first date following the requested date that such vacancy occurs.

14 c. Departmental Medical Certification Requirement

15 Prior to his/her return to duty from an authorized childrearing leave provided
16 hereunder the employee shall be required to provide medical certification from their
17 personal physician establishing the employee's fitness for return to duty. Fitness for
18 return to duty requirements from unpaid maternity leave status shall be as provided for
19 in subsection 1.a.(4).

20 5. Administration

21 a. During his/her probationary period an employee in the Police Officer job classification
22 shall not be eligible for the child-rearing benefits provided herein. This requirement
23 shall not apply to the maternity portion of the leave provided by subsection 1.a. of this
24 Article, above.

25 b. Off-duty employment for an individual during a leave of absence provided hereunder
26 shall be governed by the provisions of the OFF-DUTY EMPLOYMENT Article of
27 this Agreement; the terms and conditions under which such off-duty employment is
28 permitted shall be the same as those applicable to employees in active service.

- 1 c. No benefits, including salary step increments, shall accrue to the individual during the
2 unpaid portion of such leave.
- 3 d. An employee who has been reinstated to duty from an unpaid childrearing leave
4 granted for the birth, or adoption, of his/her child shall not be permitted an additional
5 period of unpaid childrearing leave for that child.

6 Effective upon the implementation date of the parties 2023 – 2026 Labor Agreement, this Article
7 shall be renamed Paid Parental Leave and employees shall be eligible for the benefits contained
8 herein. Any employee who takes leave prior to the effective date shall be governed by the original
9 language of the Article:

10 **PAID PARENTAL LEAVE**

11 1. Definitions

12 The following definitions shall be used solely for the purpose of computing current and
13 prospective benefits:

14 a. Hours Worked: Includes hours paid but not worked, such as vacation, sick, or injury
15 leave. Hours worked does not include unpaid leaves of absence.

16 b. Parent: Includes biological parent, foster parent, adoptive parent, stepparent, legal
17 guardian, intended parents, or individuals *in locos parentis*, individual acting in place of
18 a parent, Parent does not include individuals serving as surrogates.

19 • Intended Parent(s): Person or persons who become(s) the legal parent of a child
20 born through surrogacy.

21 • Surrogate: An individual carrying a child for intended parent(s)

22 c. Qualifying Event: A employee shall be eligible for paid parental leave (PPL) for any of
23 the following events:

24 • Birth of a child

25 • Stillbirth after twenty (20) weeks of pregnancy for the birthing parent

26 • Adoption, foster, guardian, or *in locos parentis* placement of a child under the
27 age of five (5) years

1 • Miscarriage prior to twenty (20) weeks, the birthing parent shall be eligible for
2 up to two (2) weeks of PPL

3 • A birthing parent who experiences incapacity related to pregnancy or serious
4 health conditions following the birth of a child shall be eligible for up to four (4)
5 weeks of paid leave in addition to the six (6) weeks of PPL

6 2. Eligibility: If an employee is a parent the employee shall be eligible for leave for one (1)
7 qualifying event per calendar year, subject to the following taking place: the employee
8 shall have completed a minimum of 1,000 hours worked, excluding unpaid leaves of
9 absence, in a position represented by this labor agreement as listed in the RECOGNITION
10 Article in the twelve (12) months prior to the start date of leave. If an employee becomes
11 eligible within sixteen (16) weeks of the qualifying event, paid parental leave will become
12 available on the date the employee has met the eligibility requirements. Additional leave
13 will not be available for an employee who has more than one (1) qualifying event in a
14 single calendar year.

15 3. An employee shall be compensated at their regular rate of pay, not including overtime
16 and/or compensatory pay.

17 4. Use of Leave: Leave shall run concurrently with any state or federal family leave to which
18 the employee may be eligible. The leave shall begin within sixteen (16) weeks, continuous,
19 of the qualifying event or intermittently for eligible qualifying events. Intermittent use of
20 leave shall only be utilized in the case of birth or placement qualifying events. The last
21 segment of intermittent leave must begin within the sixteen (16) week period of the
22 qualifying event. There shall be no deferment of leave time. In the case of miscarriage or
23 stillbirth, leave must be taken immediately at the time of the qualifying event.

24 a. Parents who both work for the city are eligible to take their individual leave separately
25 or concurrently.

26 b. For placement due to adoption, foster, guardian, or *in locos parentis*, leave cannot be
27 taken prior to physical placement of the child.

1 c. Leave is only available as long as the employee has a continuing parental role with the
2 child whose birth or placement was the basis for the leave entitlement.

3 5. Relation to Other Leave Time:

4 a. Employees shall continue to accrue sick leave and vacation time while on PPL. PPL
5 may be used prior to other accrued leave.

6 b. The non-birthing parent is required to use the funeral leave benefits provided under
7 Article 23 of the labor agreement in the event of miscarriage or stillbirth regardless of
8 when the miscarriage or stillbirth occurs. The birthing parent who is utilizing PPL shall
9 not be eligible for the funeral leave benefits provided under Article 23 of the labor
10 agreement for the same qualifying event.

11 c. Employees not able to use scheduled vacation during the period of their leave shall
12 have their unused vacation rescheduled by the Police Department Administration when
13 they return to duty, if it is possible to do so, before the end of the fiscal year. In the
14 event the Police Department Administration is unable to reschedule all of the
15 employee's remaining unused vacation before the end of the fiscal year, the employee
16 shall be entitled to receive a lump sum payment equivalent to the dollar value of the
17 remaining unused vacation at the end of the fiscal year, computed on the basis of the
18 employee's base salary rate in effect at the time for which the vacation was originally
19 scheduled. This lump sum payment shall be made as soon as is administratively
20 practicable following the end of the fiscal year. The lump sum payment shall not be
21 construed as being part of the employee's base salary and shall not be included in the
22 computation of any fringe benefits enumerated in this Agreement. The lump sum
23 payment shall not have any sum deducted for pension benefits nor shall it be included
24 in any computation establishing pension benefits or payments. When authorized by the
25 Police Department Administration, an employee may elect to carry over into the next
26 succeeding fiscal year any remaining unused vacation that the Police Department
27 Administration was unable to reschedule by the end of the fiscal year, instead of the
28 lump sum payment provided above. The vacation carried over shall be used by March 1

1 of the next following fiscal year or the employee will lose all rights to it, including all
2 rights to the lump sum payment provided above. The scheduling of carried-over
3 vacation shall be subject to availability of the dates requested by the employee, require
4 prior approval by the employee's Commanding Officer and in no way affect the
5 scheduling of other employees' vacations.

6 6. Procedures for administration of PPL shall be as developed by the Department of
7 Employee Relations, pursuant to Chapter 350-39(3) of the Milwaukee Code of Ordinances
8 and SOP 080 – Family Medical Leave Act and Other Leaves as developed by the
9 Milwaukee Police Department.

10 If additional leave time is needed by an employee the employee shall follow applicable department
11 SOP to request such leave.
12

ARTICLE 53

OFF-DUTY EMPLOYMENT

1. Except as otherwise herein provided, employees covered by this Agreement shall devote their whole time and attention to the service of the Police Department and they are expressly prohibited from engaging in any other business or occupation. Employees covered by this Agreement shall be permitted to work up to thirty-two (32) hours maximum biweekly (but no more than 20 in any one calendar week) on a non-cumulative basis in another business or occupation provided that such employment is approved by the Chief of Police; and provided further that such employment does not occur while the employees are on sick leave or duty-incurred injury leave or during a period of an existing emergency; and provided further that such employment does not interfere with the rights of the Chief of Police to schedule or assign overtime. During non-segmented vacation periods, employees shall be permitted to work up to forty (40) hours maximum per week in another business or occupation, subject to the provisions of this subsection.
2. The Chief of Police shall have the right to establish Rules and Regulations to administer and control the off-duty employment benefits provided in Subsection 1 of this Article.
3. For information purposes only, once per calendar year, the Department shall provide the Association with a list of jobs that were approved in the previous calendar year pursuant to this Article.

ARTICLE 54

DUTY ASSIGNMENT

An employee shall, upon appointment and after taking and subscribing his or her oath of office, be assigned to night duty in a police district designated by the Chief of Police. Employees shall be assigned to day duty according to seniority in their respective ranks and positions. A day duty assignment is any assignment that begins after 5:00 am and prior to 11:00 am. A night duty assignment is any assignment that begins no earlier than 11:00 am and no later than 12:00 am. Temporary exceptions to such shift assignments may be made in accordance with existing Departmental practices.

ARTICLE 55

POLITICAL LEAVES OF ABSENCE

1. Subject to the provisions of 5 United States Code sections 1501-08, as amended, if and when an employee chooses to run for political office, he or she shall notify the Chief of Police of his or her intention and, if there is a contest, may file a request for a leave of absence:
 - a. Any such request for leave of absence shall be granted and shall take effect no later than the date on which the nomination papers are filed for the political office in question.
 - b. While engaged in political activity, the person, i.e., candidate, shall not communicate with any person who is serving in the Milwaukee Police Department who is subordinate to that person for any political purpose whatsoever.
 - c. It shall be improper for such persons to require or request the political service or political support of any subordinate.
 - d. Such person shall not use the influence of his/her office for political purposes.
2. The requirement that an employee file for a leave of absence after deciding to run for political office shall not apply if the political office is a non-partisan, part-time position.

ARTICLE 56

COPIES OF MEMOS AND ORDERS

1. The Chief of Police will provide the Milwaukee Police Association with a copy of all Departmental memos and orders issued on or after January 1, 1985, affecting wages, hours and conditions of employment that do not pertain to confidential police matters. Insofar as is administratively practicable, any such memos and orders will be available for pickup by the MPA at the Police Department Personnel Bureau immediately following their issue; any such memos and orders not picked up will be mailed to the MPA on the Friday following their issue.
2. In addition to the memos and orders provided to the Association under subsection 1, above, the Association shall be provided copies of the Rules and Regulations and copies of Job Descriptions and Position Responsibilities for job classifications listed in Article 2, Recognition. Current copies of the items listed in this subsection will be provided to the Association. As they occur, updatings of these items shall be made available to the Association under the same terms and conditions set forth in subsection 1, above.

ARTICLE 57

JOINT LABOR/MANAGEMENT COMMITTEES

1. Effective September 1, 1987, a joint labor/management committee shall be established to discuss matters relating to uniforms, equipment and safety. These discussions shall include, but not be limited to: body armor replacement, body armor vendor (effective May 26, 1989), full sized cars, air bags, protective gloves, masks for CPR and larger squad car fire extinguisher. The committee shall consist of two (2) representatives designated by the Chief of Police, two (2) representatives designated by the Association and a mutually agreed upon facilitator, hired for the purpose of working with committee members to resolve issues under discussion. The facilitator will be funded through the Division of Labor Relation's budget.
2. Effective May 26, 1989, a new Joint Labor-Management Committee shall be established. The committee shall discuss under filling and shall consist of two representatives designated by the Chief of Police and two representatives designated by the MPA.
3. Effective the month next following the execution date of this Agreement, a joint labor/management committee shall be established to discuss the status of the Appendices to the successor agreement to the 1998-2000 City/MPA Agreement. The committee shall consist of two (2) representatives designated by the Chief of Police and two (2) representatives designated by the MPA.
4. Effective the month next following the execution date of this Agreement, a joint labor/management committee shall be established to discuss long term disability, health and dental benefits as well as cost containment measures. Effective at the execution of this Agreement this committee shall include discussions regarding HMO coverage for retirees living outside HMO coverage zones. The committee shall consist of two representatives designated by the Association and two representatives designated by the City.
5. Effective the month following the execution date of the 2004-2006 Agreement, a joint labor management committee shall be established to discuss the Early Intervention Program. The committee shall consist of two representatives designated by the Association and two

representatives designated by the Chief of Police.

6. The committees' recommendations, if any, shall be by consensus and shall be made to the City Labor Negotiator. Such recommendations shall be advisory only and shall not be binding on the parties.

ARTICLE 58

LEGAL EXPENSES LIABILITY

1. When the City receives a claim for payment in accordance with and that meets the requirements of Wis. Stat. § 895.35(2) made by or on behalf of an employee represented by the Association, the City will request that such claim be placed on a Common Council Committee agenda within one hundred and eighty (180) days following receipt of the claim. However, the parties understand that such request may not be made within 180 days if there are processing delays caused by the employee or by the employee's legal counsel.
2. When the City receives a claim for payment in accordance with Wis. Stat. § 895.35(1) made by or on behalf of an employee represented by the Association, the City will request that such claim be placed on a Common Council Committee agenda within one hundred and eighty (180) days following receipt of the claim. However, the parties understand that such request may not be made within 180 days if there are processing delays caused by the employee or by the employee's legal counsel.
3. The parties agree that the arbitrator or permanent umpire's authority with respect to this Article shall be limited to whether or not the City requested that a claim be placed on a Common Council Committee agenda within the time periods described in subsections 1 or two, herein.
4. This Article is effective for all new claims received after the execution date of the Agreement.

1 **ARTICLE 59**

2 **AID TO CONSTRUCTION OF PROVISIONS OF AGREEMENT**

- 3 1. It is intended by the parties hereto that the provisions of this Agreement shall be in harmony
4 with the duties, obligations and responsibilities which by law are delegated to the Common
5 Council, the Fire and Police Commission and the Chief of Police and these provisions shall
6 be interpreted and applied in such manner as to preclude a construction thereof which will
7 result in an unlawful delegation of powers unilaterally delegated to them.
- 8 2. The City shall administer and control the Articles and provisions of this Agreement.
- 9 3. The parties hereto recognize that those rules and regulations established and enforced by the
10 Fire and Police Commission and/or the Chief of Police, which affect the wages, hours, and
11 working conditions of the police officers included in the collective bargaining unit covered by
12 this Agreement are subject to the collective bargaining process pursuant to Section 111.70,
13 Wisconsin Statutes.
- 14 4. The provisions of this Agreement are binding upon the parties for the term thereof. The
15 Association having had an opportunity to raise all matters in connection with the negotiations
16 and proceedings resulting in this Agreement is precluded from initiating any further
17 negotiations for the term thereof relative to matters under the control of the Common Council,
18 the Chief of Police or the Board of Fire and Police Commissioners, including rules and
19 regulations established by the Board of Fire and Police Commissioners and the Chief of
20 Police.
- 21 5. During the term of this Agreement prior to the establishment of new rules or regulations, or
22 changes in existing rules or regulations that do not fall within the City's unfettered
23 management functions, the Association shall be afforded the opportunity to negotiate with the
24 Chief of Police as follows:
25 Whenever the Chief of Police proposes to establish a new rule, or make a change in
26 an existing rule, if such proposal in its operation will affect wages, hours or conditions
27 of employment of members of the bargaining unit represented by the Milwaukee

Police Association, hereinafter referred to as "Association," he or she shall present his or her written proposal to the President of the Association. At a mutually agreed to time, not more than 30 days following such presentment, the Chief of Police shall meet in good faith with the representatives of the Association with the intent to reach an agreement consistent with the Chief of Police's powers, duties, functions, and responsibilities under law. If no agreement is reached between the Chief of Police and the Association within 30 days of such initial meeting, the Chief of Police may establish the proposed new rule or the proposed change in an existing rule unilaterally, subject to the prior approval to the Board of the Fire and Police Commissioners. In case of emergency, the emergency to be determined by the Chief of Police, the Chief shall have the right to establish or modify a rule or rules unilaterally and such rule or rules shall become effective immediately. The Chief shall immediately inform the Board of Fire and Police Commissioners, in writing, of the rule change and the reason therefore and said rule shall remain effective until the next meeting of the Board.

6. Any rules or regulations of the Milwaukee Police Department affecting wages, hours, or conditions of employment promulgated by the Chief of Police after negotiation but without agreement may be tested relative to whether they violate the specific provisions of this Agreement as well as the propriety of their application in accordance with the provisions of this Agreement pertaining to grievances and arbitration.

ARTICLE 60

NOTICES

1. All notices required to be sent by the Association to the City shall be sent in writing by certified mail to the City Labor Negotiator.
2. All notices required to be sent by the City to the Association shall be sent in writing by certified mail to the offices of the Association.
3. Subject to their mutual consent, the City and Association may waive the certified mail requirements provided above where they deem it appropriate.
4. If either party to this Agreement intends to file an action against the other party with the WERC, it shall provide the other party with a copy of the documents filed with the WERC in the matter at the same time it serves notice of its action pursuant to applicable legal requirements. If the action is filed by the Association, such copy shall be provided to the City Labor Negotiator; if it is filed by the City, such copy shall be provided to the president of the Association.

ARTICLE 61

ASSIGNMENTS MADE CONSISTENT WITH EMPLOYEE'S MEDICAL CAPABILITIES

1. If an employee is ineligible for the disability benefits provided by the ERS Act, or by Chapter 35 of the Milwaukee City Charter, in accordance with the terms and conditions established thereunder for that purpose and if the employee is ineligible to receive the sick leave or injury pay benefits provided by this Agreement for reasons other than that the benefits have been exhausted, the Chief of Police shall assign the employee to perform duties structured consistent with the employee's medical capabilities within the Police Department that have historically been performed by members of the Association bargaining unit (including, but not limited to, temporary or permanent assignments to the Communications Division, Criminal Investigation Bureau or Property Control Division).
2. In the event of a dispute over such assignment made by the Chief of Police, the employee shall have the right to grieve and the right to arbitrate under the Grievance and Arbitration Procedure provisions of this Agreement except that instead of being appealable to an arbitrator or permanent umpire, the dispute shall be appealable to a panel consisting of the three physicians, one physician to be designated by the Association, one physician to be designated by the Chief of Police and the third physician to be selected by agreement of the other two physicians. The panel's jurisdiction shall be limited to deciding the medical appropriateness of the Chief's assignment. Decisions made by the panel on matters which are properly before it shall be by majority action and shall be final and binding on the parties. All other provisions of the Grievance and Arbitration Procedure shall remain unchanged and in full force and effect.
3. The provisions of this Article shall only cover assignments made by the Chief of Police.

ARTICLE 62

PARKING ALLOWANCE BENEFITS FOR POLICE ADMINISTRATION BUILDING EMPLOYEES

1. An employee with a regular Departmental assignment that requires him/her to work at or report to a Police Administration Building (PAB) work location at the start of his/her regular work shift as of the 15th day of a calendar month shall be eligible for a Regular Parking Allowance benefit for that calendar month; such an employee shall be termed an "eligible employee." The City shall reimburse an eligible employee the basic/general parking rate in effect at the time of reimbursement. 2. The City shall provide the Association with a list of City-approved parking facilities and will notify the Association of any change that the City may from time to time make in this list at least sixty (60) calendar days prior to the effective date of such change. Eligible employees shall be entitled to receive either a Regular Parking Allowance benefit under the terms and conditions hereinafter provided:

a. Regular Parking Allowance Benefit

In order to receive a Regular Parking Allowance benefit for a calendar month, an eligible employee must purchase a monthly parking permit for that month from a parking facility on the City-approved list, endorse the permit (or permit stub/receipt deemed acceptable to the Department, whenever the employee must retain the permit in order to receive parking benefits) by indicating his/her signature and payroll number on the portion of his/her monthly parking permit he/she receives from the vendor and submit the endorsed permit (or acceptable permit stub/receipt) to the Police Department Administration no later than the 15th day of the calendar month covered by the monthly permit (i.e., the 15th of April for the month of April). Following the Department's receipt of the endorsed permit (or acceptable permit stub/receipt), the employee shall be entitled to receive reimbursement of the current parking rate at the time of reimbursement.

Payments provided hereunder shall be made as soon as administratively practicable after the close of the calendar month covered by the permit. Except as provided in subsection 3, below,

only approved parking facilities' monthly parking permits that are properly endorsed shall be covered by the benefits provided herein.

3. The Association recognizes that there are a limited number of parking spaces available at City approved parking facilities; accordingly, monthly parking permits for these spaces will be sold to eligible employees on a first-come, first-served basis, subject to their availability. During a calendar month when no monthly parking permit at any City-approved parking facility(ies) is(are) available because the vendor(s) has(have) determined that no space is available, the City will honor monthly parking permit receipts from parking facilities not on the City-approved list that are within the geographic area bounded by Michigan Avenue on the south, North 12th Street on the west, West Juneau Avenue on the north and North Van Buren Street on the east. The employee shall endorse the receipt by indicating his/her signature and payroll number on the monthly parking permit receipt and shall submit the endorsed parking permit receipt to the Police Department Administration no later than the 15th day of the calendar month covered by the monthly permit (i.e., the 15th of April for the month of April). Following submission of the parking permit receipt to the Police Department Administration, the employee shall be entitled to receive a monthly parking benefit for the month covered by the parking permit under the same terms and conditions provided in paragraph 2, above.

4. Daily Parking Receipts

During a calendar month when no monthly parking permit is available to an employee under the provisions of either paragraph 2 or 3, hereof, because no space is available, the City will honor daily parking receipts from parking facilities within the geographic area described in paragraph 3, hereof, subject to the employee submitting a form prescribed by the Department to the Police Department Administration within five consecutive calendar days following the close of the calendar month. The form shall contain the following information:

- a. The employee's name, signature, and payroll number;
- b. A listing of each individual daily parking receipt for the calendar month indicating the date and amount arranged in date order with a total amount ("total amount") for the calendar month plainly indicated; and

1 c. All of the daily receipts for the calendar month stapled to the back of the form.

2 Following submission of the prescribed Departmental form to the Police Department
3 Administration, the employee shall be entitled to receive a monthly parking benefit for the
4 calendar month covered by the daily parking receipts. Such benefit shall be in lieu of the
5 monthly parking benefits provided under paragraphs 2 and 3.

6 5. No employee shall be eligible for the parking benefits provided by the Parking during Court
7 Overtime Appearance paragraph of this Agreement for a calendar month for which he/she
8 receives benefits hereunder.

9 6. The benefits provided hereunder are intended to be used by an employee only for the purpose
10 of commuting to and from his/her Departmental work location in connection with his/her City
11 employment. The use of a parking permit by an employee for any other purpose during a
12 calendar month shall disqualify the employee from the benefits provided hereunder for that
13 calendar month.

14 7. Payments made under the provisions of this Article shall not be construed as being part of
15 employees' base pay and shall not be included in the computation of any fringe benefits
16 enumerated in this Agreement. Any payment made under the provisions of this Article shall
17 not have any sum deducted for pension benefits nor shall such payments be included in any
18 computation establishing pension benefits or payments.

19 8. The City shall be held harmless against any and all claims, actions and lawsuits relating to
20 theft or personal property damage brought against the City by employees using parking
21 facilities pursuant to the parking allowance benefits provided herein. The City shall be held
22 harmless against any and all claims, lawsuits, actions, damages and judgments due to the
23 employee's operation of his or her private vehicle at parking facilities which are subject to the
24 parking allowance benefits provided herein. Nothing herein would operate to relieve the City
25 of any liability it may have arising from its actions or omissions or preclude the employee
26 from pursuing any rights or claims he/she may have under Wisconsin State Statute 895.46.
27

ARTICLE 63

DRUG TESTING

MILWAUKEE POLICE DEPARTMENT DRUG TESTING POLICY STATEMENT

The Milwaukee Police Department is charged with enforcing all laws and ordinances and with maintaining a safe and peaceful community. The pervasive risk of harm caused by drug trafficking and illegal drug use by members of the Police Department creates a clear and present danger to the safety of the public and fellow law enforcement officers. The illegal use of drugs cannot and will not be tolerated within the Milwaukee Police Department. The law enforcement profession has several uniquely compelling interests that justify the use of employee drug testing. The public has the right to expect that those who are sworn to protect them are at all times both physically and mentally prepared to assume these duties. There is sufficient evidence to conclude that the use of controlled substances and other forms of drug abuse can seriously impair an employee's physical and mental health, and thus, job performance. Where law enforcement officers participate in illegal drug use and drug activity, the integrity of the law enforcement profession and public confidence in that integrity is destroyed. This confidence is further eroded by the potential for corruption created by drug use.

Therefore, in order to ensure the integrity of the Milwaukee Police Department and to preserve public trust and confidence in a fit and drug free law enforcement profession, the Department shall implement an expanded drug testing program to detect illegal drug use by sworn employees. Officers of all ranks will be randomly tested in such numbers as to ensure that a credible deterrent exists to illegal drug use.

MILWAUKEE POLICE DEPARTMENT DRUG TESTING PROGRAM

(Provisions applicable to MPA-represented Department Members)

I. DRUG TESTING PROGRAM DESCRIPTION

- A. The term "Department" as used herein shall mean the Milwaukee Police Department.
- The term "member" shall mean a Department employee in the WERC - certified Department bargaining unit represented by the MPA.

1 B. Members shall be subject to drug testing under the following circumstances:

- 2 1. Where facts or circumstances are sufficient to constitute reasonable suspicion
3 that a Department member is illegally using drugs.

4 NOTE Reasonable Suspicion exists when evidence or information which
5 appears reliable is known to the police supervisor and is of such weight and
6 persuasiveness as to make the supervisor, based upon/his/her personal judgment
7 and experience, reasonably suspect that member of the department is
8 illegally using drugs. A reasonable suspicion that a member is illegally using
9 drugs must be supported by specific articulable facts from which rational
10 inference may be drawn. Reasonable suspicion cannot be based upon mere
11 "hunch" or solely upon poor work performance. If suspicion of drug use is based
12 upon observation of the suspected member's physical appearance, at least two
13 (2) supervisors must make observations.

- 14 2. Whenever a member is directly involved in an incident that results in death, or
15 great bodily harm as defined by State Statute.

- 16 3. Whenever a member is on probation, the member shall be tested prior to
17 completion of the member's probation period. Completion of the member's
18 probation period shall be contingent upon passing the drug test.

- 19 4. Whenever a member is eligible for promotion (including reclassifications), the
20 member shall be tested prior to promotion. Promotion shall be contingent upon
21 passing the drug test.

