

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement  
("Agreement")  
Between City of Milwaukee ("City") and  
Local 494, IBEW, AFL-CIO, Electrical Group ("Union")  
2003**

1. **Duration, Article 1:** One year: June 1, 2003 through May 31, 2004.
2. **Base Salary, Article 17:**
  - a. Effective Pay Period 12, 2003, the base salary for Electrical Mechanics shall be based on 93% of the outside rate for Journeyman Wireman.
  - b. Wage rates for Electrical Mechanic Apprentices shall be calculated and adjusted in the same manner as was provided for in the City/Union June 1, 2003 - May 31, 2004 Agreement.
3. **Pension Benefits, Article 33**

Creditable service for active military service, as provided in Chapter 36-04-2-c of the Milwaukee City Charter, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between June 1, 2003, and May 31, 2004.
4. The remaining Articles of the 2003-2004 labor agreement shall remain the same, except for non-substantive language updates.

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement  
("Agreement") Between  
The City of Milwaukee ("City") and  
Local 494, IBEW, AFL-CIO, Electrical Group ("Union")  
2004-2007**

1. **Duration, Article 1**

Three years: June 1, 2004 through May 31, 2007.

2. **Base Salary, Article 17:**

- a. Effective Pay Period 12, 2004, the base salary for Electrical Mechanics shall be increased based on 93% of the outside rate for Journeyman Wireman.
- b. Effective Pay Period 12, 2005, the base salary for Electrical Mechanics shall be increased based on 93% of the outside rate for Journeyman Wireman