- 22 5. Whenever a member is returning from a leave of absence that exceeds 90
23 consecutive calendar days in duration. Reinstatement to the Department from
24 the leave of absence shall be contingent upon passing the drug test.

- 25 6. Random Drug Testing

- 26 a. Periodically a list of Department members selected for drug testing shall
27 be generated by an independent secure random selection process. The
28 frequency of random testing, and sampling rate, shall be as prescribed

1 from time to time by the Chief of Police. The independent agency
2 providing the random selection process shall be prescribed by the Chief.
3 Such independent agency shall be provided with a list of all Department
4 members covered by random drug testing encoded so that only the Chief
5 of Police and the Commanding Officer of the Professional Performance
6 Division know the identity of the Department members.

7 b. The Chief may increase the frequency of random testing, and sampling
8 rate over and above the frequency of random testing and sampling rate he
9 prescribes from time to time under paragraph 6.a., hereof, for members
10 assigned to the following Department Units: Vice Control Division,
11 Tactical Enforcement Unit, Property Control Section (only those persons
12 directly involved in the custody and handling of illegal drugs),
13 Professional Performance Division and, the Intelligence Division. If
14 subsequent Departmental reorganization results in modifications to any of
15 these units, the function performed by a unit as it is presently constituted,
16 shall continue to be covered hereunder no matter how such unit is
17 constituted following a future reorganization.

18 c. Members selected to be tested shall be notified by their Commanding
19 Officer, who shall give them a written order to report for testing. A copy
20 of such written order shall not be entered into a member's personnel file,
21 but shall be retained by the Department in a file kept at the Professional
22 Performance Division. Effective Pay Period 21, 2025 (September 28,
23 2025), Members shall acknowledge receipt of the written order provided,
24 above, via signature witnessed by the Commanding Officer. Refusal to
25 provide a signature shall be grounds for discipline.

26 d. All members on paid leave who are selected for drug testing pursuant to
27 paragraphs 6.a. or 6.b., hereof, shall not be required to participate in such
28 test, except those members having the following status as of the notice of

selection:

- (1) Members on sick or injury leave who have received permission to leave the residence to further recuperation;
- (2) Members on compensatory time off authorized after the selection notice; or
- (3) Members on "suspended with pay" or "dismissed with pay pending appeal" status.

- e. Members on regular off days shall not be subject to random drug testing.
- f. Any member selected for testing who claims inability to participate due to medical reason shall be examined by a physician designated by the Chief. The physician shall determine if such member may be excused from the test. If such member is excused from a scheduled test, he/she shall be rescheduled for testing as soon as possible, irrespective of any random sampling selection.

7. Members having sensitive assignments, referenced in paragraph 6.b., hereof, shall be subject to drug testing upon entering and leaving these assignments, as well as on an annual basis while serving in such assignments.

C. Refusal to submit to a drug test shall result in immediate suspension and discipline up to and including dismissal from the Department. Attempts to alter or substitute a test sample provided by the member being tested shall be deemed a refusal to submit to a drug test. When the member appears unable to give a specimen at the time of the test, testing personnel shall document the circumstances on the drug-test report form. The member shall be permitted no more than three (3) hours to give a sample, during which time he/she shall remain in the testing area, under observation. Reasonable amounts of water may be given to the employee to encourage urination. Failure to submit a sample shall be considered a refusal to submit a drug test.

D. Testing Procedure

1. The current testing procedure shall be continued. This procedure is currently

administered by Aurora Consolidated Laboratories. Nothing herein shall prohibit the Chief of Police from changing the provider of this procedure, so long as the new provider is DHHS-certified and performs the procedure pursuant to DHSS standards.

2. Substances to be tested for include:

Amphetamines	Opiates
Canabinoids	Phencyclidine (PCP)
Cocaine	

Nothing herein shall prohibit the Chief of Police from amending this list of substances, so long as the added substance is one for which DHHS has adopted a quantitative standard for a positive test finding for the substance; the Department will notify the MPA of amendments to this list of substances.

3. Split Samples

At the collection site, the technician shall either collect the specimen in two containers or shall collect the specimen in one container and shall then split the specimen into two containers. One sample (the primary sample) shall be tested by the City-designated testing laboratory. The other sample (the split sample) shall be stored by the testing laboratory should a verified confirmed positive result from the test of the first sample.

If a verified, confirmed positive result is obtained from the test of the primary sample, the member shall be informed that he/she has 72 hours to notify the Medical Review Officer (MRO) that he/she wishes to challenge the test result by means of independent testing of the split sample. The member must so notify the MRO in writing within 72 hours of the member's being notified that his/her test was verified confirmed positive for the presence of a drug. Upon such a challenge, the split sample retained by the testing laboratory for use by the member shall be forwarded by the testing laboratory to a DHHS-certified laboratory selected by the member from a list of four such laboratories designated by the City.

1 All costs associated with the testing of the split sample shall be borne by
2 the member, provided however, if the test of the split sample does not indicate
3 a positive drug test result, then the Department shall reimburse such member for
4 the costs of testing the split sample. Testing of split samples shall be conducted
5 pursuant to the retesting provision described in the Federal Guidelines.

- 6 4. All test results shall be reviewed and interpreted by a Medical Review Officer
7 (MRO) who shall be a licensed physician with knowledge of substance abuse
8 disorders, designated by the Chief. The MRO shall examine alternative medical
9 explanations for any confirmed positive test result. This action may include
10 conducting a medical interview with the individual, review of the individual's
11 medical history, or review of any other relevant biomedical factors. The MRO
12 shall review all medical records made available by the tested individual when a
13 confirmed positive test could have resulted from legally prescribed medication.
14 The MRO shall forward the results of his/her review to Chief of Police and/or
15 Commanding Officer of the Professional Performance Division.

16 II. ACCESS TO TEST RESULTS

17 Confirmed positive drug test results verified by the MRO shall be made available only to the
18 following:

19 Chief of Police

20 Commanding Officer of the Professional Performance Division

21 III. ADMINISTRATION/DISCIPLINARY ACTION

- 22 A. A member, who has been ordered to take and has taken, a drug test based on either
23 reasonable suspicion, or the requirements of paragraph I.B.2., hereof, shall not be
24 subject to disciplinary action until the test results are received by the Department.
25 During that period, however, the member may be required to surrender his/her
26 weapon, badge, I.D. card, cap shield, and callbox key, and may be suspended with pay.
27 This action shall be accomplished most discreetly and, whenever possible, without
28 advising other personnel of the reasons.

1 B. All discipline involving a member who has a confirmed positive test for illegal drug
2 use, verified by the MRO, shall be administered by the Chief; such discipline may
3 include dismissal from the Department. A challenge to a confirmed positive test result
4 by a member shall not affect or delay the effective date of discipline imposed against
5 the member pursuant to this section. The Department's position is that any member
6 proven to have illegally used drugs should be dismissed for such use, subject only to
7 the discretion of the Chief and review of the Fire and Police Commission.

8 IV. EXCLUSION OF TEST RESULTS FROM CRIMINAL PROCEEDINGS

9 Drug test results obtained through the Milwaukee Police Department Drug Testing Program
10 may not be used as evidence against an officer in a criminal nor in a municipal ordinance
11 violation proceeding.

12 V. CONFIDENTIALITY

13 A. Except as provided in paragraph V.B., below, there shall be no dissemination of an
14 individual member's drug test results (including documentation or information
15 contained therein) to the public.

16 B. The provisions of paragraph V.A., hereof, shall not apply to an individual member's
17 drug test results in the following circumstances:

18 (1) Disciplinary hearings, or appeals therefrom, occasioned by such individual
19 member's drug test results.

20 (2) Non-disciplinary administrative hearings, or appeals therefrom, when such
21 individual member's drug test results would be relevant to such hearings/appeals.
22

1 **ARTICLE 64**

2 **INTERPRETER/TRANSLATOR PAY**

- 3 1. The Chief of Police retains the right to direct employees to perform interpreter/translator
4 duties consistent with employees' capabilities for such duties and the needs of the Police
5 Service.
- 6 2. An employee in active service and in a classification covered by this Agreement performing
7 authorized interpreter/translator duties as a result of:
 - 8 a. Direction from the employee's commanding officer; or
 - 9 b. The employee's response to a request for an interpreter/translator broadcast over the
10 MPD radio network (in the event more than one employee responds to such a request,
11 only those employees actually needed to perform interpreter/translator duties shall be
12 entitled to receive the Interpreter/Translator Pay)
13 shall be entitled to receive premium pay equal to \$2.50 per hour in addition to his/her
14 base salary for each actual hour or nearest 0.1 of an hour spent performing such
15 interpreter/translator duties. Such premium pay shall be termed
16 "Interpreter/Translator Pay." Interpreter/Translator Pay shall always be compensated
17 at a flat rate of \$2.50 per hour irrespective of whether the employee is in premium pay
18 status. An employee who is authorized to perform interpreter/translator duties shall
19 receive a minimum of \$2.50 for each separate occasion he or she is so authorized.
20 Interpreter/Translator Pay shall be subject to the terms and conditions provided in
21 paragraphs 3. through 7., inclusive, below.
- 22 3. Interpreter/translator duties eligible for compensation hereunder shall be limited to authorized
23 duties performed by the employee involving interpretation and/or translation of a language
24 other than English at a level of competence deemed acceptable to the Department.
- 25 4. Interpreter/Translator Pay payments to employees entitled to receive them shall be made
26 quarterly during the calendar year on such dates as the Department shall prescribe.
- 27 5. Interpreter/Translator Pay shall only be granted when an employee is actually performing

1 interpreter/translator duties and shall not be granted when such an employee is directed to
2 perform other duties.

3 6. Payments made under the provisions of this Article shall not be construed as being part of
4 employees' base pay and shall not be included in the computation of any fringe benefits
5 enumerated in this Agreement.

6 7. Any payment made under the provisions of this Article shall not have any sum deducted for
7 pension benefits nor shall such payments be included in the determination of pension benefits
8 or other fringe benefits.
9

ARTICLE 65

ACCRUED TIME OFF DONOR PROGRAM

1. Members of the Association shall be permitted to donate accrued vacation time, time-off in lieu of holidays or compensatory time to a designated Association member, who has exhausted all of his/her accrued time off, including sick leave, because he/she is suffering from a major catastrophic illness or terminal illness, and is unable to work.
2. Donations shall be donated in increments of one (1) hour indicated on a "Notification of Intent to Donate Time" form. A separate form must be completed for each employee to whom time is being donated. Employees donating time shall not have any accrued time returned if the employee to whom time is donated does not utilize the entire donation.
3. An employee requesting donations of accrued time shall submit to the Department of Employee Relations an "Application for Accrued Time Off Donor Program" and a physician's statement certifying that the employee meets the program's medical requirements. The City reserves the right to require the employee to obtain a second opinion from a physician of the employee's choice and at the expense of the employee if not covered by the employee's health insurance provider. The decision of the Department of Employee Relations as to eligibility to receive donated time shall be final. After eligibility has been determined, an employee may not use donated time in excess of 2080 hours per illness.
4. Participation in the Accrued Time Off Donor Program by employees represented by the Association shall be subject to all terms and conditions governing the procedures for administration as developed by the Department of Employee Relations, pursuant to the Milwaukee Code of Ordinances Chapter 350-45.
5. This Program shall be effective only so long as a Common Council ordinance establishing and approving this Accrued Time Off Donor Program is in effect, and so long as the parties agree to continue this program.
6. Disputes arising from the administration of this benefit are not subject to the grievance procedures of this Agreement.

1 **ARTICLE 66**

2 **REAPPOINTMENT BENEFITS**

- 3 1. The provisions of this Article shall only be applicable to former Department employees who
4 have voluntarily resigned from, and have applied for reappointment to, the Department and
5 are recommended for reappointment to the Department by the Chief of Police and such
6 recommendation has been approved by the Fire and Police Commission.
- 7 2. A former employee shall be eligible for the Reappointment Benefits hereinafter provided if
8 all of the following eligibility requirements are met:
 - 9 a. The employee did not file an application with the Employees' Retirement System of
10 Milwaukee for return of his/her accumulated contributions credited to his/her annuity
11 account;
 - 12 b. The employee had successfully completed his/her recruit training and graduated from
13 the Training Academy as of the date of his/her separation from active service with the
14 Department prior to reappointment;
 - 15 c. The employee had not previously been reappointed to the Milwaukee Police
16 Department; and
 - 17 d. The length of time between the employee's effective separation from active service
18 with the Department and the date his/her written application for reappointment is filed
19 with the Office of the Chief of Police does not exceed sixty (60) calendar days.
- 20 3. For purposes of this Article a reappointed employee's old anniversary date shall be adjusted,
21 such that the amount of time the employee was separated from the Department is excluded
22 from active service time and a new anniversary date determined.
- 23 4. Benefits to which an employee is entitled upon reappointment:
 - 24 a. Pay Step Advancement
25 The reappointed employee's active service in the MPA classification he/she occupied
26 at the time of separation from the Department shall count as active service for the
27 purpose of computing his/her current and prospective pay step advancement.

1 b. Seniority

2 A reappointed employee's prior service in the MPA Bargaining Unit shall count as
3 active service for purposes of computing his/her current and prospective contractual
4 seniority benefits or those seniority benefits in effect by custom and practice at the
5 time the employee is reappointed to the Department. The reappointed employee shall
6 not be entitled to exercise seniority rights for purposes of picking vacation schedules
7 until the calendar year following the calendar year in which the employee is
8 reappointed.

9 c. Vacation Benefits

10 A reappointed employee shall have his/her prior active service in the Department
11 counted as active service for purposes of computing his/her current and prospective
12 vacation benefits.

13 d. Sick Leave Benefits

14 A reappointed employee shall be entitled to reinstatement of his/her earned and unused
15 sick leave credit at the time of his/her separation from the Department.

16 e. Promotional Exams

17 The period of separation shall not be deemed a break in continuous service for
18 purposes of eligibility to take promotional examinations if, and only if the reappointed
19 employee applied for reappointment with the Department within thirty (30) calendar
20 days from the effective date of his/her resignation from the Department.

- 21 5. An employee who applies for reappointment to the Department more than sixty (60) calendar
22 days after the effective date of the employee's separation from active service in the
23 Department, but before the time limit for applying for reappointment established by Fire and
24 Police Commission rules, may be reappointed to the Department subject to the Chief of Police
25 recommending that the employee be reappointed and subject to the Fire and Police
26 Commission's approval of the reappointment. Upon the Fire and Police Commission's
27 approval of the reappointment, the employee shall be reappointed as a new employee within
28 the classification he or she occupied as of the date of his or her separation and shall not be

entitled to the Reappointment Benefits provided herein.

6. Eligibility for pension, health/dental insurance and life insurance benefits shall be as provided respectively by the provisions of the ERS Act (Pension Law), contracts between the City and its health/dental insurance providers (Basic Plan as well as HMOs) and the contract between the City and its life insurance carrier. Nothing herein shall modify the terms and conditions of those provisions.

7. Except as specifically modified herein, all other benefits, including eligibility therefore, shall be provided under the same terms and conditions as these benefits are provided for by the City/Union Labor Agreement and/or City Ordinances in effect as of the date the Fire and Police Commission grants approval of the favorable reappointment recommendation received by the Chief of Police.

8. The Chief of Police and the Fire and Police Commission shall retain all their rights respecting reappointment of employees to the Department and nothing herein shall in any way be construed as a limitation on those rights. These rights include, but are not limited to, the right of the Chief of Police to recommend granting or denying reappointment to the Department and the right of the Fire and Police Commission to grant or deny reappointment to the Department.

9. The provisions of this Article shall be deemed effective for requests for reappointment made on or after May 16, 1995.

1 **ARTICLE 67**

2 **FIELD TRAINING OFFICER PREMIUM PAY**

- 3 1. The Chief of Police retains the exclusive right to make assignments of Field Training Officers
4 (FTO's) and Acting Field Training Officer from the ranks of employees in the Police Officer
5 classification. Such assignments shall be made in accordance with procedures established for
6 this purpose from time to time by the Chief.
- 7 2. The duties and responsibilities for the FTO assignment shall be as determined from time to
8 time by the Chief. An employee in the Police Officer classification assigned by the Chief as
9 a Field Training Officer or Acting Field Training Officer shall be entitled to receive premium
10 pay equal to \$2.00 per hour in addition to his/her base salary for each hour spent on duty while
11 so assigned, provided however, that such an employee shall not be entitled to this premium
12 pay for time spent at FTO training programs. Such premium pay shall be termed "FTO
13 Premium Pay." FTO Premium Pay shall always be compensated at a flat rate of \$2.00 per
14 hour irrespective of whether the employee is in Premium Pay status. FTO Premium Pay shall
15 be subject to the terms and conditions provided in paragraphs 3 through 7, inclusive, below.
- 16 3. FTO Premium Pay shall only be granted when an employee assigned by the Chief as an FTO
17 or Acting FTO is actually performing FTO duties and shall not be granted when such an
18 employee is temporarily reassigned to other duties.
- 19 4. FTO Premium Pay payments to employees entitled to receive them shall be made quarterly
20 during the calendar year on such dates after the effective date referenced in paragraph 2,
21 hereof, as the Department shall prescribe.
- 22 5. An Acting Field Training Officer is an employee in the Police Officer classification who is
23 temporarily assigned as a Field Training Officer.
- 24 6. Payments made under the provisions of this Article shall not be construed as being part of
25 employees' base pay and shall not be included in the computation of any fringe benefits
26 enumerated in this Agreement.
- 27 7. Any payment made under the provisions of this Article shall not have any sum deducted for

1 pension benefits nor shall such payments be included in the determination of pension benefits
2 or other fringe benefits.
3

ARTICLE 68

LESB QUALIFICATION PAY

1. An employee deemed certified as being qualified to be a law enforcement officer in the State of Wisconsin by the Law Enforcement Standards Board (LESB) as of the close of a calendar year shall be entitled to receive a \$575 payment termed "LESB Qualification Pay." LESB Qualification Pay payments shall be made as soon as is administratively practicable following the close of the calendar year in which eligibility therefor has been established. Once LESB certification has been established during a calendar year, an employee must maintain that certification for the balance of such calendar year in order to receive LESB Qualification Pay benefits for that calendar year. Effective for calendar year 2019 for those employees hired on or after October 3, 2011, LESB Qualification Pay shall be increased to \$625.
2. An employee retiring on normal pension, or resigning voluntarily from a sworn position within the Police Department, and who was LESB-certified at the time of such retirement or resignation shall be entitled to the benefits provided by subsection 1 of this Article, above, prorated on the basis of his/her active service in the calendar year he/she retired, computed to the nearest calendar month. For purposes of prorating, an employee on the Police Department payroll for at least 14 days in a calendar month shall be deemed as having been on the payroll for the full calendar month; in the event the employee is on the Police Department payroll less than 14 days in a calendar month, then the employee shall be deemed as not having been on the payroll at all during the calendar month. For purposes of determining eligibility for the benefits provided in subsection 1, above, years of service shall be computed as of the effective date of the employee's normal retirement or voluntary resignation from a LESB certified position. Payments earned hereunder shall be made as soon as is administratively practicable after the employee's retirement or voluntary resignation.
3. Except as provided in subsection 4 of this Article, below, payments made under the provisions of this Article shall not be included in the determination of overtime compensation or any other fringe benefits.

- 1 4. Employees who retire from active service on a service retirement shall have only the first \$575
2 of their LESB Qualification Pay benefits included in final average salary for purposes of
3 computing their service retirement allowances. For purposes of interpretation and
4 construction of the provisions of this Article, the LESB Qualification Pay benefit the
5 employee is entitled to include in the Final Average Salary computation shall be an amount
6 equal to the first \$575 of the LESB Qualification Pay payment the employee received for
7 December 31 of the calendar year immediately preceding the employee's effective date of
8 retirement. Effective for calendar year 2019, for those employees hired on or after October 3,
9 2011 who retire from active service on a service retirement shall have only the first \$625 of
10 their LESB Qualification Pay benefit included in final average salary for purposes of
11 computing their service retirement allowances. For purposes of interpretation and
12 construction of the provisions of this Article, the LESB Qualification Pay benefit the
13 employee is entitled to include in the Final Average Salary computation shall be an amount
14 equal to the first \$625 of the LESB Qualification Pay payment the employee received for
15 December 31 of the calendar year immediately preceding the employee's effective date of
16 retirement.
- 17 5. An employee who is on detached status under the Contract Administration provisions of this
18 Agreement or an employee who has returned to active duty from detached status under the
19 Contract Administration provisions of this Agreement, shall be entitled to these benefits under
20 the terms and conditions set forth.
- 21 6. An employee on a military leave of absence for performance of duty as a member of the State
22 of Wisconsin National Guard or a reserve component of the Armed Forces of the United States
23 shall be eligible for LESB Qualification Pay benefits for a calendar year prorated on the basis
24 of the employee's active service with the Department in that calendar year subject to the
25 following:
- 26 a. The military leave is a result of being called to, or volunteering for, active duty under
27 the authority granted to the President of the United States or the Congress of the United
28 States for a period of more than 30 calendar days;

1 b. Prorated LESB Qualification Pay shall be calculated as of the effective date the
2 employee separated from active service with the Department and began his/her unpaid
3 military leave of absence.

4 c. For purposes of prorating LESB Qualification Pay benefits, an employee on the Police
5 Department payroll for at least 14 days in a calendar month shall be deemed as having
6 been on the payroll for the full calendar month; in the event the employee is on the
7 Police Department payroll less than 14 days in a calendar month, then the employee
8 shall be deemed as not having been on the payroll at all during the calendar month.

9 7. The City shall allow MPA members to participate in annual recertification training at the
10 Milwaukee Police Department facilities if the members' chosen medical doctor certifies that
11 the member is physically and/or mentally capable of participating in said training.

ARTICLE 69

WAIVER OF FURTHER BARGAINING

1. The parties agree that each has had full and unrestricted right and opportunity to make, advance and discuss all matters within the province of collective bargaining. This Agreement constitutes the full and complete agreement of the parties and there are no others, oral or written, except as herein contained. Each party for the term of this Agreement specifically waives the right to demand or to petition for changes herein, whether or not the subjects were known to the parties at the time of execution hereof as proper subjects for collective bargaining.
2. If any federal or state law now or hereafter enacted results in any portion of this Agreement becoming void, invalid or unenforceable, the balance of the Agreement shall remain in full force and effect and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such portion.

1 **ARTICLE 70**

2 **COPIES OF LABOR CONTRACT**

3 As soon as practicable following the execution date of this Agreement, the City will provide
4 to the Union one hundred and fifty copies of this Agreement. The covers of such copies will be
5 blue.
6

ARTICLE 71

INTERNAL INVESTIGATIONS

1. 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.

2. The Department's ability to extend an interrogation past 9:00PM shall only apply to one interrogation at a time and may only be applied to the interrogation that is already in progress. These time limitations shall not apply when the incident being investigated involves death or great bodily harm or in the event the Chief determines there to be exigent circumstances.

3. Prior to any PI-21 interrogation that could lead to discipline, demotion, or discharge, the subject of the interrogation shall be allowed to view any audio or video obtained from the subject's body worn camera or squad video, which relates to the investigation.

1 **ARTICLE 72**

2 **EARLY INTERVENTION PROGRAM**

- 3 1. At his or her discretion, the Chief of Police may establish an Early Intervention Program
4 (EIP) for the Milwaukee Police Department.
- 5 2. The City formed an EIP Advisory Group prior to implementation of the EIP. The EIP
6 Advisory Group included one representative from the MPA, MPSO, and ALEASP. The
7 Chief also appointed representatives to the Advisory Group. The purpose of the EIP
8 Advisory Group was to consider appropriate performance measurements and benchmarks
9 for the identification of employees whose performance indicates a need for intervention.
10 The EIP Advisory Group may make recommendations concerning performance
11 measurements and intervention benchmarks to the Chief. However, such
12 recommendations shall be advisory only. The Chief shall give due consideration to any
13 such recommendations. The Chief shall decide when the Advisory Group
14 recommendations are due.
- 15 3. The EIP is a management tool designed for multiple purposes, including, but not limited
16 to, evaluation of employees, identification of training or re-training needs and for referral
17 to the City of Milwaukee Employee Assistance Program (EAP) or to another outside
18 confidential counseling service.
 - 19 a. If an employee is identified through any EIP analysis, the mere fact that he or she
20 was identified by the EIP shall not be used in the employee's evaluation; however,
21 the data which led to the employee being identified by the EIP may be used in the
22 employee's evaluation.
 - 23 b. If the EIP analysis indicates a need for training or re-training, the employee shall
24 be required to participate in all training or re-training deemed appropriate by the
25 Chief.
 - 26 c. An employee who is referred to the EAP or to an outside confidential counseling
27 service shall not be required to participate in the EAP or other counseling service.
 - 28 d. The failure of an employee to participate in the EAP or in outside confidential
29 counseling services shall not be grounds for discipline.
 - 30 e. The identity and the nature of any outside counseling entities to which an
31 employee is referred shall not be noted on the employee's evaluation.
- 32 4. The mere identification of an employee through any EIP analysis shall not be used for
33 disciplinary purposes; however, the data which led to the employee being identified
34 through EIP analysis may be or become the basis for discipline.
- 35 5. Neither the Chief, the Fire and Police Commission (FPC), nor any agent of the City shall

1 be allowed to request any information from an outside counseling entity to which an
2 employee is referred.

3 6. The Chief, the FPC and the City agree to treat the EIP database and the results of any
4 employee's EIP analysis, including whether an employee has exceeded or not exceeded
5 benchmarks or whether an employee has been referred to counseling, as confidential as
6 required by law.

7 7. The provisions of this Article apply only to the EIP and shall not affect other departmental
8 policies, procedures or contractual agreements.

Dated at Milwaukee, Wisconsin this _____ day of _____, ~~2022~~2025.
(Three copies of this instrument are being executed all with the same force and effect as though each were an original).

FOR THE ASSOCIATION:

BY:

Alex Ayala, President

Jackie Q. Carter
Director of Employee Relations

Joel Moeller, Vice President

Nicole M. Fleck
Labor Negotiator

Danilo Cardenas, Secretary/Treasurer

Reilly Krohe
Human Resource Analyst

Justin DecLeene, Trustee

Lisa Kapitz, Trustee

FOR THE CITY:

Michael Lees, Trustee

Cavalier Johnson, Mayor

Scott Wieting, Trustee

James Owczarski, City Clerk

Bill Christianson, Comptroller

José G Pérez, Alderman
President, Common Council

Marina Dimitrijevic, Alderwoman
Chairman Finance & Personnel Committee

SIGNATURES

~~2023~~-21 Labor Contract

October 12, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL # 21
I.U.P.A., AFL-CIO
AND
THE NEGOTATING TEAM FOR THE CITY OF MILWAUKEE

For purposes of interpretation and construction of the free parking provisions provided for in the 1983-1984 City/MPA labor contract (Article 17, subsection 2.a.(4)), an employee shall be covered by such provisions when performing the following authorized overtime assignments, notwithstanding the fact that such assignments do not fall within the ambit of court overtime work as determined by the Police Department Administration:

1. An employee assigned to the First District, or a Bureau located at the Police Administration Building, required to meet with the First District Captain at the Administration Building to discuss a tavern violation matter.
2. An employee required to report to the Lieutenant in charge of the Traffic Accident office of the Traffic Bureau to discuss an accident investigation matter.
3. An employee required to report to the Captain of the Vice Squad on a matter involving a previously executed search warrant.

In the above 3 enumerated circumstances the employee shall not be entitled to court overtime, instead he/she shall submit an overtime card indicating a performance measure number determined by the Police Department Administration.

The aforesaid free parking provisions shall also be interpreted and construed to cover an employee subpoenaed to court on authorized Departmental business during a period the employee is on approval sick or injury leave; such coverage shall be limited to the duration of the court appearance resulting from the subpoena and the employee shall not be entitled to overtime benefits for such appearance.

The above provisions shall be deemed effective October 1, 1983 and, together with the provisions of Article 17, subsection 2.a.(4), of the 1983-1984 City/MPA labor contract, shall constitute the full and only free parking benefits to which employees are entitled under such labor contract.

REPRESENTATIVES OF THE MILWAUKEE POLICE ASSOCIATION	CITY OF MILWAUKEE NEGOTIATING TEAM
Bill Krueger	James W. Geissner
William P. Ward	

See file for original signatures.

November 16, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL # 21
I.U.P.A., AFL-CIO
AND
THE NEGOTATING TEAM FOR THE CITY OF MILWAUKEE

For purposes of interpretation and construction of the free parking provisions provided for in the 1983-1984 City/MPA labor contract (Article 17, subsection 2.a.(4)), an employee shall be covered by such provisions when subpoenaed to court on authorized Departmental business during a period the employee is suspended from duty with pay; such coverage shall be limited to the duration of the court appearance resulting from the subpoena and the employee shall not be entitled to overtime benefits for such appearance.

The above provisions shall be deemed effective October 1, 1983.

REPRESENTATIVES OF THE MILWAUKEE POLICE ASSOCIATION	CITY OF MILWAUKEE NEGOTIATING TEAM
Robert B. Kliesmet	Joe S. Ellis

See file for original signatures.

MOU_11-16-1983

Labr/MPA

December 15, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21
IUPA, AFL-CI
AND
THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

The parties hereto agree that for purposes of interpretation and construction of the provisions of subsection 3.c. of the OVERTIME Article of the current City/MPA labor contract, in respect to administration of negative compensatory time off balances, the following shall apply from and after December 19, 1983:

1. Subject to the requirements governing usage of compensatory time off provided for in subsection 3.c.(2) of such OVERTIME Article, an employee may use compensatory time off so long as his/her compensatory time off balance (CTB) recorded on the most current Police Department Personnel Status Report is not less than zero (0) hours, notwithstanding the fact that such usage may result in the employee having a negative CTB on the next following status report.
2. An employee with a negative CTB recorded on the most current Police Department Personnel Status Report shall have an amount equal to the cash value of his/her negative CTB deducted from the paycheck he/she receives for the Pay Period next following the Pay Period of the status report recording such negative CTB. The cash value of an employee's negative CTB shall be computed on the basis of his/her hourly base pay rate in effect during the Pay Period in which such negative CTB occurs as this rate is established under the BASE SALARY Article of the City/MPA Labor Contract in effect at that time.
3. An employee may not use time off which he/she has earned, such as vacation and holiday time or compensatory time off earned following publication of a Police

Department Personnel Status Report indicating a negative CTB for the employee, to offset a negative CTB and thereby avoid the paycheck deduction provided for in subsection 2, above.

4. In disputes over an employee’s negative CTB, the compensatory time off taken and earned that is indicated on his/her time card (in the case of compensatory time off earned other than for roll-call, the time off earned indicated on the employee’s overtime Tab Card—Form PO-7) for the Pay Period of the Police Department Personnel Status Report on which the disputed negative CTB was recorded, shall decide the dispute.

The parties further agree that all other terms and conditions of such OVERTIME Article shall remain unchanged and in full force and effect.

Representatives of the Milwaukee Police Association	City of Milwaukee Negotiating Team
Bill Krueger	Joe S. Ellis
Gary J. Brazgel	

See file for original signatures.

APPENDIX A

CITY OF MILWAUKEE
DEPARTMENT OF POLICE
749 WEST STATE STREET, POLICE ADMINISTRATION BUILDING
MILWAUKEE, WISCONSIN 53233

ORDER NO. 7386

February 17, 1977

RE: MILWAUKEE POLICE BAND

The following procedures relating to participation by members in functions of the Milwaukee Police Band are hereby adopted.

1. Three (3) hours compensatory overtime will be granted for appearances at school concerts, parades, and the Fire and Police Baseball Game to any band member assigned to the late shift, or to any band member participating on a scheduled regular off day or vacation day; provided, such regular off or vacation day may be exchanged for a different date. Early Shift band members will be compensated hour-for-hour ending at the time roll call payment starts.
2. Hour-for-hour compensatory overtime will be granted for appearances not enumerated above (See exceptions in numbered paragraphs 5 and 6); and a minimum of 1/10 of an hour (6 minutes can be submitted for compensatory overtime).
3. Two (2) hours compensatory overtime will be granted for regular rehearsal time designated as 2:00 p.m. to 4:00 p.m., but members scheduled for early shift duty on a rehearsal day shall not be entitled to "roll call overtime" in addition to the two hours provided herein.
4. Day shift members who are on duty and scheduled to participate in a parade shall be excused from duty one and one-half (1 1/2) hours prior to the scheduled reporting time of the parade. Their return to duty following the parade is contingent on the starting time, and to ensure uniformity such matter will be incorporated in the directive relating to the parade in question.

5. Duty time (excused) is hereby authorized for the annual Police Band Concert and rehearsal.

- 2 -

6. Band members will volunteer their time for appearance at the Police Picnic and any other event as directed by the Band Board, upon approval of the Chief of Police.
7. All compensatory overtime cards shall be submitted to the Band Manager for approval and transmittal to the Administration Bureau.

This order shall take effect immediately and hereby cancels
Order No. 6684, dated May 1, 1972.

Harold A. Breier
Chief of Police

HAB:RJZ:RTW

See file for original signature.

Labr/MPA

APPENDIX B

September 14, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21
I.U.P.A., AFL-CIO
AND
THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

The parties agree to amend subsection 3.c.(1) of the OVERTIME Article set forth in the 1983-1984 City/Milwaukee Police Association Memorandum of Understanding so that in the 1983-1984 City/MPA Labor Contract it will read as follows:

“(1) If an employee’s compensatory time off balance (CTB), including any remaining unused compensatory time off earned prior to September 11, 1983, recorded on the most current Police Department Personnel Status Report is less than 32 hours, the employee may elect to be compensated in time off instead of cash for each instance of overtime work performed after issuance of the most current Status Report until issuance of the next Status Report which indicates the employee’s CTB is equal to or greater than 32 hours.”

The parties further agree that with respect to authorized overtime assignments directly related to the Milwaukee Police Department Band function, the following provisions shall be applicable:

1. Notwithstanding the OVERTIME Article of the 1983-1984 Labor Contract between the City of Milwaukee and the Milwaukee Police Association, when an employee is a member of the Milwaukee Police Department Band and performs an authorized overtime assignment directly related to the Band function, he/she shall be compensated at base salary rates (IX) in compensatory time off for the duration of such overtime assignment. The time off so earned: Shall not count towards the 32-hour Compensatory Time Off Bank (CTB) limit determining the

employee's eligibility for overtime compensation in compensatory time off, instead of cash, that is provided for in subsection 3.c.(1) of the OVERTIME Article; Shall not affect the employee's CTB recorded on Police Department Personnel Status Reports; and shall not be included in the cash buyout provided for under subsection 3.d.(1) of the OVERTIME Article.

2. An employee may use earned time off from authorized overtime assignments directly related to the Police Band function on dates he/she has requested provided the employee gives his/her commanding officer reasonable advance notice of the dates requested and the dates are determined available by the commanding officer in accordance with the needs of the Police Service. The processing of requests for use of compensatory time off shall be on a first-come, first-served basis. Decisions made by employee's commanding officer with respect to the availability of the dates the employee has requested shall be final.
3. Administration of Band Overtime shall be in accordance with Departmental Order #7386, dated February 17, 1977, and attached herewith as Appendix A.

The parties further agree that for purposes of administering the benefits provided by aforesaid OVERTIME Article (as amended, above) the following provisions shall apply:

1. Except as provided in subsection 2, of this paragraph, below, the Police Department Personnel Status Report used to determine an employee's eligibility to elect compensatory time off instead of cash for an instance of overtime work performed shall cover overtime work performed during the 336 consecutive hour time period beginning at 12:01 a.m. on the second Wednesday of the pay period closest to the date on which the Status Report is issued. Normally, the Status Report would be issued on the second Wednesday of the pay period; in the event the Status Report is delayed, it shall be deemed effective retroactive to 12:01 a.m. on that Wednesday.
2. An employee may elect to be compensated in time off instead of cash for rollcall overtime if either of the two Police Department Personnel Status Reports that are issued during the

current pay period reflect a balance of less than 32 hours. Such election must be for all rollcall overtime earned in such pay period.

3. An employee may elect to be compensated in time off instead of cash for out-of-shift premium earned if the employee's CTB recorded on the most current Police Department Personnel Status Report in effect on the date that the out-of-shift assignment ends is less than 32 hours.

The parties further agree that all other terms and conditions of the aforesaid OVERTIME Article (as amended, above) shall remain unchanged and in full force and effect.

The parties further agree that the agreements provided for above shall be deemed to be in force and effect on September 11, 1983.

REPRESENTATIVES OF THE MILWAUKEE POLICE ASSOCIATION	CITY OF MILWAUKEE NEGOTIATING TEAM
Robert B. Kliesmet	James W. Geissner
Bill Krueger	Joe S. Ellis
Gary J. Brazgel	Elisabeth F. Schraith
Donald Abbott	Karen M. Christianson
Thomas A. Barth	
Donald Fortier	
Thomas Kepka	
William Ward	
Gerald LeVan	

See file for original signatures.

APPENDIX C

The parties hereto agree that whenever the Police Department Personnel Status Report for a pay period indicates a deficit in the time off entitlement of an employee because he/she has:

- (1) Exceeded his/her annual HOLIDAY OFF entitlement; and/or
- (2) Exceeded his/her annual VACATION entitlement; and/or
- (3) A negative SICK LEAVE BALANCE,

the Police Department Administration shall deduct unused time off in the employee's accounts indicated on such status report that are not in deficit by an amount of time off up to the time off that offsets, hour for hour, the employee's time off deficit unless the employee notifies the Police Department Administration prior to 3 p.m. on the Friday immediately following the date such status report is issued that he/she does not want the offset made; such notification shall be provided in accordance with Departmental procedures established for this purpose. If such notification is provided the offset will not be made and the deficit will be docked from the employee's paycheck for the pay period of the status report (the amount of such deficit to be computed on the basis of the employee's hourly base salary rate in effect during such pay period). If there is no unused time off in the employee's accounts indicated on such status report that are not in deficit, or if the amount of such unused time off is insufficient to offset the employee's time off deficit, the remaining deficit will be docked from the employee's paycheck on the same basis as is provided above when the notification requirements are met; and

The parties further agree that the terms and conditions herein shall not be applicable to negative compensatory time off overtime balances reflected on the Police Department Personnel Status Report, such negative comp time balances shall be governed by the provisions of a Memorandum of Understanding between the parties dated December 15, 1983.

In the event the Police Department Personnel Status Report for a pay period indicates a deficit in the time off entitlement of an employee because he/she has exceeded his/her INJURY PAY ENTITLEMENT as a result of the City's conclusion that an injury or illness is either not work related or that the employee fully recovered from such injury or illness while injury pay had

continued, the Department shall inform the employee in writing and the employee shall be provided with the opportunity to respond to the City's conclusion by indicating that he/she disputes the City's conclusion or does not dispute that conclusion.

If the employee does not dispute the City's conclusion, the employee will be given the choice of:

- (a) Applying any banked sick time, compensatory time and holiday hours to the overpayment of injury pay, and having any balance not covered by such accrued time deducted from the employee's bi-weekly paycheck at the rate of 10% of the employee's gross pay until such overpayment is fully offset, or;
- (b) Having the entirety of such overpayment deducted from an employee's bi-weekly paycheck at the rate of 10% of the employee's gross pay until such overpayment is fully offset.

If the employee disputes the City's conclusion, he/she will be provided with the opportunity to apply for a hearing under Chapter 102, Stats., and advised that if he/she fails to promptly do so the City may exercise its right to file a claim and seek a judgment of overpayment.

In the event that the Police Department Personnel Status Report for a pay period indicates a deficit in the time off entitlement of an employee because he/she has exceeded his/her INJURY PAY ENTITLEMENT as a result of anything other than the City's conclusion that an injury or illness is either not work related or that the employee fully recovered from such injury or illness while injury pay had continued, the process for HOLIDAY OFF, VACATION, and SICK LEAVE balance described above shall apply.

The parties further agree that this Appendix shall be made a part of the 2018-2019 City/MPA labor contract.

APPENDIX D

CITY
OF
MILWAUKEE

Fire and Police Commission

November 13, 1987

Bill Krueger, President
Milwaukee Police Association
1840 North Farwell Avenue, Suite 400
Milwaukee, WI 53202

Dear President Krueger:

This is a follow-up communication to my letter of September 24, 1987, concerning the City Labor Negotiator's authority to represent the Fire and Police Commission (FPC) in labor contract negotiations with the Milwaukee Police Association (MPA).

The FPC designates the City Labor Negotiator as its representative in collective bargaining matters. The FPC will abide by the terms of the labor agreement that the City Labor Negotiator negotiates with the MPA.

Sincerely,

James F. Blumenberg
Executive Director

JFB:rk

See file for original signature.

APPENDIX D

Labr/MPA

APPENDIX E

The following paragraphs from the Pension Benefits Article of the 1985-1986 City/Association Agreement are included for informational purposes:

1. Employees who are entitled to service credit during calendar years 1979 through 1986, inclusive, under either the Employee's Retirement System of Milwaukee or Policemen's Annuity and Benefit Fund of Milwaukee pension plans, shall receive such service credit at the rate of 2.5% per annum of Final Average Salary for each such year or part thereof.
2. Whenever the ERS Act provides that a medical panel make a determination affecting an employee's eligibility for benefits thereunder, a panel shall be substituted therefore consisting of three (3) physicians, one physician to be designated by the Association, one physician to be designated by the Employee Benefits Administrator and the third physician to be selected by agreement of the other two physicians. The panel may refer a member it is examining to an outside physician for examination. Decisions made by the panel on matters which are properly before it shall be by majority action and shall not be subject to the Grievance and Arbitration Procedure provisions of this Agreement. All costs associated with the panel, including costs of outside physicians used by the panel in making its determinations, shall be provided for by funds appropriated for that purpose from the budget of the City Annuity and Pension Board.
3. Effective January 1, 1985, for employees in active service on or after that date and who are members of the Policemen's Survivorship Fund of the Employees' Retirement System of Milwaukee, an increase in the current \$200/\$400 monthly survivorship benefits to \$300/\$600 per month, under the same terms and conditions applicable to such current benefits. This increase is being granted because there is no added cost, but if the experience is adverse, the benefits are to be reduced so as not to increase cost. All other terms and conditions of survivorship benefits shall remain unchanged.
4. An employee who files an application for a duty disability retirement allowance with the ERS Board on or after August 1, 1985, shall not be eligible to continue to receive

- such allowance beyond the first of the month next following their 57th birthday; on and after the first of the month next following their 57th birthday, such an employee shall receive the service retirement allowance to which he/she would be entitled upon normal retirement at age 57 and he/she shall have the time spent receiving such duty disability retirement allowance included as creditable service for purposes of determining his/her service retirement allowance. The City will hold the Association harmless from claims and actions against the Association based upon this subsection and any ordinance or administrative action implementing this subsection, and the Association does hereby agree to tender the defense of any such claim to the City forthwith.
5. An employee appointed to the Police Officer position classification on or after August 1, 1985, shall not be entitled to receive a duty disability retirement allowance for any injury he/she may sustain while on duty prior to the start of field training during the period of time he/she is assigned to the Police Academy for recruit training, including any subsequent injury related to the injury sustained during recruit training. Such an employee shall instead be covered by State of Wisconsin Workers' Compensation Act benefits during such period and shall be subject to all provisions pertaining to such Act.
 6. Effective January 1, 1985, for employees in active service on or after that date:
 - a. Whenever the Annuity and Pension Board of the Employees' Retirement System of Milwaukee grants a disability retirement allowance to an employee under the provisions of Subsections 36.05(2) or 36.05(3) of the ERS Act, such allowance shall become effective on the date the employee filed an application for it with the Board.
 - b. If an employee, who becomes eligible to receive an ordinary disability retirement allowance under the provisions of Section 36.05(2) of the ERS Act on or after January 1, 1985, elects an optional benefit provided for under 36.05(7)(b) of the ERS Act, the option so elected shall become effective on the employee's effective date of ordinary disability retirement as determined under Section 36.05(2) of the ERS Act.

- c. If an employee, who has attained the minimum service retirement age, elects an optional benefit provided for under Subsection 36.05(7)(b) of the ERS Act on or after January 1, 1985, the option so elected shall become effective on the employee's effective date of retirement determined under Subsection 36.05(1)(a) of the ERS Act.
- 7. An employee in active service on or after January 1, 1985, who is a member of the Employees' Retirement System of Milwaukee (ERS) and who has not attained the minimum normal retirement age and service requirements provided for in Sections 36.05(1)(b) or 36.05(1)(f) of the ERS Act shall be permitted to elect a protective survivorship option for his/her spouse under Section 36.05(7)(b)4 of the ERS Act to become effective upon his/her death provided the employee makes such election six months prior to the date upon which he/she first attained 25 years of creditable service as a "Policeman." Such election shall be irrevocable, but shall be automatically revoked in the event the surviving spouse pre-deceases the employee before retirement or the surviving spouse is legally divorced from the employee before retirement. If elected, the coverage under such option shall become effective on the date the employee would have first attained age 52. In the event the employee has not attained the aforesaid minimum normal retirement requirements, but has at least 25 years of creditable service as a "Policeman," then such employee shall have until six months following the execution date of this Agreement to elect such option; if elected, the coverage under such option shall become effective on the date of election. The increase in benefits provided herein shall not apply to a surviving spouse entitled to receive benefits under the provisions of Section 36.05(5) of the ERS Act. The term, "Policeman," shall be as defined under Section 36.02 of the ERS Act. All other provisions of 36.05(7)(b)4 of the ERS Act shall remain unchanged in full force and effect.
- 8. Except for the contractual guarantees set forth in Chapter 441 of the Laws of 1947, Wisconsin Statutes, the provisions of Section 36.13(2) of the ERS Act shall not be

applicable to employees appointed to City employment on or after August 1, 1985. Implementation of the foregoing paragraphs was accomplished by amendments to the City Charter enacted prior to November 3, 1988. These amendments, together with the balance of pension benefits applicable to employees' covered by this Agreement under the 1985-1986 City/Association Agreement, are referenced in the introductory paragraph of the Pension Benefits Article of this Agreement.

APPENDIX F

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION
AND
THE CITY OF MILWAUKEE**

An officer permanently separating from service has the option to:

1. Elect a lump sum cash distribution of all accumulated and unused compensatory time off at the highest of: (a) the officer's contractual rate of pay as of the date on which the compensatory time off was earned; (b) the officer's contractual rate of pay as of the date of separation; or (c) the officer's average compensation during the last three years of employment, and/or
2. Remain on the payroll for an equivalent period of compensatory time not to exceed 128 hours.

The payment shall be made within thirty-one (31) consecutive calendar days of separation.

Nothing in this provision shall alter an employee's ability to return to active service for one final day at work immediately after all accrued and unused benefits have been exhausted. It is intended by the parties that the rate of pay will be adjusted retroactively by a successor contract. Sick leave benefits are excluded from this provision.

**FOR THE
CITY OF MILWAUKEE**

**FOR THE
MILWAUKEE POLICE ASSOCIATION**

Mr. Frank Forbes
Labor Negotiator

Mr. Bradley DeBraska
President

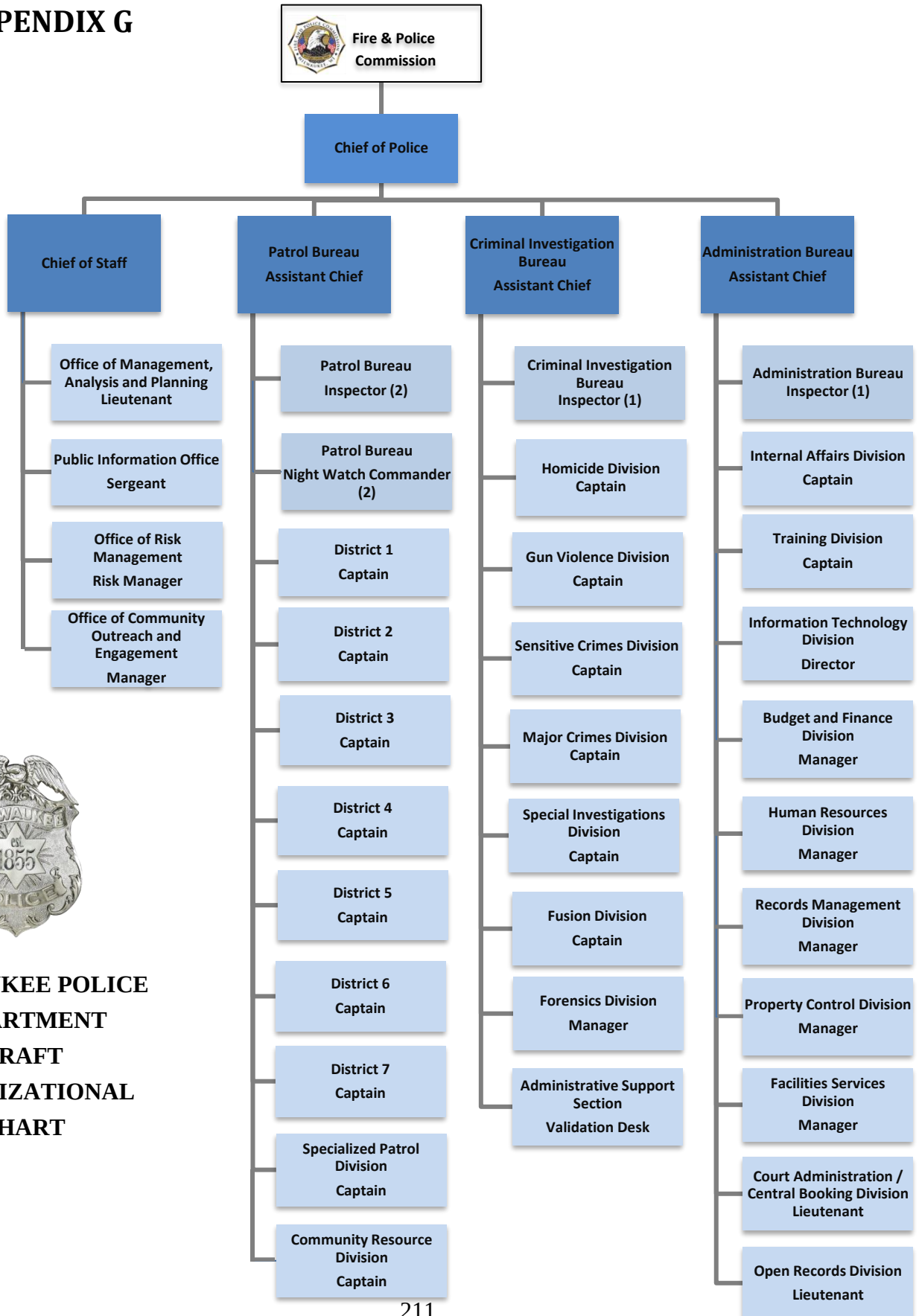
See file for original signatures.

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Appendix F

Labr/MPA

APPENDIX G



MILWAUKEE POLICE DEPARTMENT DRAFT ORGANIZATIONAL CHART

APPENDIX G

Page 2

For purposes of Article 15 Section 3.b.(3)(b) (providing that replacement workers shall work within the same “box” as shown on the “Milwaukee Police Department Organizational Chart”) of the collective bargaining agreement between the City and the Milwaukee Police Association pertaining to the use of replacement employees for employees wishing to use compensatory time off, the following shall apply:

1. Employees assigned to the Community Services Division of the Patrol Bureau Special Programs Section, Youth Services Section and Crime Prevention Section may serve as replacements for any employee assigned to the Community Services Division.
2. Employees assigned to the “Weed and Seed” program may serve as replacements for any employee assigned to the Patrol Bureau, Third District, and vice versa.
3. Employees assigned to the Prisoner Processing Section may serve as replacements for employees assigned to the First District, and vice versa.

APPENDIX H

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE/MILWAUKEE POLICE DEPARTMENT
AND
THE MILWAUKEE POLICE ASSOCIATION,
LOCAL #21, IUPA, AFL-CIO

MILLER PARK

During the term of an Agreement for Security Services between the City of Milwaukee and representatives of the Milwaukee Brewers Baseball Club, the City of Milwaukee ("City") and the Milwaukee Police Association ("MPA") agree as follows:

1. The City agrees to compensate MPA members at time and one-half (1-1/2X) base salary rates in cash only for overtime worked at Miller Park.
2. MPA members may be scheduled for Miller Park Overtime Duty on regular off days, vacation off days, holiday off days, or off duty hours on regular duty days, not to exceed three (3) total occasions per pay period. It is also understood that members on off days will be selected for Miller Park Overtime Duty before members on regular duty days. Members who have scheduled seven (7) consecutive off days consisting of regular off days, holiday off days, and/or vacation days in a pay period may be scheduled for four (4) occasions at Miller Park.
3. The chief of Police, or his/her designee agrees to consider input from the MPA designee in developing a fair system for overtime at Miller Park.
4. This Memorandum of Understanding and the cash overtime requirement in point one (1) shall only apply to the Miller Park agreement.

Dated this _____ day of _____, 2005.

FOR THE CITY

FOR THE MPA

David A. Kwiatkowski
Labor Negotiator

Bradley DeBraska
President, MPA

See file for original signatures.

Miller Park

Labr/MPA

APPENDIX I

WELLNESS AND PREVENTION PROGRAM AND WELLNESS AND PREVENTION COMMITTEE

A Wellness and Prevention Program and a Wellness and Prevention Committee shall be implemented to promote the wellness and prevention of disease and illness of City employees, retirees and their family members. The Wellness and Prevention Program shall include an annual Health Risk Assessment (HRA) and may contain, but shall not be limited to, some or all of the following components: benefit communication, medical self-care, nurse line, consumer health education, injury prevention, advanced directives, preventive medical benefits, targeted at-risk intervention, high-risk intervention, disease management, condition management, wellness incentive or other components agreed upon by the City and the unions.

The City shall retain a consultant to assist in developing a plan for a comprehensive wellness and prevention program for the City and to assist in making program adjustments.

A Wellness and Prevention Committee shall be established to assist the consultant in the design of the Wellness and Prevention Program and to provide oversight of the program. The Wellness and Prevention Committee shall be comprised of nine union members appointed by the unions and three management representatives appointed by the Mayor. The unions shall select the nine union representatives. The committee shall be structured to include two MPA members determined by the MPA.

Decisions of the committee shall be by consensus. Consensus shall be reached when ten committee members agree. The committee shall make no decisions that require employees to pay additional out-of-pocket costs unless they are ratified by every City bargaining unit. However, the committee may decide to provide additional lump sum compensation to employees, reduce an out-of-pocket monthly expense or provide some other type of benefit without ratification by the bargaining units. No decision made by the committee or failure to

make a decision shall be subject to any aspect of the various grievance procedures, complaint procedures, court action or any other type of dispute resolution mechanism.

The City shall develop a Request for Proposals (RFP) and solicit bids from third party vendors qualified to implement the Wellness and Prevention Program. Upon conclusion of the bidding process, the City shall meet with the unions to review the results of the RFP. The committee shall decide on the vendors giving due consideration to all City policies associated with the selection procedures. The City shall not spend more than two million dollars per year, including the cost of conducting the HRA, on the Wellness and Prevention Program.

All parties involved with the HRA shall abide by all laws governing the release of employee medical records.

APPENDIX J

Framework for a Memorandum of Understanding Between the City of Milwaukee And the Milwaukee Police Association Local #21 I.U.P.A., AFL-CIO

Re: Discretionary Days Off in Lieu of Discipline

Overview

The current disciplinary system within the Milwaukee Police Department frequently results in varying periods of unpaid suspension leave for employees. In essence employees are found guilty of violations of departmental rules and regulations and the Chief of Police Head makes a determination as to appropriate penalty. Upon Order of the Chief of Police, employees may be subjected to periods of unpaid suspension of one or more days in length. In such events the disciplined member is suspended for specific date(s) as determined by the Professional Performance Division, and said member suffers a financial loss for the unpaid date(s). It is recognized that financial losses are not typically borne by the offending member alone, but by his or her family as well. Additionally, members on paid suspension periods are absent from duty and therefore the Police Department suffers the loss of human resources. It is the intent of this agreement to provide for a suitable alternative to the current system, which will alleviate much of the financial loss to employees and their families, keep productive employees at their workplaces and still provide an effective means of discipline. This shall be accomplished by allowing Police Department members, under the below conditions, to substitute discretionary off time in place of suspension days.

Procedure

In those discipline cases wherein the Chief of Police orders the suspension of a member for a period of five days or less, the member subject to said discipline shall be served with the discipline order(s) consistent with current practices. In addition, the member shall also be served with a notice informing them of their option to substitute discretionary time in place of any or all suspension days. The notice shall advise the member that if he or she wishes to substitute discretionary time, he or she must notify the Personnel Division in writing within five calendar

days. Upon proper notification, the Personnel Division shall process the member's request and subtract the appropriate discretionary time from the member's balance. Failure to properly notify the Personnel Division or Administrator within the five-day period shall automatically result in the member forfeiting their ability to substitute discretionary time and the suspension shall proceed as ordered by the Chief.

Conditions of Agreement

- For applicable suspension as described above, the substitution of discretionary time shall be at the member's sole discretion, given that the member has the time available.
- Suspensions exceeding five days shall not be eligible for substitution.
- Only vacation days may be substituted. Substitutions shall be on a one-for-one basis, i.e. one vacation day replaces one suspension day.
- Compensatory time, sick time, etc., may not be utilized for substitution.
- Members may choose to substitute discretionary time for all or part of a suspension period. However, substitutions may only be made in full eight-hour blocks.
- Members may only substitute discretionary time that is available on the current Time Owed and Allowed reports. Members may not "borrow" future time.
- In the event that a member chooses not to substitute discretionary time, or does not have the time available to them on the current Time Owed and Allowed report, said member shall serve the suspension days as ordered by the Chief.
- A member's decision to substitute discretionary time shall have no bearing on their disciplinary record. All official Police Department disciplinary records, including the Personnel Order, shall continue to indicate that the member was suspended for the time period as ordered. Substituted suspension time shall continue to be a factor in matters such as progressive discipline, Sick Leave Incentive, promotional exams, etc.
- A member's decision to substitute discretionary time is neither an admission of guilt nor a waiver of grievance/appeal rights.
- In the event that a member chooses to substitute discretionary time and then is awarded a reduction of discipline through the grievance/appeal process, said member shall be credited with the awarded day(s), to the same account from which they were drawn. Time credited to the member's balance shall be governed by the rules in place for discretionary time applicable to the date the time is returned. For example: In January of 2005, a member is suspended for two days and substitutes two vacation days. The member grieves the discipline and in January of 2006, an arbitrator reduces the discipline to one day. The Police Department would then add eight hours to the member's vacation balance for year

2006 and subsequently the eight hours would have to be utilized by the end of that calendar year, unless the arbitrator/umpire directs otherwise.

- For purposes of this memorandum of understanding, the parties recognize the authority of the arbitrator/umpire to direct that the member be able to utilize any returned time during a period of one year immediately following the date of the award.
- The Chief of Police shall not in any way consider a member's discretionary off-time balance when deciding upon discipline.
- The procedure would be implemented on a trial basis for the term of the 2007-2009 Agreement and could be extended beyond that date by mutual agreement.

Dated this _____ day of _____, 2007.

FOR THE CITY

FOR THE MPA

Troy M. Hamblin
Labor Negotiator

John A. Balcerzak
President, MPA

See file for original signatures

ADDENDUM TO

APPENDIX J

**Framework for a
Memorandum of Understanding
Between the City of Milwaukee (the “City”)
And the Milwaukee Police Association
Local #21 I.U.P.A., AFL-CIO (the “MPA”)**

Re: Effective Date for Discretionary Days Off in Lieu of Discipline

The MPA and the City agree to the following:

1. The effective date for the substitution of vacation days in lieu of suspension shall be October 21, 2007. No discretionary days shall be substituted for suspensions imposed prior to October 21, 2007.
2. As soon as administratively practicable the Milwaukee Police Department shall prepare and disseminate forms and notices in accordance with Appendix J of the 2007-2009 MPA-City Agreement. However, it is understood that a limited number of suspensions may have been imposed before the implementation of the required forms and notices. Employees who were served with suspension notices on and after October 21, 2007, but before such forms and notices were implemented, shall be provided notice of their right to substitute discretionary days off for suspension. Upon the serving of such notice, the time limits specified in Appendix J shall be observed by the City and the MPA.

Dated this _____ day of _____, 2007.

FOR THE CITY

FOR THE MPA

Troy M. Hamblin
Labor Negotiator

Thomas Fischer
Vice-President, MPA

See file for original signatures

ADDENDUM TO APPENDIX J

LABR/MPA/MPA CONTRACT FOLDER 2

APPENDIX K

Memorandum Of Understanding (MOU)
Between
The City of Milwaukee (City)
And
Milwaukee Police Association (Union)

RE: Retroactive Payments for Underfilling Desk Sergeant beginning Pay Period 1, 2004 through Pay Period 26, 2006

1. This MOU contains the terms and conditions for payment of retroactive payments for employees in the classification of Police Officer who underfilled the position of Desk Sergeant at the direction of their commanding officers during the time period beginning pay Period 1, 2004 through the end of Pay Period 26, 2006. This period shall be deemed the Effective Period.
2. The effective date of this MOU shall be the first day of the first full pay period following execution of the 2007-2009 City-Union collective bargaining agreement. Except as provided hereunder, this MOU shall expire upon payment of all retroactive payments owed to employees for underfilling during the Effective Period. Payments made under this MOU shall be paid no later than sixty days from the execution date of the 2007-2009 City-Union collective bargaining agreement.
3. Notwithstanding the provisions of ARTICLE 12, SPECIAL DUTY AND TEMPORARY ASSIGNMENT PAY of the 2004-2006 City-Union collective bargaining agreement, each employee in the Police Officer job classification who underfilled the position of Desk Sergeant at the direction of his or her commanding officer during the Effective Period shall be paid an additional amount on the following basis for time spent underfilling as Desk Sergeant:

The additional amount for each hour of time so spent shall be equivalent to the difference between the effective base salary hourly rate of step one of Pay Range 808 (Detective) and the Police Officer's base salary hourly rate at the time of the underfilling assignment. This amount shall be offset by any payment already made under ARTICLE 12, SPECIAL

DUTY AND TEMPORARY ASSIGNMENT PAY of the 2004-2006 collective bargaining agreement for underfilling during the Effective Period.

4. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.

Dated this _____ day of _____, 2007.

FOR THE CITY

FOR THE MPA

Troy M. Hamblin
Labor Negotiator

John A. Balcerzak
President, MPA

See file for original signatures

Appendix K

Labr/MPA

APPENDIX L

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE (City)
AND
THE MILWAUKEE POLICE ASSOCIATION,
LOCAL #21, IUPA, AFL-CIO (Union)

November 4, 2011

1. An employee occupying the classification of detective on the execution date of the 2010-2012 Agreement between the City and the Union shall be eligible for consideration for promotion to the rank of police lieutenant if the employee otherwise meets the minimum eligibility criteria for consideration for promotion to the rank of police lieutenant as established by the City's Fire and Police Commission. A list of identified employees shall be attached to the Memorandum.
2. No employee identified herein shall be precluded from the promotional testing process to the rank of police lieutenant based solely on a lack of experience as a sergeant.
3. Notwithstanding anything else in this agreement, any employee identified herein shall be treated the same as any other MPD employee with respect to eligibility and examination for the rank of police lieutenant.
4. The City and the Union agree that this Memorandum has no value as precedent and may not be cited as precedent by either the City or the Union in any interest arbitration proceedings or in any other disputes between the parties, except for the sole purpose of enforcing the terms of this Memorandum.

Dated this _____ day of _____, 2011.

FOR THE CITY

FOR THE UNION

Troy M. Hamblin, Labor Negotiator
City of Milwaukee

Michael V. Crivello, President
Milwaukee Police Association

See file for original signatures

APPENDIX M

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE (City)
ANDY
THE MILWAUKEE POLICE ASSOCIATION
LOCAL #21, IUPA, AFL-CIO (Union)

The City and the Union agree to resolve Grv. No. 2009-6/WERC Case 600 regarding ARTICLE 54 – DUTY ASSIGNMENT, and any other grievance filed by the Union regarding Article 54 of the labor agreement that has not previously been resolved, as follows:

1. The “temporary exceptions” referenced in the last sentence of Article 54 of the labor agreement allows the Chief of Police:
 - A. To assign one or more employees to a day duty assignment to further the Training Academy’s mission. Such assignment may be made when in the Chief of Police’s judgment:
 - (i) The employee to be assigned under this provision has a specific skill set or knowledge base not possessed by an employee currently assigned to day duty, or
 - (ii) The needs of the service warrant such an assignment, due to the work schedule or the special assignment of an employee currently assigned to day duty who might otherwise be utilized in the Training Academy’s mission.

The assignment of each such employee to day duty shall be for a maximum of sixty (60) calendar days per year.

 - B. To assign one or more employees to a day duty assignment when in the Chief of Police’s judgment an emergency involving the needs of the service warrants such assignment. Any such assignment shall not exceed five (5) consecutive work days.
 - C. To assign an employee to day duty when an employee requests such an assignment due to a life hardship. A “life hardship” is defined as a catastrophic life-changing event, such as the death or terminal condition of the

spouse, child, brother/sister or parent of the employee seeking such an assignment. The determination of whether an employee is eligible for such an assignment, and the decision to grant or deny the request, for up to 180 days, is in the sole discretion of the Chief of Police. The Chief of Police may, if the criteria in this paragraph are met, extend such hardship assignment for up to an additional 180 days.

- D. The Milwaukee Police Department shall provide the Union with written notification prior to assigning any employee to day duty pursuant to any of the above circumstances. If impracticable due to an emergent situation an initial verbal notification shall be followed by the written notification.
 - E. The Union shall maintain the right to challenge any such exception and/or temporary assignment in accordance with the grievance process.
2. In addition to the provisions set forth in paragraph one, the City and the Union agree that the following special provisions apply to employees assigned to what is currently known as the Milwaukee Police Department's High Intensity Drug Trafficking Area (HIDTA) unit. The parties agree:
- A. Specific Exception. Those employees on the attached list who have been assigned in the past to day duty at the HIDTA unit, despite having insufficient seniority to be assigned to day duty, shall be "grandfathered" and are eligible to be assigned to day duty at HIDTA.
 - B. General Exception. The Chief of Police may from time to time assign to day duty up to six (6) employees [department wide] who will be primarily involved in narcotics investigation at the HIDTA unit, or any future unit that includes a similar function as HIDTA, providing such functional unit is considered the Department's primary narcotics unit; regardless of the employee's seniority. Each such employee selected by the Chief of Police may be so assigned on a one-time basis for not more than two (2) years under this provision.
3. Apart from those employees with insufficient seniority for a day duty assignment referenced in paragraphs 1 and 2 above, any employee currently assigned to a day duty assignment with insufficient seniority shall be reassigned by the Chief of Police consistent with the employee's seniority within thirty (30) days of the Union's providing the employee's name to the Chief of Police.
4. The City Shall provide the Union, on a quarterly basis, the Milwaukee Police Department's Day Shift Eligibility List. Prospectively, this information will be included as a new provision (*i.e.*, paragraph 2.h) under Article 50, Bargaining Unit Information, of the parties' labor agreement.

Dated this 24th day of November,2015

See file for original

FOR THE CITY

DEBORAH A. FORD, LABOR NEGOTIATOR
City of Milwaukee

FOR THE UNION

MICHAEL V. CRIVELLO, PRESIDENT
Milwaukee Police Association

APPENDIX N

RATES OF PAY
FOR EMPLOYEES COVERED BY THE ~~2020~~2023-~~2022~~2026
AGREEMENT BETWEEN THE CITY OF MILWAUKEE AND
THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21, IUPA, AFL-CIO
FOR THE TIME PERIOD
COMMENCING JANUARY 1, ~~2020~~2023, AND ENDING DECEMBER 31, ~~2022~~2026
(FOR INFORMATIONAL PURPOSES ONLY)

For employee's hired prior to October 3, 2011:

Effective Pay Period 1, ~~2020-2023~~ (December ~~2925~~, ~~20192022~~)

Pay Range 801

Hourly	32.69	35.76	39.72	41.24	43.58
Biweekly	2,615.28	2,860.44	3,177.69	3,299.38	3,486.68
Monthly	5,682.01	6,214.65	6,903.91	7,168.30	7,575.23
Annual	68,184.08	74,575.76	82,846.92	86,019.55	90,902.73

Associate's Degree or 64 Credits

Hourly	32.96	36.02	39.99	41.51	43.85
Biweekly	2,636.69	2,881.87	3,199.07	3,320.77	3,508.13
Monthly	5,728.52	6,261.21	6,950.36	7,214.77	7,621.83
Annual	68,742.27	75,134.47	83,404.32	86,577.22	91,461.96

Bachelor's Degree

Hourly	33.29	36.36	40.32	41.84	44.19
Biweekly	2,663.44	2,908.60	3,225.83	3,347.53	3,534.85
Monthly	5,786.64	6,319.28	7,008.50	7,272.91	7,679.88
Annual	69,439.68	75,831.36	84,101.99	87,274.89	92,158.59

Master's Degree or Higher

Hourly	33.43	36.49	40.46	41.98	44.32
Biweekly	2,674.16	2,919.33	3,236.53	3,358.24	3,545.58
Monthly	5,809.93	6,342.59	7,031.75	7,296.18	7,703.19
Annual	69,719.17	76,111.10	84,380.96	87,554.11	92,438.33

Police Officer^{1/}

~~Police Matron~~

~~Assistant Custodian of Police Properties and Stores~~

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	42.38	43.69	45.06
Biweekly	3,390.20	3,495.21	3,604.73
Monthly	7,365.61	7,593.76	7,831.71
Annual	88,387.36	91,125.12	93,980.46

Associate's Degree or 64 Credits

Hourly	42.64	43.96	45.33
Biweekly	3,411.58	3,516.61	3,626.12
Monthly	7,412.06	7,640.25	7,878.18
Annual	88,944.76	91,683.04	94,538.13

Bachelor's Degree

Hourly	42.98	44.29	45.66
Biweekly	3,438.38	3,543.37	3,652.88
Monthly	7,470.29	7,698.39	7,936.32
Annual	89,643.48	92,380.72	95,235.80

Master's Degree or Higher

Hourly	43.11	44.43	45.79
Biweekly	3,449.07	3,554.08	3,663.57
Monthly	7,493.52	7,721.66	7,959.54
Annual	89,922.18	92,659.94	95,514.50

Court Liaison Officer
Forensic Investigator^{1/}
~~Narcotics Control Officer~~
Police Alarm Operator

^{1/} Effective Pay Period 12, 2023 (May 28, 2023), Employees in the Forensic Investigator position will be moved to Pay Range 806 in the equivalent step and educational level.

Pay Range 806

Hourly	43.69	45.06	46.53
Biweekly	3,495.21	3,604.73	3,722.61
Monthly	7,593.76	7,831.71	8,087.81
Annual	91,125.12	93,980.46	97,053.76

Associate's Degree or 64 Credits

Hourly	43.96	45.33	46.80
Biweekly	3,516.61	3,626.12	3,744.05
Monthly	7,640.25	7,878.18	8,134.39
Annual	91,683.04	94,538.13	97,612.73

Bachelor's Degree

Hourly	44.29	45.66	47.13
Biweekly	3,543.37	3,652.88	3,770.79
Monthly	7,698.39	7,936.32	8,192.49
Annual	92,380.72	95,235.80	98,309.88

Master's Degree or Higher

Hourly	44.43	45.79	47.27
Biweekly	3,554.08	3,663.57	3,781.50
Monthly	7,721.66	7,959.54	8,215.76
Annual	92,659.94	95,514.50	98,589.10

Custodian of Police Property and Stores

Pay Range 808

Hourly	44.57	46.29	48.08
Biweekly	3,565.47	3,703.14	3,846.40
Monthly	7,746.41	8,045.51	8,356.76
Annual	92,956.89	96,546.15	100,281.14

Associate's Degree or 64 Credits

Hourly	44.84	46.56	48.35
Biweekly	3,586.88	3,724.56	3,867.78
Monthly	7,792.92	8,092.05	8,403.21
Annual	93,515.08	97,104.60	100,838.55

Bachelor's Degree

Hourly	45.17	46.89	48.68
Biweekly	3,613.65	3,751.30	3,894.57
Monthly	7,851.09	8,150.15	8,461.42
Annual	94,213.02	97,801.75	101,537.00

Master's Degree or Higher

Hourly	45.30	47.03	48.82
Biweekly	3,624.37	3,762.00	3,905.27
Monthly	7,874.38	8,173.39	8,484.66
Annual	94,492.50	98,080.71	101,815.97

Detective
Document Examiner

Latent Print Examiner

~~Police Data Communications Specialist~~

Pay Range 810

Hourly	46.53	48.11	49.69
Biweekly	3,722.61	3,848.86	3,975.15
Monthly	8,087.81	8,362.11	8,636.49
Annual	97,053.76	100,345.28	103,637.84

Associate's Degree or 64 Credits

Hourly	46.80	48.38	49.96
Biweekly	3,744.05	3,870.26	3,996.54
Monthly	8,134.39	8,408.60	8,682.96
Annual	97,612.73	100,903.20	104,195.50

Bachelor's Degree

Hourly	47.13	48.71	50.29
Biweekly	3,770.79	3,897.03	4,023.33
Monthly	8,192.49	8,466.76	8,741.16
Annual	98,309.88	101,601.14	104,893.96

Master's Degree or Higher

Hourly	47.27	48.85	50.43
Biweekly	3,781.50	3,907.72	4,034.01
Monthly	8,215.76	8,489.99	8,764.37
Annual	98,589.10	101,879.84	105,172.40

~~Police Electronic Technician~~

~~Computer Aided Dispatch System Specialist~~

Pay Range 812

Hourly	48.11	49.69	51.27
Biweekly	3,848.86	3,975.15	4,101.52
Monthly	8,362.11	8,636.49	8,911.04
Annual	100,345.28	103,637.84	106,932.48

Associate's Degree or 64 Credits

Hourly	48.38	49.96	51.54
Biweekly	3,870.26	3,996.54	4,122.90
Monthly	8,408.60	8,682.96	8,957.49
Annual	100,903.20	104,195.50	107,489.89

Bachelor's Degree

Hourly	48.71	50.29	51.87
Biweekly	3,897.03	4,023.33	4,149.70
Monthly	8,466.76	8,741.16	9,015.72
Annual	101,601.14	104,893.96	108,188.60

Master's Degree or Higher

Hourly	48.85	50.43	52.01
Biweekly	3,907.72	4,034.01	4,160.41
Monthly	8,489.99	8,764.37	9,038.99
Annual	101,879.84	105,172.40	108,467.83

Chief ~~Document~~-Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	46.29	48.08	49.94	51.88	53.89	55.98
Biweekly	3,703.14	3,846.40	3,995.32	4,150.18	4,311.05	4,478.54
Monthly	8,045.51	8,356.76	8,680.31	9,016.76	9,366.27	9,730.16
Annual	96,546.15	100,281.14	104,163.70	108,201.12	112,395.23	116,761.93

Associate's Degree or 64 Credits

Hourly	46.56	48.35	50.21	52.14	54.16	56.25
Biweekly	3,724.56	3,867.78	4,016.72	4,171.58	4,332.47	4,499.96
Monthly	8,092.05	8,403.21	8,726.80	9,063.25	9,412.81	9,776.70
Annual	97,104.60	100,838.55	104,721.63	108,759.05	112,953.68	117,320.38

Bachelor's Degree

Hourly	46.89	48.68	50.54	52.48	54.49	56.58
Biweekly	3,751.30	3,894.57	4,043.47	4,198.34	4,359.20	4,526.72
Monthly	8,150.15	8,461.42	8,784.92	9,121.39	9,470.88	9,834.84
Annual	97,801.75	101,537.00	105,419.04	109,456.72	113,650.57	118,018.05

Master's Degree or Higher

Hourly	47.03	48.82	50.68	52.61	54.62	56.72
Biweekly	3,762.00	3,905.27	4,054.18	4,209.03	4,369.91	4,537.41
Monthly	8,173.39	8,484.66	8,808.19	9,144.62	9,494.15	9,858.06
Annual	98,080.71	101,815.97	105,698.26	109,735.42	113,929.79	118,296.76

~~Police Audio Visual Specialist~~

Effective Pay Period ~~14, 2021-2023~~ (~~December 27, 2020~~ June 25, 2023)

Pay Range 801

Hourly	33.30	36.43	40.47	42.02	44.40
Biweekly	2,664.32	2,914.07	3,237.27	3,361.24	3,552.06
Monthly	5,788.55	6,331.16	7,033.35	7,302.69	7,717.27
Annual	69,462.63	75,973.97	84,400.25	87,632.33	92,607.28

Associate's Degree or 64 Credits

Hourly	33.58	36.70	40.74	42.29	44.67
Biweekly	2,686.13	2,935.91	3,259.05	3,383.03	3,573.91
Monthly	5,835.94	6,378.61	7,080.67	7,350.04	7,764.75
Annual	70,031.24	76,543.37	84,968.09	88,200.42	93,176.94

Bachelor's Degree

Hourly	33.92	37.04	41.08	42.63	45.01
Biweekly	2,713.38	2,963.14	3,286.31	3,410.30	3,601.13
Monthly	5,895.14	6,437.77	7,139.90	7,409.28	7,823.88
Annual	70,741.69	77,253.29	85,678.79	88,911.39	93,886.60

Master's Degree or Higher

Hourly	34.05	37.18	41.22	42.77	45.15
Biweekly	2,724.30	2,974.07	3,297.21	3,421.21	3,612.06
Monthly	5,918.87	6,461.52	7,163.58	7,432.99	7,847.63
Annual	71,026.39	77,538.25	85,962.97	89,195.83	94,171.56

Police Officer^{1/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	43.17	44.51	45.90
Biweekly	3,453.77	3,560.75	3,672.32
Monthly	7,503.73	7,736.15	7,978.55
Annual	90,044.72	92,833.84	95,742.63

Associate's Degree or 64 Credits

Hourly	43.44	44.78	46.18
Biweekly	3,475.55	3,582.55	3,694.11
Monthly	7,551.05	7,783.52	8,025.89
Annual	90,612.55	93,402.19	96,310.72

Bachelor's Degree

Hourly	43.79	45.12	46.52
Biweekly	3,502.85	3,609.81	3,721.37
Monthly	7,610.36	7,842.74	8,085.12
Annual	91,324.30	94,112.90	97,021.43

Master's Degree or Higher

Hourly	43.92	45.26	46.65
Biweekly	3,513.74	3,620.72	3,732.26
Monthly	7,634.02	7,866.45	8,108.78
Annual	91,608.22	94,397.34	97,305.35

Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

Pay Range 806

Hourly	44.51	45.90	47.41
Biweekly	3,560.75	3,672.32	3,792.41
Monthly	7,736.15	7,978.55	8,239.46
Annual	92,833.84	95,742.63	98,873.54

Associate's Degree or 64 Credits

Hourly	44.78	46.18	47.68
Biweekly	3,582.55	3,694.11	3,814.25
Monthly	7,783.52	8,025.89	8,286.91
Annual	93,402.19	96,310.72	99,442.94

Bachelor's Degree

Hourly	45.12	46.52	48.02
Biweekly	3,609.81	3,721.37	3,841.49
Monthly	7,842.74	8,085.12	8,346.09
Annual	94,112.90	97,021.43	100,153.13

Master's Degree or Higher

Hourly	45.26	46.65	48.16
Biweekly	3,620.72	3,732.26	3,852.40
Monthly	7,866.45	8,108.78	8,369.80
Annual	94,397.34	97,305.35	100,437.57

~~Custodian of Police Property and Stores~~
Forensic Investigator

Pay Range 808

Hourly	45.40	47.16	48.98
Biweekly	3,632.32	3,772.57	3,918.52
Monthly	7,891.65	8,196.36	8,513.45
Annual	94,699.77	98,356.29	102,161.41

Associate's Degree or 64 Credits

Hourly	45.68	47.43	49.25
Biweekly	3,654.13	3,794.40	3,940.30
Monthly	7,939.03	8,243.79	8,560.77
Annual	95,268.39	98,925.43	102,729.25

Bachelor's Degree

Hourly	46.02	47.77	49.59
Biweekly	3,681.41	3,821.64	3,967.59
Monthly	7,998.30	8,302.97	8,620.06
Annual	95,979.62	99,635.61	103,440.74

Master's Degree or Higher

Hourly	46.15	47.91	49.73
Biweekly	3,692.33	3,832.54	3,978.49
Monthly	8,022.03	8,326.65	8,643.74
Annual	96,264.32	99,919.79	103,724.92

Detective
Document Examiner
Latent Print Examiner

~~Police Data Communications Specialist~~

Pay Range 810

Hourly	47.41	49.01	50.62
Biweekly	3,792.41	3,921.03	4,049.68
Monthly	8,239.46	8,518.90	8,798.41
Annual	98,873.54	102,226.85	105,580.94

Associate's Degree or 64 Credits

Hourly	47.68	49.29	50.89
Biweekly	3,814.25	3,942.83	4,071.48
Monthly	8,286.91	8,566.27	8,845.78
Annual	99,442.94	102,795.21	106,149.30

Bachelor's Degree

Hourly	48.02	49.63	51.23
Biweekly	3,841.49	3,970.10	4,098.77
Monthly	8,346.09	8,625.52	8,905.07
Annual	100,153.13	103,506.18	106,860.79

Master's Degree or Higher

Hourly	48.16	49.76	51.37
Biweekly	3,852.40	3,980.99	4,109.65
Monthly	8,369.80	8,649.17	8,928.70
Annual	100,437.57	103,790.09	107,144.44

~~Police Electronic Technician~~
~~Computer Aided Dispatch System Specialist~~

Pay Range 812

Hourly	49.01	50.62	52.23
Biweekly	3,921.03	4,049.68	4,178.42
Monthly	8,518.90	8,798.41	9,078.12
Annual	102,226.85	105,580.94	108,937.38

Associate's Degree or 64 Credits

Hourly	49.29	50.89	52.50
Biweekly	3,942.83	4,071.48	4,200.20
Monthly	8,566.27	8,845.78	9,125.43
Annual	102,795.21	106,149.30	109,505.21

Bachelor's Degree

Hourly	49.63	51.23	52.84
Biweekly	3,970.10	4,098.77	4,227.51
Monthly	8,625.52	8,905.07	9,184.77
Annual	103,506.18	106,860.79	110,217.22

Master's Degree or Higher

Hourly	49.76	51.37	52.98
Biweekly	3,980.99	4,109.65	4,238.42
Monthly	8,649.17	8,928.70	9,208.47
Annual	103,790.09	107,144.44	110,501.66

Chief ~~Document~~-Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	47.16	48.98	50.88	52.85	54.90	57.03
Biweekly	3,772.57	3,918.52	4,070.23	4,228.00	4,391.88	4,562.51
Monthly	8,196.36	8,513.45	8,843.06	9,185.83	9,541.88	9,912.60
Annual	98,356.29	102,161.41	106,116.71	110,230.00	114,502.58	118,951.15

Associate's Degree or 64 Credits

Hourly	47.43	49.25	51.15	53.12	55.17	57.30
Biweekly	3,794.40	3,940.30	4,092.03	4,249.80	4,413.70	4,584.33
Monthly	8,243.79	8,560.77	8,890.42	9,233.20	9,589.29	9,960.00
Annual	98,925.43	102,729.25	106,685.07	110,798.35	115,071.46	119,520.03

Bachelor's Degree

Hourly	47.77	49.59	51.49	53.46	55.51	57.65
Biweekly	3,821.64	3,967.59	4,119.29	4,277.06	4,440.94	4,611.60
Monthly	8,302.97	8,620.06	8,949.65	9,292.42	9,648.47	10,019.25
Annual	99,635.61	103,440.74	107,395.77	111,509.06	115,781.65	120,231.00

Master's Degree or Higher

Hourly	47.91	49.73	51.63	53.60	55.65	57.78
Biweekly	3,832.54	3,978.49	4,130.20	4,287.95	4,451.85	4,622.49
Monthly	8,326.65	8,643.74	8,973.35	9,316.08	9,672.17	10,042.91
Annual	99,919.79	103,724.92	107,680.21	111,792.98	116,066.09	120,514.92

~~Police Audio Visual Specialist~~

Effective Pay Period 1, ~~2022-2024~~ (December ~~26~~24, ~~2021~~2023)

Pay Range 801

Hourly	33.89	37.06	41.17	42.75	45.18
Biweekly	2,710.95	2,965.07	3,293.92	3,420.06	3,614.22
Monthly	5,889.86	6,441.97	7,156.43	7,430.49	7,852.32
Annual	70,678.34	77,303.61	85,877.20	89,165.85	94,227.88

Associate's Degree or 64 Credits

Hourly	34.16	37.34	41.45	43.03	45.46
Biweekly	2,733.14	2,987.29	3,316.08	3,442.23	3,636.45
Monthly	5,938.07	6,490.24	7,204.58	7,478.65	7,900.62
Annual	71,256.86	77,882.92	86,454.94	89,743.85	94,807.44

Bachelor's Degree

Hourly	34.51	37.69	41.80	43.37	45.80
Biweekly	2,760.86	3,014.99	3,343.82	3,469.98	3,664.15
Monthly	5,998.30	6,550.42	7,264.85	7,538.94	7,960.80
Annual	71,979.56	78,605.09	87,178.16	90,467.33	95,529.62

Master's Degree or Higher

Hourly	34.65	37.83	41.94	43.51	45.94
Biweekly	2,771.98	3,026.12	3,354.91	3,481.08	3,675.27
Monthly	6,022.46	6,574.61	7,288.94	7,563.06	7,984.96
Annual	72,269.48	78,895.27	87,467.29	90,756.73	95,819.54

Police Officer^{1/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	43.93	45.29	46.71
Biweekly	3,514.21	3,623.06	3,736.59
Monthly	7,635.04	7,871.53	8,118.19
Annual	91,620.47	94,458.35	97,418.24

Associate's Degree or 64 Credits

Hourly	44.20	45.57	46.98
Biweekly	3,536.37	3,645.24	3,758.76
Monthly	7,683.19	7,919.72	8,166.35
Annual	92,198.22	95,036.61	97,996.24

Bachelor's Degree

Hourly	44.55	45.91	47.33
Biweekly	3,564.15	3,672.98	3,786.49
Monthly	7,743.54	7,979.99	8,226.60
Annual	92,922.48	95,759.83	98,719.20

Master's Degree or Higher

Hourly	44.69	46.05	47.47
Biweekly	3,575.23	3,684.08	3,797.57
Monthly	7,767.61	8,004.10	8,250.67
Annual	93,211.35	96,049.23	99,008.07

Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

Pay Range 806

Hourly	45.29	46.71	48.23
Biweekly	3,623.06	3,736.59	3,858.78
Monthly	7,871.53	8,118.19	8,383.66
Annual	94,458.35	97,418.24	100,603.90

Associate's Degree or 64 Credits

Hourly	45.57	46.98	48.51
Biweekly	3,645.24	3,758.76	3,881.00
Monthly	7,919.72	8,166.35	8,431.93
Annual	95,036.61	97,996.24	101,183.21

Bachelor's Degree

Hourly	45.91	47.33	48.86
Biweekly	3,672.98	3,786.49	3,908.72
Monthly	7,979.99	8,226.60	8,492.16
Annual	95,759.83	98,719.20	101,905.91

Master's Degree or Higher

Hourly	46.05	47.47	49.00
Biweekly	3,684.08	3,797.57	3,919.82
Monthly	8,004.10	8,250.67	8,516.28
Annual	96,049.23	99,008.07	102,195.30

Custodian of Police Property and Stores
Forensic Investigator

Pay Range 808

Hourly	46.20	47.98	49.84
Biweekly	3,695.89	3,838.59	3,987.09
Monthly	8,029.76	8,339.79	8,662.43
Annual	96,357.13	100,077.52	103,949.13

Associate's Degree or 64 Credits

Hourly	46.48	48.26	50.12
Biweekly	3,718.08	3,860.80	4,009.26
Monthly	8,077.97	8,388.05	8,710.59
Annual	96,935.66	100,656.57	104,527.13

Bachelor's Degree

Hourly	46.82	48.61	50.46
Biweekly	3,745.83	3,888.52	4,037.02
Monthly	8,138.26	8,448.27	8,770.91
Annual	97,659.14	101,379.27	105,250.88

Master's Degree or Higher

Hourly	46.96	48.75	50.60
Biweekly	3,756.95	3,899.61	4,048.11
Monthly	8,162.42	8,472.37	8,795.00
Annual	97,949.05	101,668.40	105,540.01

Detective

Document Examiner

~~Police Data Communications Specialist~~

Latent Print Examiner

Pay Range 810

Hourly	48.23	49.87	51.51
Biweekly	3,858.78	3,989.65	4,120.55
Monthly	8,383.66	8,667.99	8,952.39
Annual	100,603.90	104,015.87	107,428.62

Associate's Degree or 64 Credits

Hourly	48.51	50.15	51.78
Biweekly	3,881.00	4,011.83	4,142.73
Monthly	8,431.93	8,716.18	9,000.57
Annual	101,183.21	104,594.14	108,006.89

Bachelor's Degree

Hourly	48.86	50.49	52.13
Biweekly	3,908.72	4,039.58	4,170.50
Monthly	8,492.16	8,776.47	9,060.91
Annual	101,905.91	105,317.62	108,730.89

Master's Degree or Higher

Hourly	49.00	50.63	52.27
Biweekly	3,919.82	4,050.66	4,181.57
Monthly	8,516.28	8,800.54	9,084.96
Annual	102,195.30	105,606.49	109,019.50

~~Computer Aided Dispatch System Specialist~~

Pay Range 812

Hourly	49.87	51.51	53.14
Biweekly	3,989.65	4,120.55	4,251.54
Monthly	8,667.99	8,952.39	9,236.98
Annual	104,015.87	107,428.62	110,843.72

Associate's Degree or 64 Credits

Hourly	50.15	51.78	53.42
Biweekly	4,011.83	4,142.73	4,273.70
Monthly	8,716.18	9,000.57	9,285.12
Annual	104,594.14	108,006.89	111,421.46

Bachelor's Degree

Hourly	50.49	52.13	53.77
Biweekly	4,039.58	4,170.50	4,301.49
Monthly	8,776.47	9,060.91	9,345.50
Annual	105,317.62	108,730.89	112,145.99

Master's Degree or Higher

Hourly	50.63	52.27	53.91
Biweekly	4,050.66	4,181.57	4,312.59
Monthly	8,800.54	9,084.96	9,369.62
Annual	105,606.49	109,019.50	112,435.38

Chief ~~Document~~Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	47.98	49.84	51.77	53.77	55.86	58.03
Biweekly	3,838.59	3,987.09	4,141.46	4,301.99	4,468.74	4,642.35
Monthly	8,339.79	8,662.43	8,997.82	9,346.59	9,708.87	10,086.06
Annual	100,077.52	103,949.13	107,973.78	112,159.02	116,506.43	121,032.69

Associate's Degree or 64 Credits

Hourly	48.26	50.12	52.05	54.05	56.14	58.31
Biweekly	3,860.80	4,009.26	4,163.64	4,324.17	4,490.94	4,664.56
Monthly	8,388.05	8,710.59	9,046.00	9,394.77	9,757.10	10,134.31
Annual	100,656.57	104,527.13	108,552.04	112,737.29	117,085.22	121,611.74

Bachelor's Degree

Hourly	48.61	50.46	52.39	54.40	56.48	58.65
Biweekly	3,888.52	4,037.02	4,191.38	4,351.91	4,518.66	4,692.30
Monthly	8,448.27	8,770.91	9,106.27	9,455.04	9,817.33	10,194.58
Annual	101,379.27	105,250.88	109,275.26	113,460.51	117,807.92	122,334.96

Master's Degree or Higher

Hourly	48.75	50.60	52.53	54.54	56.62	58.79
Biweekly	3,899.61	4,048.11	4,202.48	4,362.99	4,529.76	4,703.38
Monthly	8,472.37	8,795.00	9,130.39	9,479.12	9,841.44	10,218.65
Annual	101,668.40	105,540.01	109,564.65	113,749.38	118,097.31	122,623.83

Police Audio Visual Specialist

Effective Pay Period 14, 2024 (June 23, 2024)

Pay Range 801

Hourly	34.48	37.71	41.89	43.50	45.97
Biweekly	2,758.39	3,016.96	3,351.56	3,479.91	3,677.47
Monthly	5,992.93	6,554.71	7,281.66	7,560.52	7,989.74
Annual	71,915.17	78,656.46	87,379.96	90,726.22	95,876.89

Associate's Degree or 64 Credits

Hourly	34.76	37.99	42.18	43.78	46.25
Biweekly	2,780.97	3,039.57	3,374.11	3,502.47	3,700.09
Monthly	6,041.99	6,603.83	7,330.66	7,609.53	8,038.89
Annual	72,503.86	79,245.93	87,967.87	91,314.39	96,466.63

Bachelor's Degree

Hourly	35.11	38.35	42.53	44.13	46.60
Biweekly	2,809.18	3,067.75	3,402.34	3,530.70	3,728.27
Monthly	6,103.28	6,665.05	7,391.99	7,670.87	8,100.11
Annual	73,239.33	79,980.62	88,703.86	92,050.39	97,201.32

Master's Degree or Higher

Hourly	35.26	38.49	42.67	44.28	46.74
Biweekly	2,820.49	3,079.08	3,413.62	3,542.00	3,739.59
Monthly	6,127.85	6,689.67	7,416.50	7,695.42	8,124.70
Annual	73,534.20	80,276.01	88,997.95	92,345.00	97,496.45

Police Officer^{1/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	44.70	46.08	47.52
Biweekly	3,575.71	3,686.46	3,801.98
Monthly	7,768.66	8,009.27	8,260.25
Annual	93,223.87	96,111.28	99,123.05

Associate's Degree or 64 Credits

Hourly	44.98	46.36	47.81
Biweekly	3,598.26	3,709.03	3,824.54
Monthly	7,817.65	8,058.31	8,309.27
Annual	93,811.78	96,699.71	99,711.22

Bachelor's Degree

Hourly	45.33	46.72	48.16
Biweekly	3,626.52	3,737.26	3,852.75
Monthly	7,879.05	8,119.64	8,370.56
Annual	94,548.56	97,435.71	100,446.69

Master's Degree or Higher

Hourly	45.47	46.86	48.30
Biweekly	3,637.80	3,748.55	3,864.03
Monthly	7,903.55	8,144.17	8,395.07
Annual	94,842.64	97,730.05	100,740.78

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	46.08	47.52	49.08
Biweekly	3,686.46	3,801.98	3,926.31
Monthly	8,009.27	8,260.25	8,530.38
Annual	96,111.28	99,123.05	102,364.51

Associate's Degree or 64 Credits

Hourly	46.36	47.81	49.36
Biweekly	3,709.03	3,824.54	3,948.92
Monthly	8,058.31	8,309.27	8,579.50
Annual	96,699.71	99,711.22	102,953.98

Bachelor's Degree

Hourly	46.72	48.16	49.71
Biweekly	3,737.26	3,852.75	3,977.12
Monthly	8,119.64	8,370.56	8,640.77
Annual	97,435.71	100,446.69	103,689.20

Master's Degree or Higher

Hourly	46.86	48.30	49.86
Biweekly	3,748.55	3,864.03	3,988.42
Monthly	8,144.17	8,395.07	8,665.32
Annual	97,730.05	100,740.78	103,983.80

Forensic Investigator

Pay Range 808

Hourly	47.01	48.82	50.71
Biweekly	3,760.57	3,905.77	4,056.86
Monthly	8,170.29	8,485.75	8,814.01
Annual	98,043.43	101,829.00	105,768.13

Associate's Degree or 64 Credits

Hourly	47.29	49.10	50.99
Biweekly	3,783.15	3,928.36	4,079.42
Monthly	8,219.34	8,534.83	8,863.03
Annual	98,632.12	102,417.95	106,356.30

Bachelor's Degree

Hourly	47.64	49.46	51.35
Biweekly	3,811.38	3,956.57	4,107.67
Monthly	8,280.68	8,596.12	8,924.40
Annual	99,368.12	103,153.43	107,092.82

Master's Degree or Higher

Hourly	47.78	49.60	51.49
Biweekly	3,822.70	3,967.85	4,118.95
Monthly	8,305.27	8,620.63	8,948.91
Annual	99,663.25	103,447.52	107,386.91

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	49.08	50.74	52.41
Biweekly	3,926.31	4,059.47	4,192.66
Monthly	8,530.38	8,819.68	9,109.05
Annual	102,364.51	105,836.18	109,308.63

Associate's Degree or 64 Credits

Hourly	49.36	51.03	52.69
Biweekly	3,948.92	4,082.04	4,215.23
Monthly	8,579.50	8,868.72	9,158.09
Annual	102,953.98	106,424.61	109,897.07

Bachelor's Degree

Hourly	49.71	51.38	53.04
Biweekly	3,977.12	4,110.27	4,243.48
Monthly	8,640.77	8,930.05	9,219.47
Annual	103,689.20	107,160.61	110,633.58

Master's Degree or Higher

Hourly	49.86	51.52	53.18
Biweekly	3,988.42	4,121.55	4,254.75
Monthly	8,665.32	8,954.56	9,243.95
Annual	103,983.80	107,454.69	110,927.41

Pay Range 812

Hourly	50.74	52.41	54.07
Biweekly	4,059.47	4,192.66	4,325.94
Monthly	8,819.68	9,109.05	9,398.62
Annual	105,836.18	109,308.63	112,783.43

Associate's Degree or 64 Credits

Hourly	51.03	52.69	54.36
Biweekly	4,082.04	4,215.23	4,348.49
Monthly	8,868.72	9,158.09	9,447.61
Annual	106,424.61	109,897.07	113,371.34

Bachelor's Degree

Hourly	51.38	53.04	54.71
Biweekly	4,110.27	4,243.48	4,376.77
Monthly	8,930.05	9,219.47	9,509.05
Annual	107,160.61	110,633.58	114,108.64

Master's Degree or Higher

Hourly	51.52	53.18	54.85
Biweekly	4,121.55	4,254.75	4,388.06
Monthly	8,954.56	9,243.95	9,533.58
Annual	107,454.69	110,927.41	114,402.99

Chief Latent Print Examiner Identification Systems Specialist

Pay Range 813

Hourly	48.82	50.71	52.67	54.72	56.84	59.04
Biweekly	3,905.77	4,056.86	4,213.94	4,377.27	4,546.94	4,723.59
Monthly	8,485.75	8,814.01	9,155.29	9,510.14	9,878.77	10,262.56
Annual	101,829.00	105,768.13	109,863.43	114,121.68	118,545.22	123,150.74

Associate's Degree or 64 Credits

Hourly	49.10	50.99	52.96	55.00	57.12	59.33
Biweekly	3,928.36	4,079.42	4,236.50	4,399.84	4,569.53	4,746.19
Monthly	8,534.83	8,863.03	9,204.30	9,559.18	9,927.85	10,311.66
Annual	102,417.95	106,356.30	110,451.60	114,710.11	119,134.17	123,739.95

Bachelor's Degree

Hourly	49.46	51.35	53.31	55.35	57.47	59.68
Biweekly	3,956.57	4,107.67	4,264.73	4,428.07	4,597.74	4,774.42
Monthly	8,596.12	8,924.40	9,265.63	9,620.51	9,989.14	10,373.00
Annual	103,153.43	107,092.82	111,187.60	115,446.11	119,869.65	124,475.95

Master's Degree or Higher

Hourly	49.60	51.49	53.45	55.49	57.61	59.82
Biweekly	3,967.85	4,118.95	4,276.02	4,439.34	4,609.03	4,785.69
Monthly	8,620.63	8,948.91	9,290.16	9,644.99	10,013.67	10,397.48
Annual	103,447.52	107,386.91	111,481.95	115,739.93	120,163.99	124,769.77

Effective Pay Period 1, 2025 (December 22, 2024)

Pay Range 801

Hourly	35.13	38.42	42.68	44.31	46.83
Biweekly	2,810.11	3,073.53	3,414.40	3,545.16	3,746.42
Monthly	6,105.30	6,677.61	7,418.19	7,702.28	8,139.54
Annual	73,263.58	80,131.32	89,018.28	92,427.38	97,674.52

Associate's Degree or 64 Credits

Hourly	35.41	38.71	42.97	44.60	47.12
Biweekly	2,833.11	3,096.56	3,437.37	3,568.14	3,769.47
Monthly	6,155.27	6,727.65	7,468.10	7,752.21	8,189.62
Annual	73,863.22	80,731.74	89,617.14	93,026.51	98,275.47

Bachelor's Degree

Hourly	35.77	39.07	43.33	44.96	47.48
Biweekly	2,861.85	3,125.27	3,466.13	3,596.90	3,798.18
Monthly	6,217.71	6,790.02	7,530.58	7,814.69	8,252.00
Annual	74,612.52	81,480.25	90,366.96	93,776.32	99,023.98

Master's Degree or Higher

Hourly	35.92	39.21	43.47	45.11	47.62
Biweekly	2,873.37	3,136.81	3,477.63	3,608.41	3,809.71
Monthly	6,242.74	6,815.09	7,555.57	7,839.70	8,277.05
Annual	74,912.86	81,781.12	90,666.78	94,076.40	99,324.58

Police Officer^{1/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	45.53	46.94	48.42
Biweekly	3,642.75	3,755.58	3,873.27
Monthly	7,914.31	8,159.44	8,415.14
Annual	94,971.69	97,913.33	100,981.68

Associate's Degree or 64 Credits

Hourly	45.82	47.23	48.70
Biweekly	3,665.73	3,778.57	3,896.25
Monthly	7,964.24	8,209.39	8,465.07
Annual	95,570.82	98,512.72	101,580.80

Bachelor's Degree

Hourly	46.18	47.59	49.06
Biweekly	3,694.52	3,807.33	3,924.99
Monthly	8,026.78	8,271.88	8,527.51
Annual	96,321.41	99,262.53	102,330.09

Master's Degree or Higher

Hourly	46.33	47.74	49.21
Biweekly	3,706.01	3,818.84	3,936.48
Monthly	8,051.75	8,296.88	8,552.47
Annual	96,620.97	99,562.61	102,629.65

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	46.94	48.42	50.00
Biweekly	3,755.58	3,873.27	3,999.93
Monthly	8,159.44	8,415.14	8,690.32
Annual	97,913.33	100,981.68	104,283.89

Associate's Degree or 64 Credits

Hourly	47.23	48.70	50.29
Biweekly	3,778.57	3,896.25	4,022.96
Monthly	8,209.39	8,465.07	8,740.36
Annual	98,512.72	101,580.80	104,884.31

Bachelor's Degree

Hourly	47.59	49.06	50.65
Biweekly	3,807.33	3,924.99	4,051.69
Monthly	8,271.88	8,527.51	8,802.78
Annual	99,262.53	102,330.09	105,633.34

Master's Degree or Higher

Hourly	47.74	49.21	50.79
Biweekly	3,818.84	3,936.48	4,063.20
Monthly	8,296.88	8,552.47	8,827.79
Annual	99,562.61	102,629.65	105,933.43

Forensic Investigator

Pay Range 808

Hourly	47.89	49.74	51.66
Biweekly	3,831.08	3,979.00	4,132.93
Monthly	8,323.48	8,644.85	8,979.28
Annual	99,881.73	103,738.21	107,751.39

Associate's Degree or 64 Credits

Hourly	48.18	50.03	51.95
Biweekly	3,854.08	4,002.02	4,155.91
Monthly	8,373.45	8,694.87	9,029.21
Annual	100,481.37	104,338.38	108,350.51

Bachelor's Degree

Hourly	48.54	50.38	52.31
Biweekly	3,882.84	4,030.76	4,184.69
Monthly	8,435.93	8,757.31	9,091.74
Annual	101,231.18	105,087.67	109,100.84

Master's Degree or Higher

Hourly	48.68	50.53	52.45
Biweekly	3,894.38	4,042.25	4,196.18
Monthly	8,461.00	8,782.27	9,116.70
Annual	101,532.05	105,387.23	109,400.40

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	50.00	51.69	53.39
Biweekly	3,999.93	4,135.59	4,271.27
Monthly	8,690.32	8,985.06	9,279.84
Annual	104,283.89	107,820.74	111,358.11

Associate's Degree or 64 Credits

Hourly	50.29	51.98	53.68
Biweekly	4,022.96	4,158.58	4,294.27
Monthly	8,740.36	9,035.01	9,329.81
Annual	104,884.31	108,420.12	111,957.75

Bachelor's Degree

Hourly	50.65	52.34	54.04
Biweekly	4,051.69	4,187.34	4,323.05
Monthly	8,802.78	9,097.49	9,392.34
Annual	105,633.34	109,169.93	112,708.09

Master's Degree or Higher

Hourly	50.79	52.49	54.18
Biweekly	4,063.20	4,198.83	4,334.53
Monthly	8,827.79	9,122.46	9,417.28
Annual	105,933.43	109,469.49	113,007.39

Pay Range 812

Hourly	51.69	53.39	55.09
Biweekly	4,135.59	4,271.27	4,407.05
Monthly	8,985.06	9,279.84	9,574.84
Annual	107,820.74	111,358.11	114,898.09

Associate's Degree or 64 Credits

Hourly	51.98	53.68	55.38
Biweekly	4,158.58	4,294.27	4,430.02
Monthly	9,035.01	9,329.81	9,624.75
Annual	108,420.12	111,957.75	115,496.95

Bachelor's Degree

Hourly	52.34	54.04	55.74
Biweekly	4,187.34	4,323.05	4,458.83
Monthly	9,097.49	9,392.34	9,687.34
Annual	109,169.93	112,708.09	116,248.07

Master's Degree or Higher

Hourly	52.49	54.18	55.88
Biweekly	4,198.83	4,334.53	4,470.34
Monthly	9,122.46	9,417.28	9,712.35
Annual	109,469.49	113,007.39	116,548.15

Chief Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	49.74	51.66	53.66	55.74	57.90	60.15
Biweekly	3,979.00	4,132.93	4,292.95	4,459.34	4,632.20	4,812.16
Monthly	8,644.85	8,979.28	9,326.95	9,688.45	10,064.01	10,454.99
Annual	103,738.21	107,751.39	111,923.34	116,261.36	120,768.07	125,459.88

Associate's Degree or 64 Credits

Hourly	50.03	51.95	53.95	56.03	58.19	60.44
Biweekly	4,002.02	4,155.91	4,315.93	4,482.34	4,655.21	4,835.18
Monthly	8,694.87	9,029.21	9,376.87	9,738.42	10,114.00	10,505.00
Annual	104,338.38	108,350.51	112,522.46	116,861.00	121,367.97	126,060.05

Bachelor's Degree

Hourly	50.38	52.31	54.31	56.39	58.55	60.80
Biweekly	4,030.76	4,184.69	4,344.69	4,511.10	4,683.95	4,863.94
Monthly	8,757.31	9,091.74	9,439.36	9,800.90	10,176.44	10,567.49
Annual	105,087.67	109,100.84	113,272.27	117,610.82	122,117.27	126,809.86

Master's Degree or Higher

Hourly	50.53	52.45	54.45	56.53	58.69	60.94
Biweekly	4,042.25	4,196.18	4,356.20	4,522.58	4,695.45	4,875.42
Monthly	8,782.27	9,116.70	9,464.36	9,825.84	10,201.42	10,592.43
Annual	105,387.23	109,400.40	113,572.35	117,910.12	122,417.09	127,109.16

Police Liaison Officer^{1/}

^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

Effective Pay Period 14, 2025 (June 22, 2025)

Pay Range 801

Hourly	35.79	39.14	43.48	45.15	47.71
Biweekly	2,862.80	3,131.16	3,478.42	3,611.63	3,816.67
Monthly	6,219.77	6,802.82	7,557.28	7,846.70	8,292.17
Annual	74,637.28	81,633.81	90,687.38	94,160.35	99,506.04

Associate's Degree or 64 Credits

Hourly	36.08	39.43	43.77	45.44	48.00
Biweekly	2,886.23	3,154.62	3,501.82	3,635.04	3,840.15
Monthly	6,270.68	6,853.79	7,608.12	7,897.56	8,343.18
Annual	75,248.14	82,245.45	91,297.45	94,770.68	100,118.19

Bachelor's Degree

Hourly	36.44	39.80	44.14	45.80	48.37
Biweekly	2,915.51	3,183.87	3,531.12	3,664.34	3,869.40
Monthly	6,334.29	6,917.34	7,671.78	7,961.22	8,406.73
Annual	76,011.51	83,008.04	92,061.34	95,534.58	100,880.78

Master's Degree or Higher

Hourly	36.59	39.95	44.29	45.95	48.51
Biweekly	2,927.25	3,195.63	3,542.84	3,676.07	3,881.14
Monthly	6,359.80	6,942.89	7,697.24	7,986.70	8,432.24
Annual	76,317.59	83,314.64	92,366.90	95,840.39	101,186.86

Police Officer^{1/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	46.39	47.83	49.32
Biweekly	3,711.05	3,826.00	3,945.89
Monthly	8,062.70	8,312.44	8,572.92
Annual	96,752.37	99,749.28	102,874.99

Associate's Degree or 64 Credits

Hourly	46.68	48.12	49.62
Biweekly	3,734.46	3,849.42	3,969.30
Monthly	8,113.56	8,363.32	8,623.78
Annual	97,362.71	100,359.88	103,485.32

Bachelor's Degree

Hourly	47.05	48.48	49.98
Biweekly	3,763.79	3,878.72	3,998.58
Monthly	8,177.28	8,426.98	8,687.39
Annual	98,127.38	101,123.77	104,248.69

Master's Degree or Higher

Hourly	47.19	48.63	50.13
Biweekly	3,775.50	3,890.44	4,010.29
Monthly	8,202.72	8,452.44	8,712.83
Annual	98,432.68	101,429.33	104,553.99

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	47.83	49.32	50.94
Biweekly	3,826.00	3,945.89	4,074.93
Monthly	8,312.44	8,572.92	8,853.27
Annual	99,749.28	102,874.99	106,239.24

Associate's Degree or 64 Credits

Hourly	48.12	49.62	51.23
Biweekly	3,849.42	3,969.30	4,098.39
Monthly	8,363.32	8,623.78	8,904.24
Annual	100,359.88	103,485.32	106,850.88

Bachelor's Degree

Hourly	48.48	49.98	51.60
Biweekly	3,878.72	3,998.58	4,127.66
Monthly	8,426.98	8,687.39	8,967.83
Annual	101,123.77	104,248.69	107,613.99

Master's Degree or Higher

Hourly	48.63	50.13	51.74
Biweekly	3,890.44	4,010.29	4,139.39
Monthly	8,452.44	8,712.83	8,993.32
Annual	101,429.33	104,553.99	107,919.81

Crash Reconstructionist^{1/} Forensic Investigator

^{1/} Effective PP 26, 2025 (December 7, 2025), employees in the Police Officer classification who perform accident reconstruction duties and hold all necessary credentials for such duties shall be moved to this pay range into Step 2 and have the title of Crash Reconstructionist.

Pay Range 808

Hourly	48.79	50.67	52.63
Biweekly	3,902.91	4,053.61	4,210.42
Monthly	8,479.54	8,806.95	9,147.64
Annual	101,754.44	105,683.40	109,771.66

Associate's Degree or 64 Credits

Hourly	49.08	50.96	52.92
Biweekly	3,926.34	4,077.06	4,233.83
Monthly	8,530.44	8,857.90	9,198.50
Annual	102,365.29	106,294.78	110,381.99

Bachelor's Degree

Hourly	49.45	51.33	53.29
Biweekly	3,955.64	4,106.34	4,263.15
Monthly	8,594.10	8,921.51	9,262.20
Annual	103,129.18	107,058.15	111,146.41

Master's Degree or Higher

Hourly	49.59	51.48	53.44
Biweekly	3,967.40	4,118.04	4,274.86
Monthly	8,619.65	8,946.93	9,287.64
Annual	103,435.78	107,363.18	111,451.70

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	50.94	52.66	54.39
Biweekly	4,074.93	4,213.13	4,351.36
Monthly	8,853.27	9,153.53	9,453.85
Annual	106,239.24	109,842.32	113,446.17

Associate's Degree or 64 Credits

Hourly	51.23	52.96	54.68
Biweekly	4,098.39	4,236.55	4,374.79
Monthly	8,904.24	9,204.41	9,504.75
Annual	106,850.88	110,452.91	114,057.02

Bachelor's Degree

Hourly	51.60	53.32	55.05
Biweekly	4,127.66	4,265.85	4,404.11
Monthly	8,967.83	9,268.07	9,568.45
Annual	107,613.99	111,216.80	114,821.44

Master's Degree or Higher

Hourly	51.74	53.47	55.20
Biweekly	4,139.39	4,277.56	4,415.80
Monthly	8,993.32	9,293.51	9,593.85
Annual	107,919.81	111,522.10	115,126.21

Pay Range 812

Hourly	52.66	54.39	56.12
Biweekly	4,213.13	4,351.36	4,489.68
Monthly	9,153.53	9,453.85	9,754.36
Annual	109,842.32	113,446.17	117,052.37

Associate's Degree or 64 Credits

Hourly	52.96	54.68	56.41
Biweekly	4,236.55	4,374.79	4,513.08
Monthly	9,204.41	9,504.75	9,805.20
Annual	110,452.91	114,057.02	117,662.44

Bachelor's Degree

Hourly	53.32	55.05	56.78
Biweekly	4,265.85	4,404.11	4,542.43
Monthly	9,268.07	9,568.45	9,868.97
Annual	111,216.80	114,821.44	118,427.64

Master's Degree or Higher

Hourly	53.47	55.20	56.93
Biweekly	4,277.56	4,415.80	4,554.16
Monthly	9,293.51	9,593.85	9,894.45
Annual	111,522.10	115,126.21	118,733.45

Chief Latent Print Examiner Identification Systems Specialist

Pay Range 813

Hourly	50.67	52.63	54.67	56.79	58.99	61.28
Biweekly	4,053.61	4,210.42	4,373.44	4,542.95	4,719.05	4,902.39
Monthly	8,806.95	9,147.64	9,501.82	9,870.10	10,252.70	10,651.03
Annual	105,683.40	109,771.66	114,021.83	118,441.19	123,032.37	127,812.31

Associate's Degree or 64 Credits

Hourly	50.96	52.92	54.96	57.08	59.28	61.57
Biweekly	4,077.06	4,233.83	4,396.85	4,566.38	4,742.50	4,925.84
Monthly	8,857.90	9,198.50	9,552.68	9,921.00	10,303.65	10,701.97
Annual	106,294.78	110,381.99	114,632.16	119,052.05	123,643.75	128,423.68

Bachelor's Degree

Hourly	51.33	53.29	55.33	57.45	59.65	61.94
Biweekly	4,106.34	4,263.15	4,426.15	4,595.68	4,771.77	4,955.14
Monthly	8,921.51	9,262.20	9,616.34	9,984.66	10,367.24	10,765.63
Annual	107,058.15	111,146.41	115,396.05	119,815.94	124,406.86	129,187.58

Master's Degree or Higher

Hourly	51.48	53.44	55.47	57.59	59.79	62.09
Biweekly	4,118.04	4,274.86	4,437.88	4,607.38	4,783.49	4,966.83
Monthly	8,946.93	9,287.64	9,641.82	10,010.08	10,392.70	10,791.03
Annual	107,363.18	111,451.70	115,701.87	120,120.98	124,712.42	129,492.35

Police Liaison Officer^{1/}

^{1/} Effective PP1, 2025, employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

Effective Pay Period 1, 2026 (December 21, 2025)

Pay Range 801

Hourly	36.95	40.41	44.89	46.61	49.26
Biweekly	2,955.84	3,232.92	3,591.47	3,729.01	3,940.71
Monthly	6,421.91	7,023.90	7,802.90	8,101.72	8,561.66
Annual	77,062.97	84,286.84	93,634.75	97,220.62	102,739.94

Associate's Degree or 64 Credits

Hourly	37.25	40.71	45.20	46.91	49.56
Biweekly	2,980.03	3,257.15	3,615.63	3,753.18	3,964.95
Monthly	6,474.47	7,076.55	7,855.39	8,154.23	8,614.33
Annual	77,693.64	84,918.55	94,264.64	97,850.76	103,371.91

Bachelor's Degree

Hourly	37.63	41.09	45.57	47.29	49.94
Biweekly	3,010.26	3,287.35	3,645.88	3,783.43	3,995.16
Monthly	6,540.15	7,142.16	7,921.11	8,219.95	8,679.96
Annual	78,481.78	85,705.91	95,053.30	98,639.42	104,159.53

Master's Degree or Higher

Hourly	37.78	41.24	45.72	47.44	50.09
Biweekly	3,022.39	3,299.49	3,657.98	3,795.54	4,007.28
Monthly	6,566.50	7,168.54	7,947.40	8,246.26	8,706.29
Annual	78,798.02	86,022.42	95,368.76	98,955.15	104,475.51

Police Officer^{1/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Hourly	47.90	49.38	50.93
Biweekly	3,831.66	3,950.35	4,074.13
Monthly	8,324.74	8,582.61	8,851.53
Annual	99,896.85	102,991.27	106,218.39

Associate's Degree or 64 Credits

Hourly	48.20	49.68	51.23
Biweekly	3,855.83	3,974.53	4,098.30
Monthly	8,377.25	8,635.14	8,904.04
Annual	100,526.99	103,621.67	106,848.53

Bachelor's Degree

Hourly	48.58	50.06	51.61
Biweekly	3,886.11	4,004.78	4,128.53
Monthly	8,443.04	8,700.86	8,969.72
Annual	101,316.44	104,410.33	107,636.67

Master's Degree or Higher

Hourly	48.73	50.21	51.76
Biweekly	3,898.20	4,016.88	4,140.62
Monthly	8,469.30	8,727.15	8,995.99
Annual	101,631.64	104,725.80	107,951.88

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	49.38	50.93	52.59
Biweekly	3,950.35	4,074.13	4,207.37
Monthly	8,582.61	8,851.53	9,141.01
Annual	102,991.27	106,218.39	109,692.14

Associate's Degree or 64 Credits

Hourly	49.68	51.23	52.89
Biweekly	3,974.53	4,098.30	4,231.59
Monthly	8,635.14	8,904.04	9,193.63
Annual	103,621.67	106,848.53	110,323.59

Bachelor's Degree

Hourly	50.06	51.61	53.27
Biweekly	4,004.78	4,128.53	4,261.81
Monthly	8,700.86	8,969.72	9,259.29
Annual	104,410.33	107,636.67	111,111.47

Master's Degree or Higher

Hourly	50.21	51.76	53.42
Biweekly	4,016.88	4,140.62	4,273.92
Monthly	8,727.15	8,995.99	9,285.60
Annual	104,725.80	107,951.88	111,427.20

Forensic Investigator

Pay Range 808

Hourly	50.37	52.32	54.34
Biweekly	4,029.75	4,185.35	4,347.26
Monthly	8,755.11	9,093.17	9,444.94
Annual	105,061.34	109,118.05	113,339.28

Associate's Degree or 64 Credits

Hourly	50.67	52.62	54.64
Biweekly	4,053.95	4,209.56	4,371.43
Monthly	8,807.69	9,145.77	9,497.45
Annual	105,692.27	109,749.24	113,969.42

Bachelor's Degree

Hourly	51.05	53.00	55.02
Biweekly	4,084.20	4,239.80	4,401.70
Monthly	8,873.41	9,211.47	9,563.22
Annual	106,480.93	110,537.64	114,758.60

Master's Degree or Higher

Hourly	51.20	53.15	55.17
Biweekly	4,096.34	4,251.88	4,413.79
Monthly	8,899.79	9,237.72	9,589.48
Annual	106,797.43	110,852.58	115,073.81

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	52.59	54.38	56.16
Biweekly	4,207.37	4,350.06	4,492.78
Monthly	9,141.01	9,451.02	9,761.10
Annual	109,692.14	113,412.28	117,133.19

Associate's Degree or 64 Credits

Hourly	52.89	54.68	56.46
Biweekly	4,231.59	4,374.24	4,516.97
Monthly	9,193.63	9,503.56	9,813.66
Annual	110,323.59	114,042.68	117,763.86

Bachelor's Degree

Hourly	53.27	55.06	56.84
Biweekly	4,261.81	4,404.49	4,547.24
Monthly	9,259.29	9,569.28	9,879.42
Annual	111,111.47	114,831.34	118,553.04

Master's Degree or Higher

Hourly	53.42	55.21	56.99
Biweekly	4,273.92	4,416.58	4,559.31
Monthly	9,285.60	9,595.55	9,905.64
Annual	111,427.20	115,146.55	118,867.72

Pay Range 812

Hourly	54.38	56.16	57.94
Biweekly	4,350.06	4,492.78	4,635.59
Monthly	9,451.02	9,761.10	10,071.37
Annual	113,412.28	117,133.19	120,856.45

Associate's Degree or 64 Credits

Hourly	54.68	56.46	58.25
Biweekly	4,374.24	4,516.97	4,659.76
Monthly	9,503.56	9,813.66	10,123.88
Annual	114,042.68	117,763.86	121,486.60

Bachelor's Degree

Hourly	55.06	56.84	58.63
Biweekly	4,404.49	4,547.24	4,690.06
Monthly	9,569.28	9,879.42	10,189.71
Annual	114,831.34	118,553.04	122,276.56

Master's Degree or Higher

Hourly	55.21	56.99	58.78
Biweekly	4,416.58	4,559.31	4,702.17
Monthly	9,595.55	9,905.64	10,216.02
Annual	115,146.55	118,867.72	122,592.29

Chief Latent Print Examiner Identification Systems Specialist

Pay Range 813

Hourly	52.32	54.34	56.44	58.63	60.91	63.27
Biweekly	4,185.35	4,347.26	4,515.58	4,690.60	4,872.42	5,061.72
Monthly	9,093.17	9,444.94	9,810.64	10,190.89	10,585.91	10,997.19
Annual	109,118.05	113,339.28	117,727.62	122,290.64	127,030.95	131,966.27

Associate's Degree or 64 Credits

Hourly	52.62	54.64	56.75	58.93	61.21	63.57
Biweekly	4,209.56	4,371.43	4,539.75	4,714.79	4,896.63	5,085.93
Monthly	9,145.77	9,497.45	9,863.15	10,243.44	10,638.51	11,049.79
Annual	109,749.24	113,969.42	118,357.77	122,921.31	127,662.14	132,597.46

Bachelor's Degree

Hourly	53.00	55.02	57.13	59.31	61.59	63.95
Biweekly	4,239.80	4,401.70	4,570.00	4,745.04	4,926.85	5,116.18
Monthly	9,211.47	9,563.22	9,928.87	10,309.16	10,704.17	11,115.51
Annual	110,537.64	114,758.60	119,146.43	123,709.97	128,450.02	133,386.12

Master's Degree or Higher

Hourly	53.15	55.17	57.28	59.46	61.74	64.10
Biweekly	4,251.88	4,413.79	4,582.11	4,757.12	4,938.95	5,128.25
Monthly	9,237.72	9,589.48	9,955.18	10,335.41	10,730.46	11,141.73
Annual	110,852.58	115,073.81	119,462.15	124,024.91	128,765.48	133,700.80

Police Liaison Officer^{1/}

^{1/} Employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

For employees hired On for After to October 3, 2011:

Effective Pay Period 1, ~~2020-2023~~ (December ~~29~~²⁵, ~~2019~~²⁰²²)

Pay Range 801

Hourly	23.29	31.05	33.96	37.72	39.17	41.39
Biweekly	1,862.86	2,483.81	2,716.65	3,017.95	3,133.50	3,311.40
Monthly	4,047.29	5,396.37	5,902.25	6,556.86	6,807.90	7,194.41
Annual	48,567.42	64,756.47	70,826.94	78,682.27	81,694.82	86,332.93

Associate's Degree or 64 Credits

Hourly	31.30	34.21	37.98	39.42	41.65
Biweekly	2,504.15	2,736.98	3,038.27	3,153.82	3,331.75
Monthly	5,440.56	5,946.42	6,601.00	6,852.05	7,238.62
Annual	65,286.77	71,356.98	79,212.04	82,224.59	86,863.48

Bachelor's Degree

Hourly	31.62	34.53	38.30	39.74	41.96
Biweekly	2,529.56	2,762.40	3,063.67	3,179.22	3,357.17
Monthly	5,495.77	6,001.64	6,656.19	6,907.23	7,293.85
Annual	65,949.24	72,019.71	79,874.25	82,886.81	87,526.22

Master's Degree or Higher

Hourly	31.75	34.66	38.42	39.87	42.09
Biweekly	2,539.70	2,772.54	3,073.79	3,189.41	3,367.30
Monthly	5,517.80	6,023.67	6,678.17	6,929.37	7,315.86
Annual	66,213.61	72,284.08	80,138.09	83,152.47	87,790.32

Police Officer^{1/2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	40.25	41.49	42.79
Biweekly	3,219.74	3,319.51	3,423.50
Monthly	6,995.27	7,212.03	7,437.96
Annual	83,943.22	86,544.37	89,255.53

Associate's Degree or 64 Credits

Hourly	40.50	41.75	43.05
Biweekly	3,240.07	3,339.82	3,443.81
Monthly	7,039.44	7,256.16	7,482.09
Annual	84,473.25	87,073.88	89,785.04

Bachelor's Degree

Hourly	40.82	42.07	43.37
Biweekly	3,265.51	3,365.23	3,469.23
Monthly	7,094.71	7,311.36	7,537.32
Annual	85,136.51	87,736.35	90,447.78

Master's Degree or Higher

Hourly	40.95	42.19	43.49
Biweekly	3,275.67	3,375.38	3,479.38
Monthly	7,116.78	7,333.42	7,559.37
Annual	85,401.39	88,000.98	90,712.41

Court Liaison Officer
Forensic Investigator^{1/}
~~Narcotics Control Officer~~
Police Alarm Operator

^{1/} Effective Pay Period 12, 2023 (May 28, 2023), Employees in the Forensic Investigator position will be moved to Pay Range 806 in the equivalent step and educational level.

Pay Range 806

Hourly	41.49	42.79	44.19
Biweekly	3,319.51	3,423.50	3,535.47
Monthly	7,212.03	7,437.96	7,681.23
Annual	86,544.37	89,255.53	92,174.75

Associate's Degree or 64 Credits

Hourly	41.75	43.05	44.45
Biweekly	3,339.82	3,443.81	3,555.79
Monthly	7,256.16	7,482.09	7,725.38
Annual	87,073.88	89,785.04	92,704.52

Bachelor's Degree

Hourly	42.07	43.37	44.77
Biweekly	3,365.23	3,469.23	3,581.23
Monthly	7,311.36	7,537.32	7,780.65
Annual	87,736.35	90,447.78	93,367.78

Master's Degree or Higher

Hourly	42.19	43.49	44.89
Biweekly	3,375.38	3,479.38	3,591.38
Monthly	7,333.42	7,559.37	7,802.70
Annual	88,000.98	90,712.41	93,632.41

~~Custodian of Police Property and Stores~~

Pay Range 808

Hourly	42.33	43.96	45.66
Biweekly	3,386.21	3,516.94	3,653.02
Monthly	7,356.94	7,640.97	7,936.62
Annual	88,283.33	91,691.65	95,239.45

Associate's Degree or 64 Credits

Hourly	42.58	44.22	45.92
Biweekly	3,406.55	3,537.30	3,673.33
Monthly	7,401.14	7,685.21	7,980.75
Annual	88,813.62	92,222.46	95,768.96

Bachelor's Degree

Hourly	42.90	44.53	46.23
Biweekly	3,431.98	3,562.70	3,698.76
Monthly	7,456.39	7,740.39	8,036.00
Annual	89,476.62	92,884.68	96,431.96

Master's Degree or Higher

Hourly	43.03	44.66	46.36
Biweekly	3,442.14	3,572.87	3,708.93
Monthly	7,478.46	7,762.49	8,058.09
Annual	89,741.51	93,149.82	96,697.10

Detective
Document Examiner
~~Police Data Communications Specialist~~
Latent Print Examiner

Pay Range 810

Hourly	44.19	45.69	47.19
Biweekly	3,535.47	3,655.33	3,775.28
Monthly	7,681.23	7,941.64	8,202.25
Annual	92,174.75	95,299.67	98,426.94

Associate's Degree or 64 Credits

Hourly	44.45	45.95	47.45
Biweekly	3,555.79	3,675.68	3,795.64
Monthly	7,725.38	7,985.85	8,246.48
Annual	92,704.52	95,830.23	98,957.75

Bachelor's Degree

Hourly	44.77	46.26	47.76
Biweekly	3,581.23	3,701.09	3,821.04
Monthly	7,780.65	8,041.06	8,301.66
Annual	93,367.78	96,492.70	99,619.97

Master's Degree or Higher

Hourly	44.89	46.39	47.89
Biweekly	3,591.38	3,711.28	3,831.20
Monthly	7,802.70	8,063.20	8,323.74
Annual	93,632.41	96,758.37	99,884.85

~~Computer Aided Dispatch System Specialist~~

Pay Range 812

Hourly	45.69	47.19	48.69
Biweekly	3,655.33	3,775.28	3,895.30
Monthly	7,941.64	8,202.25	8,463.00
Annual	95,299.67	98,426.94	101,556.03

Associate's Degree or 64 Credits

Hourly	45.95	47.45	48.95
Biweekly	3,675.68	3,795.64	3,915.64
Monthly	7,985.85	8,246.48	8,507.19
Annual	95,830.23	98,957.75	102,086.33

Bachelor's Degree

Hourly	46.26	47.76	49.26
Biweekly	3,701.09	3,821.04	3,941.08
Monthly	8,041.06	8,301.66	8,562.47
Annual	96,492.70	99,619.97	102,749.58

Master's Degree or Higher

Hourly	46.39	47.89	49.39
Biweekly	3,711.28	3,831.20	3,951.22
Monthly	8,063.20	8,323.74	8,584.50
Annual	96,758.37	99,884.85	103,013.95

Chief ~~Document~~-Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	43.96	45.66	47.43	49.27	51.18	53.17
Biweekly	3,516.94	3,653.02	3,794.45	3,941.53	4,094.34	4,253.38
Monthly	7,640.97	7,936.62	8,243.89	8,563.44	8,895.44	9,240.97
Annual	91,691.65	95,239.45	98,926.73	102,761.32	106,745.29	110,891.69

Associate's Degree or 64 Credits

Hourly	44.22	45.92	47.68	49.52	51.43	53.42
Biweekly	3,537.30	3,673.33	3,814.78	3,961.86	4,114.65	4,273.72
Monthly	7,685.21	7,980.75	8,288.06	8,607.61	8,939.57	9,285.17
Annual	92,222.46	95,768.96	99,456.76	103,291.35	107,274.80	111,421.98

Bachelor's Degree

Hourly	44.53	46.23	48.00	49.84	51.75	53.74
Biweekly	3,562.70	3,698.76	3,840.18	3,987.26	4,140.06	4,299.16
Monthly	7,740.39	8,036.00	8,343.25	8,662.80	8,994.77	9,340.44
Annual	92,884.68	96,431.96	100,118.98	103,953.56	107,937.28	112,085.24

Master's Degree or Higher

Hourly	44.66	46.36	48.13	49.97	51.88	53.87
Biweekly	3,572.87	3,708.93	3,850.37	3,997.43	4,150.20	4,309.29
Monthly	7,762.49	8,058.09	8,365.39	8,684.89	9,016.80	9,362.45
Annual	93,149.82	96,697.10	100,384.64	104,218.71	108,201.64	112,349.34

~~Police Audio Visual Specialist~~

Effective Pay Period ~~14, 2021-2023~~ (~~December 27, 2020~~ June 25, 2023)

Pay Range 801

Hourly	23.72	31.63	34.59	38.43	39.90	42.17
Biweekly	1,897.79	2,530.38	2,767.59	3,074.54	3,192.25	3,373.49
Monthly	4,123.18	5,497.55	6,012.92	6,679.80	6,935.54	7,329.31
Annual	49,478.10	65,970.62	72,155.02	80,157.65	83,226.52	87,951.70

Associate's Degree or 64 Credits

Hourly	31.89	34.85	38.69	40.16	42.43
Biweekly	2,551.10	2,788.30	3,095.24	3,212.95	3,394.22
Monthly	5,542.57	6,057.91	6,724.78	6,980.52	7,374.35
Annual	66,510.82	72,694.96	80,697.33	83,766.19	88,492.16

Bachelor's Degree

Hourly	32.21	35.18	39.01	40.49	42.75
Biweekly	2,576.99	2,814.20	3,121.11	3,238.83	3,420.12
Monthly	5,598.82	6,114.18	6,780.98	7,036.74	7,430.62
Annual	67,185.81	73,370.21	81,371.79	84,440.92	89,167.41

Master's Degree or Higher

Hourly	32.34	35.31	39.14	40.62	42.88
Biweekly	2,587.32	2,824.53	3,131.42	3,249.21	3,430.44
Monthly	5,621.26	6,136.63	6,803.38	7,059.30	7,453.04
Annual	67,455.13	73,639.53	81,640.59	84,711.54	89,436.47

Police Officer^{1/2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	41.00	42.27	43.60
Biweekly	3,280.11	3,381.75	3,487.69
Monthly	7,126.43	7,347.25	7,577.42
Annual	85,517.15	88,167.05	90,929.06

Associate's Degree or 64 Credits

Hourly	41.26	42.53	43.85
Biweekly	3,300.82	3,402.44	3,508.38
Monthly	7,171.42	7,392.21	7,622.37
Annual	86,057.09	88,706.47	91,468.48

Bachelor's Degree

Hourly	41.58	42.85	44.18
Biweekly	3,326.74	3,428.33	3,534.28
Monthly	7,227.74	7,448.46	7,678.64
Annual	86,732.86	89,381.46	92,143.73

Master's Degree or Higher

Hourly	41.71	42.98	44.31
Biweekly	3,337.09	3,438.67	3,544.62
Monthly	7,250.23	7,470.92	7,701.11
Annual	87,002.70	89,651.04	92,413.31

Court Liaison Officer

~~Forensic Investigator~~

~~Narcotics Control Officer~~

Police Alarm Operator

Pay Range 806

Hourly	42.27	43.60	45.02
Biweekly	3,381.75	3,487.69	3,601.76
Monthly	7,347.25	7,577.42	7,825.25
Annual	88,167.05	90,929.06	93,903.03

Associate's Degree or 64 Credits

Hourly	42.53	43.85	45.28
Biweekly	3,402.44	3,508.38	3,622.46
Monthly	7,392.21	7,622.37	7,870.23
Annual	88,706.47	91,468.48	94,442.71

Bachelor's Degree

Hourly	42.85	44.18	45.60
Biweekly	3,428.33	3,534.28	3,648.38
Monthly	7,448.46	7,678.64	7,926.54
Annual	89,381.46	92,143.73	95,118.48

Master's Degree or Higher

Hourly	42.98	44.31	45.73
Biweekly	3,438.67	3,544.62	3,658.72
Monthly	7,470.92	7,701.11	7,949.01
Annual	89,651.04	92,413.31	95,388.06

Custodian of Police Property and Stores
Forensic Investigator

Pay Range 808

Hourly	43.12	44.79	46.52
Biweekly	3,449.70	3,582.88	3,721.51
Monthly	7,494.88	7,784.23	8,085.42
Annual	89,938.61	93,410.80	97,025.08

Associate's Degree or 64 Credits

Hourly	43.38	45.05	46.78
Biweekly	3,470.42	3,603.62	3,742.20
Monthly	7,539.90	7,829.29	8,130.38
Annual	90,478.81	93,951.52	97,564.50

Bachelor's Degree

Hourly	43.70	45.37	47.10
Biweekly	3,496.33	3,629.50	3,768.11
Monthly	7,596.19	7,885.52	8,186.67
Annual	91,154.32	94,626.25	98,240.01

Master's Degree or Higher

Hourly	43.83	45.50	47.23
Biweekly	3,506.68	3,639.86	3,778.47
Monthly	7,618.68	7,908.03	8,209.18
Annual	91,424.16	94,896.35	98,510.11

Detective

Document Examiner

~~Police Data Communications Specialist~~

Latent Print Examiner

Pay Range 810

Hourly	45.02	46.55	48.08
Biweekly	3,601.76	3,723.87	3,846.07
Monthly	7,825.25	8,090.55	8,356.05
Annual	93,903.03	97,086.61	100,272.54

Associate's Degree or 64 Credits

Hourly	45.28	46.81	48.34
Biweekly	3,622.46	3,744.60	3,866.81
Monthly	7,870.23	8,135.59	8,401.11
Annual	94,442.71	97,627.07	100,813.26

Bachelor's Degree

Hourly	45.60	47.13	48.66
Biweekly	3,648.38	3,770.49	3,892.68
Monthly	7,926.54	8,191.84	8,457.31
Annual	95,118.48	98,302.06	101,487.73

Master's Degree or Higher

Hourly	45.73	47.26	48.79
Biweekly	3,658.72	3,780.87	3,903.04
Monthly	7,949.01	8,214.39	8,479.82
Annual	95,388.06	98,572.68	101,757.83

~~Computer Aided Dispatch System Specialist~~

Pay Range 812

Hourly	46.55	48.08	49.60
Biweekly	3,723.87	3,846.07	3,968.34
Monthly	8,090.55	8,356.05	8,621.69
Annual	97,086.61	100,272.54	103,460.29

Associate's Degree or 64 Credits

Hourly	46.81	48.34	49.86
Biweekly	3,744.60	3,866.81	3,989.06
Monthly	8,135.59	8,401.11	8,666.71
Annual	97,627.07	100,813.26	104,000.49

Bachelor's Degree

Hourly	47.13	48.66	50.19
Biweekly	3,770.49	3,892.68	4,014.98
Monthly	8,191.84	8,457.31	8,723.02
Annual	98,302.06	101,487.73	104,676.26

Master's Degree or Higher

Hourly	47.26	48.79	50.32
Biweekly	3,780.87	3,903.04	4,025.31
Monthly	8,214.39	8,479.82	8,745.47
Annual	98,572.68	101,757.83	104,945.58

Chief ~~Document~~Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	44.79	46.52	48.32	50.19	52.14	54.16
Biweekly	3,582.88	3,721.51	3,865.60	4,015.43	4,171.11	4,333.13
Monthly	7,784.23	8,085.42	8,398.48	8,724.00	9,062.23	9,414.24
Annual	93,410.80	97,025.08	100,781.71	104,687.99	108,746.79	112,970.89

Associate's Degree or 64 Credits

Hourly	45.05	46.78	48.58	50.45	52.40	54.42
Biweekly	3,603.62	3,742.20	3,886.31	4,036.14	4,191.80	4,353.85
Monthly	7,829.29	8,130.38	8,443.47	8,768.99	9,107.18	9,459.26
Annual	93,951.52	97,564.50	101,321.65	105,227.93	109,286.21	113,511.09

Bachelor's Degree

Hourly	45.37	47.10	48.90	50.78	52.72	54.75
Biweekly	3,629.50	3,768.11	3,912.18	4,062.02	4,217.69	4,379.77
Monthly	7,885.52	8,186.67	8,499.68	8,825.22	9,163.43	9,515.57
Annual	94,626.25	98,240.01	101,996.12	105,902.66	109,961.20	114,186.86

Master's Degree or Higher

Hourly	45.50	47.23	49.03	50.90	52.85	54.88
Biweekly	3,639.86	3,778.47	3,922.56	4,072.38	4,228.02	4,390.09
Monthly	7,908.03	8,209.18	8,522.23	8,847.73	9,185.88	9,537.99
Annual	94,896.35	98,510.11	102,266.74	106,172.76	110,230.52	114,455.92

~~Police Audio Visual Specialist~~

Effective Pay Period 1, ~~2022-2024~~ (December ~~26~~²⁴, ~~2021~~²⁰²³)

Pay Range 801

Hourly	24.14	32.18	35.20	39.10	40.60	42.91
Biweekly	1,931.00	2,574.66	2,816.02	3,128.34	3,248.11	3,432.53
Monthly	4,195.33	5,593.76	6,118.14	6,796.69	7,056.91	7,457.58
Annual	50,343.93	67,125.06	73,417.66	81,560.29	84,682.87	89,490.96

Associate's Degree or 64 Credits

Hourly	32.45	35.46	39.37	40.86	43.17
Biweekly	2,595.74	2,837.10	3,149.41	3,269.18	3,453.62
Monthly	5,639.55	6,163.94	6,842.47	7,102.68	7,503.40
Annual	67,674.65	73,967.25	82,109.62	85,232.19	90,040.81

Bachelor's Degree

Hourly	32.78	35.79	39.70	41.19	43.50
Biweekly	2,622.09	2,863.45	3,175.73	3,295.51	3,479.97
Monthly	5,696.80	6,221.19	6,899.65	7,159.89	7,560.65
Annual	68,361.63	74,654.23	82,795.82	85,918.65	90,727.79

Master's Degree or Higher

Hourly	32.91	35.92	39.83	41.33	43.63
Biweekly	2,632.60	2,873.96	3,186.22	3,306.07	3,490.47
Monthly	5,719.64	6,244.02	6,922.44	7,182.83	7,583.46
Annual	68,635.64	74,928.24	83,069.31	86,193.97	91,001.54

Police Officer^{1/2/}

~~Police Matron~~

~~Assistant Custodian of Police Property and Stores~~

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	41.72	43.01	44.36
Biweekly	3,337.51	3,440.93	3,548.72
Monthly	7,251.14	7,475.83	7,710.02
Annual	87,013.65	89,709.96	92,520.20

Associate's Degree or 64 Credits

Hourly	41.98	43.27	44.62
Biweekly	3,358.58	3,461.98	3,569.78
Monthly	7,296.92	7,521.56	7,755.77
Annual	87,562.98	90,258.76	93,069.26

Bachelor's Degree

Hourly	42.31	43.60	44.95
Biweekly	3,384.96	3,488.33	3,596.13
Monthly	7,354.23	7,578.81	7,813.02
Annual	88,250.74	90,945.74	93,756.24

Master's Degree or Higher

Hourly	42.44	43.74	45.08
Biweekly	3,395.49	3,498.85	3,606.65
Monthly	7,377.11	7,601.67	7,835.88
Annual	88,525.27	91,220.02	94,030.52

Court Liaison Officer

Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

Pay Range 806

Hourly	43.01	44.36	45.81
Biweekly	3,440.93	3,548.72	3,664.79
Monthly	7,475.83	7,710.02	7,962.19
Annual	89,709.96	92,520.20	95,546.31

Associate's Degree or 64 Credits

Hourly	43.27	44.62	46.07
Biweekly	3,461.98	3,569.78	3,685.85
Monthly	7,521.56	7,755.77	8,007.95
Annual	90,258.76	93,069.26	96,095.37

Bachelor's Degree

Hourly	43.60	44.95	46.40
Biweekly	3,488.33	3,596.13	3,712.23
Monthly	7,578.81	7,813.02	8,065.26
Annual	90,945.74	93,756.24	96,783.14

Master's Degree or Higher

Hourly	43.74	45.08	46.53
Biweekly	3,498.85	3,606.65	3,722.75
Monthly	7,601.67	7,835.88	8,088.12
Annual	91,220.02	94,030.52	97,057.41

~~Custodian of Police Property and Stores~~
Forensic Investigator

Pay Range 808

Hourly	43.88	45.57	47.33
Biweekly	3,510.07	3,645.58	3,786.64
Monthly	7,626.05	7,920.46	8,226.93
Annual	91,512.54	95,045.48	98,723.11

Associate's Degree or 64 Credits

Hourly	44.14	45.83	47.60
Biweekly	3,531.15	3,666.68	3,807.69
Monthly	7,671.84	7,966.30	8,272.66
Annual	92,062.12	95,595.58	99,271.92

Bachelor's Degree

Hourly	44.47	46.16	47.93
Biweekly	3,557.52	3,693.02	3,834.05
Monthly	7,729.14	8,023.53	8,329.93
Annual	92,749.63	96,282.31	99,959.16

Master's Degree or Higher

Hourly	44.60	46.29	48.06
Biweekly	3,568.05	3,703.56	3,844.59
Monthly	7,752.01	8,046.43	8,352.83
Annual	93,024.16	96,557.10	100,233.95

Detective

Document Examiner

~~Police Data Communications Specialist~~

Latent Print Examiner

Pay Range 810

Hourly	45.81	47.36	48.92
Biweekly	3,664.79	3,789.04	3,913.38
Monthly	7,962.19	8,232.14	8,502.28
Annual	95,546.31	98,785.68	102,027.40

Associate's Degree or 64 Credits

Hourly	46.07	47.63	49.18
Biweekly	3,685.85	3,810.13	3,934.48
Monthly	8,007.95	8,277.96	8,548.13
Annual	96,095.37	99,335.53	102,577.51

Bachelor's Degree

Hourly	46.40	47.96	49.51
Biweekly	3,712.23	3,836.47	3,960.80
Monthly	8,065.26	8,335.19	8,605.31
Annual	96,783.14	100,022.25	103,263.71

Master's Degree or Higher

Hourly	46.53	48.09	49.64
Biweekly	3,722.75	3,847.04	3,971.34
Monthly	8,088.12	8,358.15	8,628.21
Annual	97,057.41	100,297.83	103,538.50

~~Computer Aided Dispatch System Specialist~~

Pay Range 812

Hourly	47.36	48.92	50.47
Biweekly	3,789.04	3,913.38	4,037.79
Monthly	8,232.14	8,502.28	8,772.58
Annual	98,785.68	102,027.40	105,270.95

Associate's Degree or 64 Credits

Hourly	47.63	49.18	50.74
Biweekly	3,810.13	3,934.48	4,058.87
Monthly	8,277.96	8,548.13	8,818.38
Annual	99,335.53	102,577.51	105,820.54

Bachelor's Degree

Hourly	47.96	49.51	51.07
Biweekly	3,836.47	3,960.80	4,085.24
Monthly	8,335.19	8,605.31	8,875.67
Annual	100,022.25	103,263.71	106,508.04

Master's Degree or Higher

Hourly	48.09	49.64	51.20
Biweekly	3,847.04	3,971.34	4,095.75
Monthly	8,358.15	8,628.21	8,898.50
Annual	100,297.83	103,538.50	106,782.05

Chief ~~Document-Latent Print~~ Examiner Identification Systems Specialist

Pay Range 813

Hourly	45.57	47.33	49.17	51.07	53.05	55.11
Biweekly	3,645.58	3,786.64	3,933.25	4,085.70	4,244.10	4,408.96
Monthly	7,920.46	8,226.93	8,545.45	8,876.67	9,220.81	9,578.99
Annual	95,045.48	98,723.11	102,545.44	106,520.03	110,649.75	114,947.88

Associate's Degree or 64 Credits

Hourly	45.83	47.60	49.43	51.33	53.31	55.38
Biweekly	3,666.68	3,807.69	3,954.32	4,106.77	4,265.16	4,430.04
Monthly	7,966.30	8,272.66	8,591.23	8,922.45	9,266.57	9,624.79
Annual	95,595.58	99,271.92	103,094.77	107,069.36	111,198.81	115,497.47

Bachelor's Degree

Hourly	46.16	47.93	49.76	51.66	53.64	55.71
Biweekly	3,693.02	3,834.05	3,980.64	4,133.11	4,291.50	4,456.42
Monthly	8,023.53	8,329.93	8,648.41	8,979.67	9,323.79	9,682.10
Annual	96,282.31	99,959.16	103,780.97	107,756.08	111,885.53	116,185.23

Master's Degree or Higher

Hourly	46.29	48.06	49.89	51.80	53.78	55.84
Biweekly	3,703.56	3,844.59	3,991.20	4,143.65	4,302.01	4,466.92
Monthly	8,046.43	8,352.83	8,671.36	9,002.57	9,346.63	9,704.92
Annual	96,557.10	100,233.95	104,056.28	108,030.87	112,159.54	116,458.98

~~Police Audio Visual Specialist~~

Effective Pay Period 14, 2024 (June 23, 2024)

Pay Range 801

Hourly	24.56	32.75	35.82	39.79	41.31	43.66
Biweekly	1,964.79	2,619.72	2,865.30	3,183.09	3,304.95	3,492.60
Monthly	4,268.74	5,691.65	6,225.21	6,915.64	7,180.40	7,588.09
Annual	51,224.88	68,299.84	74,702.46	82,987.70	86,164.77	91,057.07

Associate's Degree or 64 Credits

Hourly	33.01	36.08	40.06	41.58	43.93
Biweekly	2,641.17	2,886.75	3,204.52	3,326.39	3,514.06
Monthly	5,738.26	6,271.81	6,962.20	7,226.98	7,634.71
Annual	68,859.07	75,261.69	83,546.41	86,723.74	91,616.56

Bachelor's Degree

Hourly	33.35	36.42	40.39	41.91	44.26
Biweekly	2,667.98	2,913.56	3,231.31	3,353.18	3,540.87
Monthly	5,796.50	6,330.06	7,020.41	7,285.18	7,692.96
Annual	69,558.05	75,960.67	84,244.87	87,422.19	92,315.54

Master's Degree or Higher

Hourly	33.48	36.55	40.52	42.05	44.39
Biweekly	2,678.67	2,924.25	3,241.98	3,363.93	3,551.55
Monthly	5,819.73	6,353.28	7,043.59	7,308.54	7,716.17
Annual	69,836.75	76,239.37	84,523.05	87,702.46	92,593.98

Police Officer^{1/2/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	42.45	43.76	45.14
Biweekly	3,395.92	3,501.15	3,610.82
Monthly	7,378.04	7,606.67	7,844.94
Annual	88,536.48	91,279.98	94,139.23

Associate's Degree or 64 Credits

Hourly	42.72	44.03	45.40
Biweekly	3,417.36	3,522.56	3,632.25
Monthly	7,424.62	7,653.18	7,891.50
Annual	89,095.46	91,838.17	94,697.94

Bachelor's Degree

Hourly	43.05	44.37	45.74
Biweekly	3,444.20	3,549.38	3,659.06
Monthly	7,482.93	7,711.45	7,949.74
Annual	89,795.21	92,537.41	95,396.92

Master's Degree or Higher

Hourly	43.19	44.50	45.87
Biweekly	3,454.91	3,560.08	3,669.77
Monthly	7,506.20	7,734.70	7,973.01
Annual	90,074.44	92,816.37	95,676.14

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	43.76	45.14	46.61
Biweekly	3,501.15	3,610.82	3,728.92
Monthly	7,606.67	7,844.94	8,101.52
Annual	91,279.98	94,139.23	97,218.27

Associate's Degree or 64 Credits

Hourly	44.03	45.40	46.88
Biweekly	3,522.56	3,632.25	3,750.35
Monthly	7,653.18	7,891.50	8,148.08
Annual	91,838.17	94,697.94	97,776.98

Bachelor's Degree

Hourly	44.37	45.74	47.21
Biweekly	3,549.38	3,659.06	3,777.19
Monthly	7,711.45	7,949.74	8,206.40
Annual	92,537.41	95,396.92	98,476.74

Master's Degree or Higher

Hourly	44.50	45.87	47.35
Biweekly	3,560.08	3,669.77	3,787.90
Monthly	7,734.70	7,973.01	8,229.66
Annual	92,816.37	95,676.14	98,755.96

Forensic Investigator

Pay Range 808

Hourly	44.64	46.37	48.16
Biweekly	3,571.50	3,709.38	3,852.91
Monthly	7,759.51	8,059.07	8,370.91
Annual	93,114.11	96,708.83	100,450.87

Associate's Degree or 64 Credits

Hourly	44.91	46.64	48.43
Biweekly	3,592.95	3,730.85	3,874.32
Monthly	7,806.11	8,105.72	8,417.42
Annual	93,673.34	97,268.59	101,009.05

Bachelor's Degree

Hourly	45.25	46.97	48.76
Biweekly	3,619.78	3,757.65	3,901.15
Monthly	7,864.40	8,163.94	8,475.71
Annual	94,372.83	97,967.30	101,708.55

Master's Degree or Higher

Hourly	45.38	47.10	48.90
Biweekly	3,630.49	3,768.37	3,911.87
Monthly	7,887.67	8,187.23	8,499.00
Annual	94,652.06	98,246.79	101,988.04

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	46.61	48.19	49.77
Biweekly	3,728.92	3,855.35	3,981.86
Monthly	8,101.52	8,376.21	8,651.07
Annual	97,218.27	100,514.48	103,812.78

Associate's Degree or 64 Credits

Hourly	46.88	48.46	50.04
Biweekly	3,750.35	3,876.81	4,003.33
Monthly	8,148.08	8,422.83	8,697.71
Annual	97,776.98	101,073.97	104,372.53

Bachelor's Degree

Hourly	47.21	48.80	50.38
Biweekly	3,777.19	3,903.61	4,030.11
Monthly	8,206.40	8,481.06	8,755.89
Annual	98,476.74	101,772.69	105,070.72

Master's Degree or Higher

Hourly	47.35	48.93	50.51
Biweekly	3,787.90	3,914.36	4,040.84
Monthly	8,229.66	8,504.41	8,779.21
Annual	98,755.96	102,052.95	105,350.47

Pay Range 812

Hourly	48.19	49.77	51.36
Biweekly	3,855.35	3,981.86	4,108.45
Monthly	8,376.21	8,651.07	8,926.10
Annual	100,514.48	103,812.78	107,113.16

Associate's Degree or 64 Credits

Hourly	48.46	50.04	51.62
Biweekly	3,876.81	4,003.33	4,129.90
Monthly	8,422.83	8,697.71	8,972.70
Annual	101,073.97	104,372.53	107,672.39

Bachelor's Degree

Hourly	48.80	50.38	51.96
Biweekly	3,903.61	4,030.11	4,156.73
Monthly	8,481.06	8,755.89	9,030.99
Annual	101,772.69	105,070.72	108,371.89

Master's Degree or Higher

Hourly	48.93	50.51	52.09
Biweekly	3,914.36	4,040.84	4,167.43
Monthly	8,504.41	8,779.21	9,054.24
Annual	102,052.95	105,350.47	108,650.85

Chief Latent Print Examiner Identification Systems Specialist

Pay Range 813

Hourly	46.37	48.16	50.03	51.97	53.98	56.08
Biweekly	3,709.38	3,852.91	4,002.08	4,157.20	4,318.37	4,486.12
Monthly	8,059.07	8,370.91	8,695.00	9,032.01	9,382.17	9,746.63
Annual	96,708.83	100,450.87	104,339.94	108,384.14	112,586.07	116,959.55

Associate's Degree or 64 Credits

Hourly	46.64	48.43	50.29	52.23	54.25	56.34
Biweekly	3,730.85	3,874.32	4,023.52	4,178.64	4,339.80	4,507.57
Monthly	8,105.72	8,417.42	8,741.58	9,078.59	9,428.73	9,793.23
Annual	97,268.59	101,009.05	104,898.91	108,943.11	113,144.78	117,518.79

Bachelor's Degree

Hourly	46.97	48.76	50.63	52.57	54.58	56.68
Biweekly	3,757.65	3,901.15	4,050.30	4,205.44	4,366.60	4,534.41
Monthly	8,163.94	8,475.71	8,799.76	9,136.82	9,486.96	9,851.55
Annual	97,967.30	101,708.55	105,597.10	109,641.83	113,843.50	118,218.54

Master's Degree or Higher

Hourly	47.10	48.90	50.76	52.70	54.72	56.81
Biweekly	3,768.37	3,911.87	4,061.05	4,216.16	4,377.30	4,545.09
Monthly	8,187.23	8,499.00	8,823.11	9,160.11	9,510.21	9,874.75
Annual	98,246.79	101,988.04	105,877.37	109,921.31	114,122.46	118,496.99

Effective Pay Period 1, 2025 (December 22, 2024)

Pay Range 801

Hourly	25.02	33.36	36.49	40.53	42.09	44.48
Biweekly	2,001.63	2,668.84	2,919.02	3,242.77	3,366.92	3,558.09
Monthly	4,348.78	5,798.37	6,341.92	7,045.30	7,315.03	7,730.37
Annual	52,185.35	69,580.47	76,103.02	84,543.64	87,780.41	92,764.49

Associate's Degree or 64 Credits

Hourly	33.63	36.76	40.81	42.36	44.75
Biweekly	2,690.69	2,940.88	3,264.60	3,388.76	3,579.95
Monthly	5,845.84	6,389.41	7,092.73	7,362.48	7,777.87
Annual	70,150.13	76,672.94	85,112.78	88,349.81	93,334.41

Bachelor's Degree

Hourly	33.98	37.10	41.15	42.70	45.09
Biweekly	2,718.00	2,968.19	3,291.90	3,416.05	3,607.26
Monthly	5,905.18	6,448.75	7,152.04	7,421.78	7,837.20
Annual	70,862.14	77,384.95	85,824.53	89,061.30	94,046.42

Master's Degree or Higher

Hourly	34.11	37.24	41.28	42.84	45.23
Biweekly	2,728.90	2,979.08	3,302.77	3,427.00	3,618.14
Monthly	5,928.86	6,472.41	7,175.66	7,445.57	7,860.84
Annual	71,146.32	77,668.87	86,107.93	89,346.78	94,330.08

Police Officer^{1/2/}

^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/}Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	43.24	44.59	45.98
Biweekly	3,459.59	3,566.80	3,678.52
Monthly	7,516.37	7,749.30	7,992.02
Annual	90,196.45	92,991.57	95,904.27

Associate's Degree or 64 Credits

Hourly	43.52	44.86	46.25
Biweekly	3,481.44	3,588.61	3,700.35
Monthly	7,563.84	7,796.68	8,039.45
Annual	90,766.11	93,560.19	96,473.41

Bachelor's Degree

Hourly	43.86	45.20	46.60
Biweekly	3,508.78	3,615.93	3,727.67
Monthly	7,623.24	7,856.04	8,098.81
Annual	91,478.91	94,272.46	97,185.68

Master's Degree or Higher

Hourly	44.00	45.34	46.73
Biweekly	3,519.69	3,626.83	3,738.58
Monthly	7,646.95	7,879.72	8,122.51
Annual	91,763.34	94,556.64	97,470.12

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	44.59	45.98	47.49
Biweekly	3,566.80	3,678.52	3,798.84
Monthly	7,749.30	7,992.02	8,253.43
Annual	92,991.57	95,904.27	99,041.18

Associate's Degree or 64 Credits

Hourly	44.86	46.25	47.76
Biweekly	3,588.61	3,700.35	3,820.67
Monthly	7,796.68	8,039.45	8,300.86
Annual	93,560.19	96,473.41	99,610.32

Bachelor's Degree

Hourly	45.20	46.60	48.10
Biweekly	3,615.93	3,727.67	3,848.01
Monthly	7,856.04	8,098.81	8,360.26
Annual	94,272.46	97,185.68	100,323.12

Master's Degree or Higher

Hourly	45.34	46.73	48.24
Biweekly	3,626.83	3,738.58	3,858.92
Monthly	7,879.72	8,122.51	8,383.96
Annual	94,556.64	97,470.12	100,607.55

Forensic Investigator

Pay Range 808

Hourly	45.48	47.24	49.06
Biweekly	3,638.47	3,778.93	3,925.15
Monthly	7,905.01	8,210.18	8,527.86
Annual	94,860.11	98,522.10	102,334.27

Associate's Degree or 64 Credits

Hourly	45.75	47.51	49.34
Biweekly	3,660.32	3,800.80	3,946.96
Monthly	7,952.48	8,257.69	8,575.24
Annual	95,429.77	99,092.28	102,902.88

Bachelor's Degree

Hourly	46.10	47.85	49.68
Biweekly	3,687.65	3,828.11	3,974.30
Monthly	8,011.86	8,317.02	8,634.64
Annual	96,142.30	99,804.29	103,615.68

Master's Degree or Higher

Hourly	46.23	47.99	49.82
Biweekly	3,698.56	3,839.03	3,985.22
Monthly	8,035.56	8,340.75	8,658.37
Annual	96,426.74	100,088.99	103,900.38

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	47.49	49.10	50.71
Biweekly	3,798.84	3,927.64	4,056.52
Monthly	8,253.43	8,533.27	8,813.27
Annual	99,041.18	102,399.18	105,759.27

Associate's Degree or 64 Credits

Hourly	47.76	49.37	50.98
Biweekly	3,820.67	3,949.50	4,078.39
Monthly	8,300.86	8,580.76	8,860.79
Annual	99,610.32	102,969.10	106,329.45

Bachelor's Degree

Hourly	48.10	49.71	51.32
Biweekly	3,848.01	3,976.80	4,105.67
Monthly	8,360.26	8,640.07	8,920.06
Annual	100,323.12	103,680.85	107,040.68

Master's Degree or Higher

Hourly	48.24	49.85	51.46
Biweekly	3,858.92	3,987.75	4,116.61
Monthly	8,383.96	8,663.86	8,943.83
Annual	100,607.55	103,966.34	107,325.90

Pay Range 812

Hourly	49.10	50.71	52.32
Biweekly	3,927.64	4,056.52	4,185.48
Monthly	8,533.27	8,813.27	9,093.45
Annual	102,399.18	105,759.27	109,121.44

Associate's Degree or 64 Credits

Hourly	49.37	50.98	52.59
Biweekly	3,949.50	4,078.39	4,207.34
Monthly	8,580.76	8,860.79	9,140.95
Annual	102,969.10	106,329.45	109,691.36

Bachelor's Degree

Hourly	49.71	51.32	52.93
Biweekly	3,976.80	4,105.67	4,234.67
Monthly	8,640.07	8,920.06	9,200.32
Annual	103,680.85	107,040.68	110,403.89

Master's Degree or Higher

Hourly	49.85	51.46	53.07
Biweekly	3,987.75	4,116.61	4,245.57
Monthly	8,663.86	8,943.83	9,224.01
Annual	103,966.34	107,325.90	110,688.07

Chief Latent Print Examiner Identification Systems Specialist

Pay Range 813

Hourly	47.24	49.06	50.96	52.94	54.99	57.13
Biweekly	3,778.93	3,925.15	4,077.12	4,235.15	4,399.34	4,570.23
Monthly	8,210.18	8,527.86	8,858.03	9,201.37	9,558.09	9,929.37
Annual	98,522.10	102,334.27	106,296.34	110,416.41	114,697.08	119,152.42

Associate's Degree or 64 Credits

Hourly	47.51	49.34	51.24	53.21	55.26	57.40
Biweekly	3,800.80	3,946.96	4,098.96	4,256.99	4,421.17	4,592.09
Monthly	8,257.69	8,575.24	8,905.48	9,248.82	9,605.52	9,976.86
Annual	99,092.28	102,902.88	106,865.74	110,985.81	115,266.22	119,722.34

Bachelor's Degree

Hourly	47.85	49.68	51.58	53.55	55.61	57.74
Biweekly	3,828.11	3,974.30	4,126.24	4,284.29	4,448.47	4,619.43
Monthly	8,317.02	8,634.64	8,964.75	9,308.13	9,664.83	10,036.26
Annual	99,804.29	103,615.68	107,576.97	111,697.56	115,977.97	120,435.14

Master's Degree or Higher

Hourly	47.99	49.82	51.71	53.69	55.74	57.88
Biweekly	3,839.03	3,985.22	4,137.19	4,295.21	4,459.37	4,630.31
Monthly	8,340.75	8,658.37	8,988.54	9,331.86	9,688.51	10,059.90
Annual	100,088.99	103,900.38	107,862.45	111,982.26	116,262.14	120,718.79

Police Liaison Officer^{1/}

^{1/} Effective Pay Period 1, 2025 (December 22, 2024), employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

Effective Pay Period 14, 2025 (June 22, 2025)

Pay Range 801

Hourly	25.49	33.99	37.17	41.29	42.88	45.31
Biweekly	2,039.16	2,718.88	2,973.75	3,303.57	3,430.05	3,624.80
Monthly	4,430.32	5,907.09	6,460.83	7,177.40	7,452.19	7,875.31
Annual	53,163.81	70,885.08	77,529.91	86,128.79	89,426.30	94,503.71

Associate's Degree or 64 Credits

Hourly	34.26	37.45	41.57	43.15	45.59
Biweekly	2,741.14	2,996.02	3,325.81	3,452.30	3,647.07
Monthly	5,955.45	6,509.21	7,225.72	7,500.53	7,923.69
Annual	71,465.43	78,110.52	86,708.62	90,006.39	95,084.32

Bachelor's Degree

Hourly	34.61	37.80	41.92	43.50	45.94
Biweekly	2,768.96	3,023.84	3,353.62	3,480.10	3,674.90
Monthly	6,015.90	6,569.65	7,286.14	7,560.93	7,984.16
Annual	72,190.74	78,835.83	87,433.66	90,731.18	95,809.89

Master's Degree or Higher

Hourly	34.75	37.94	42.06	43.64	46.07
Biweekly	2,780.07	3,034.94	3,364.70	3,491.26	3,685.98
Monthly	6,040.03	6,593.77	7,310.21	7,585.18	8,008.23
Annual	72,480.39	79,125.22	87,722.53	91,022.13	96,098.76

Police Officer^{1/2/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	44.06	45.42	46.84
Biweekly	3,524.46	3,633.68	3,747.49
Monthly	7,657.31	7,894.60	8,141.87
Annual	91,887.71	94,735.23	97,702.42

Associate's Degree or 64 Credits

Hourly	44.33	45.70	47.12
Biweekly	3,546.72	3,655.90	3,769.73
Monthly	7,705.67	7,942.88	8,190.19
Annual	92,468.06	95,314.53	98,282.24

Bachelor's Degree

Hourly	44.68	46.05	47.47
Biweekly	3,574.57	3,683.73	3,797.56
Monthly	7,766.18	8,003.34	8,250.65
Annual	93,194.14	96,040.10	99,007.81

Master's Degree or Higher

Hourly	44.82	46.19	47.61
Biweekly	3,585.68	3,694.83	3,808.68
Monthly	7,790.32	8,027.46	8,274.81
Annual	93,483.80	96,329.49	99,297.73

Court Liaison Officer
Police Alarm Operator

Pay Range 806

Hourly	45.42	46.84	48.38
Biweekly	3,633.68	3,747.49	3,870.07
Monthly	7,894.60	8,141.87	8,408.19
Annual	94,735.23	97,702.42	100,898.25

Associate's Degree or 64 Credits

Hourly	45.70	47.12	48.65
Biweekly	3,655.90	3,769.73	3,892.31
Monthly	7,942.88	8,190.19	8,456.51
Annual	95,314.53	98,282.24	101,478.08

Bachelor's Degree

Hourly	46.05	47.47	49.00
Biweekly	3,683.73	3,797.56	3,920.16
Monthly	8,003.34	8,250.65	8,517.01
Annual	96,040.10	99,007.81	102,204.17

Master's Degree or Higher

Hourly	46.19	47.61	49.14
Biweekly	3,694.83	3,808.68	3,931.27
Monthly	8,027.46	8,274.81	8,541.15
Annual	96,329.49	99,297.73	102,493.82

Forensic Investigator

Pay Range 808

Hourly	46.33	48.12	49.98
Biweekly	3,706.69	3,849.78	3,998.75
Monthly	8,053.23	8,364.11	8,687.76
Annual	96,638.70	100,369.26	104,253.12

Associate's Degree or 64 Credits

Hourly	46.61	48.40	50.26
Biweekly	3,728.95	3,872.07	4,020.97
Monthly	8,101.59	8,412.53	8,736.04
Annual	97,219.05	100,950.39	104,832.43

Bachelor's Degree

Hourly	46.96	48.75	50.61
Biweekly	3,756.79	3,899.89	4,048.82
Monthly	8,162.07	8,472.98	8,796.54
Annual	97,944.88	101,675.70	105,558.52

Master's Degree or Higher

Hourly	47.10	48.89	50.75
Biweekly	3,767.91	3,911.01	4,059.94
Monthly	8,186.23	8,497.14	8,820.70
Annual	98,234.79	101,965.62	105,848.43

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	48.38	50.02	51.66
Biweekly	3,870.07	4,001.28	4,132.58
Monthly	8,408.19	8,693.26	8,978.52
Annual	100,898.25	104,319.08	107,742.26

Associate's Degree or 64 Credits

Hourly	48.65	50.29	51.94
Biweekly	3,892.31	4,023.55	4,154.86
Monthly	8,456.51	8,741.64	9,026.93
Annual	101,478.08	104,899.69	108,323.13

Bachelor's Degree

Hourly	49.00	50.64	52.28
Biweekly	3,920.16	4,051.37	4,182.65
Monthly	8,517.01	8,802.08	9,087.31
Annual	102,204.17	105,625.00	109,047.66

Master's Degree or Higher

Hourly	49.14	50.78	52.42
Biweekly	3,931.27	4,062.52	4,193.80
Monthly	8,541.15	8,826.31	9,111.53
Annual	102,493.82	105,915.70	109,338.35

Pay Range 812

Hourly	50.02	51.66	53.30
Biweekly	4,001.28	4,132.58	4,263.96
Monthly	8,693.26	8,978.52	9,263.96
Annual	104,319.08	107,742.26	111,167.53

Associate's Degree or 64 Credits

Hourly	50.29	51.94	53.58
Biweekly	4,023.55	4,154.86	4,286.23
Monthly	8,741.64	9,026.93	9,312.35
Annual	104,899.69	108,323.13	111,748.14

Bachelor's Degree

Hourly	50.64	52.28	53.93
Biweekly	4,051.37	4,182.65	4,314.07
Monthly	8,802.08	9,087.31	9,372.83
Annual	105,625.00	109,047.66	112,473.97

Master's Degree or Higher

Hourly	50.78	52.42	54.06
Biweekly	4,062.52	4,193.80	4,325.17
Monthly	8,826.31	9,111.53	9,396.95
Annual	105,915.70	109,338.35	112,763.36

Chief Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Hourly	48.12	49.98	51.92	53.93	56.02	58.20
Biweekly	3,849.78	3,998.75	4,153.57	4,314.56	4,481.83	4,655.92
Monthly	8,364.11	8,687.76	9,024.13	9,373.90	9,737.31	10,115.54
Annual	100,369.26	104,253.12	108,289.50	112,486.74	116,847.71	121,386.48

Associate's Degree or 64 Credits

Hourly	48.40	50.26	52.20	54.21	56.30	58.48
Biweekly	3,872.07	4,020.97	4,175.82	4,336.81	4,504.07	4,678.19
Monthly	8,412.53	8,736.04	9,072.47	9,422.24	9,785.63	10,163.92
Annual	100,950.39	104,832.43	108,869.59	113,066.83	117,427.54	121,967.09

Bachelor's Degree

Hourly	48.75	50.61	52.55	54.56	56.65	58.83
Biweekly	3,899.89	4,048.82	4,203.61	4,364.62	4,531.88	4,706.04
Monthly	8,472.98	8,796.54	9,132.84	9,482.66	9,846.05	10,224.43
Annual	101,675.70	105,558.52	109,594.12	113,791.88	118,152.58	122,693.18

Master's Degree or Higher

Hourly	48.89	50.75	52.68	54.70	56.79	58.96
Biweekly	3,911.01	4,059.94	4,214.76	4,375.75	4,542.98	4,717.13
Monthly	8,497.14	8,820.70	9,157.07	9,506.84	9,870.17	10,248.53
Annual	101,965.62	105,848.43	109,884.81	114,082.05	118,441.98	122,982.32

Police Liaison Officer^{1/}

^{1/} Employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

Effective Pay Period 1, 2026 (December 21, 2025)

Pay Range 801

Hourly	26.32	35.09	38.38	42.64	44.27	46.78
Biweekly	2,105.43	2,807.24	3,070.40	3,410.94	3,541.53	3,742.61
Monthly	4,574.30	6,099.06	6,670.81	7,410.67	7,694.40	8,131.27
Annual	54,891.57	73,188.76	80,049.71	88,928.08	92,332.74	97,575.19

Associate's Degree or 64 Credits

Hourly	35.38	38.67	42.92	44.56	47.07
Biweekly	2,830.23	3,093.39	3,433.90	3,564.50	3,765.60
Monthly	6,149.01	6,720.76	7,460.56	7,744.30	8,181.21
Annual	73,788.14	80,649.09	89,526.68	92,931.61	98,174.57

Bachelor's Degree

Hourly	35.74	39.03	43.28	44.92	47.43
Biweekly	2,858.95	3,122.11	3,462.61	3,593.20	3,794.33
Monthly	6,211.41	6,783.16	7,522.93	7,806.66	8,243.63
Annual	74,536.91	81,397.87	90,275.19	93,679.86	98,923.60

Master's Degree or Higher

Hourly	35.88	39.17	43.43	45.06	47.57
Biweekly	2,870.42	3,133.58	3,474.05	3,604.73	3,805.77
Monthly	6,236.33	6,808.08	7,547.79	7,831.71	8,268.49
Annual	74,835.95	81,696.91	90,573.44	93,980.46	99,221.86

Police Officer^{1/2/}

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

Hourly	45.49	46.90	48.37
Biweekly	3,639.00	3,751.77	3,869.28
Monthly	7,906.16	8,151.17	8,406.47
Annual	94,873.93	97,814.00	100,877.65

Associate's Degree or 64 Credits

Hourly	45.77	47.18	48.65
Biweekly	3,661.99	3,774.72	3,892.25
Monthly	7,956.11	8,201.03	8,456.38
Annual	95,473.31	98,412.34	101,476.52

Bachelor's Degree

Hourly	46.13	47.54	49.01
Biweekly	3,690.74	3,803.45	3,920.98
Monthly	8,018.57	8,263.45	8,518.80
Annual	96,222.86	99,161.37	102,225.55

Master's Degree or Higher

Hourly	46.28	47.69	49.16
Biweekly	3,702.21	3,814.91	3,932.46
Monthly	8,043.49	8,288.35	8,543.74
Annual	96,521.90	99,460.15	102,524.85

Court Liaison Officer Police Alarm Operator

Pay Range 806

Hourly	46.90	48.37	49.95
Biweekly	3,751.77	3,869.28	3,995.85
Monthly	8,151.17	8,406.47	8,681.46
Annual	97,814.00	100,877.65	104,177.52

Associate's Degree or 64 Credits

Hourly	47.18	48.65	50.24
Biweekly	3,774.72	3,892.25	4,018.81
Monthly	8,201.03	8,456.38	8,731.34
Annual	98,412.34	101,476.52	104,776.12

Bachelor's Degree

Hourly	47.54	49.01	50.59
Biweekly	3,803.45	3,920.98	4,047.57
Monthly	8,263.45	8,518.80	8,793.83
Annual	99,161.37	102,225.55	105,525.93

Master's Degree or Higher

Hourly	47.69	49.16	50.74
Biweekly	3,814.91	3,932.46	4,059.04
Monthly	8,288.35	8,543.74	8,818.75
Annual	99,460.15	102,524.85	105,824.97

Forensic Investigator

Pay Range 808

Hourly	47.84	49.69	51.61
Biweekly	3,827.16	3,974.90	4,128.71
Monthly	8,314.96	8,635.94	8,970.11
Annual	99,779.53	103,631.32	107,641.37

Associate's Degree or 64 Credits

Hourly	48.13	49.97	51.90
Biweekly	3,850.14	3,997.91	4,151.65
Monthly	8,364.89	8,685.94	9,019.95
Annual	100,378.65	104,231.22	108,239.44

Bachelor's Degree

Hourly	48.49	50.33	52.26
Biweekly	3,878.89	4,026.64	4,180.41
Monthly	8,427.35	8,748.35	9,082.44
Annual	101,128.20	104,980.25	108,989.26

Master's Degree or Higher

Hourly	48.63	50.48	52.40
Biweekly	3,890.37	4,038.12	4,191.89
Monthly	8,452.29	8,773.30	9,107.38
Annual	101,427.50	105,279.55	109,288.56

Detective
Document Examiner
Latent Print Examiner

Pay Range 810

Hourly	49.95	51.64	53.34
Biweekly	3,995.85	4,131.32	4,266.89
Monthly	8,681.46	8,975.78	9,270.33
Annual	104,177.52	107,709.41	111,243.92

Associate's Degree or 64 Credits

Hourly	50.24	51.93	53.62
Biweekly	4,018.81	4,154.32	4,289.89
Monthly	8,731.34	9,025.75	9,320.30
Annual	104,776.12	108,309.05	111,843.56

Bachelor's Degree

Hourly	50.59	52.29	53.98
Biweekly	4,047.57	4,183.04	4,318.59
Monthly	8,793.83	9,088.15	9,382.65
Annual	105,525.93	109,057.83	112,591.81

Master's Degree or Higher

Hourly	50.74	52.43	54.13
Biweekly	4,059.04	4,194.55	4,330.10
Monthly	8,818.75	9,113.16	9,407.66
Annual	105,824.97	109,357.91	112,891.89

Pay Range 812

Hourly	51.64	53.34	55.03
Biweekly	4,131.32	4,266.89	4,402.54
Monthly	8,975.78	9,270.33	9,565.04
Annual	107,709.41	111,243.92	114,780.50

Associate's Degree or 64 Credits

Hourly	51.93	53.62	55.32
Biweekly	4,154.32	4,289.89	4,425.53
Monthly	9,025.75	9,320.30	9,614.99
Annual	108,309.05	111,843.56	115,379.89

Bachelor's Degree

Hourly	52.29	53.98	55.68
Biweekly	4,183.04	4,318.59	4,454.28
Monthly	9,088.15	9,382.65	9,677.45
Annual	109,057.83	112,591.81	116,129.44

Master's Degree or Higher

Hourly	52.43	54.13	55.82
Biweekly	4,194.55	4,330.10	4,465.74
Monthly	9,113.16	9,407.66	9,702.35
Annual	109,357.91	112,891.89	116,428.22

Chief Latent Print Examiner Identification Systems Specialist

Pay Range 813

Hourly	49.69	51.61	53.61	55.68	57.84	60.09
Biweekly	3,974.90	4,128.71	4,288.56	4,454.78	4,627.49	4,807.24
Monthly	8,635.94	8,970.11	9,317.41	9,678.54	10,053.77	10,444.30
Annual	103,631.32	107,641.37	111,808.88	116,142.48	120,645.27	125,331.61

Associate's Degree or 64 Credits

Hourly	49.97	51.90	53.89	55.97	58.13	60.38
Biweekly	3,997.91	4,151.65	4,311.53	4,477.76	4,650.45	4,830.23
Monthly	8,685.94	9,019.95	9,367.31	9,728.47	10,103.66	10,494.25
Annual	104,231.22	108,239.44	112,407.74	116,741.60	121,243.87	125,930.99

Bachelor's Degree

Hourly	50.33	52.26	54.25	56.33	58.49	60.74
Biweekly	4,026.64	4,180.41	4,340.23	4,506.47	4,679.17	4,858.99
Monthly	8,748.35	9,082.44	9,429.67	9,790.84	10,166.05	10,556.73
Annual	104,980.25	108,989.26	113,155.99	117,490.11	121,992.64	126,680.81

Master's Degree or Higher

Hourly	50.48	52.40	54.40	56.47	58.63	60.88
Biweekly	4,038.12	4,191.89	4,351.74	4,517.96	4,690.63	4,870.44
Monthly	8,773.30	9,107.38	9,454.67	9,815.81	10,190.95	10,581.61
Annual	105,279.55	109,288.56	113,456.08	117,789.67	122,291.42	126,979.33

Police Liaison Officer^{1/}

^{1/} Employee(s) designated as Police Liaison Officer shall be placed at the 4th step of the range. Employee(s) shall not be eligible for annual step increases, but shall be eligible for any negotiated across the board increases.

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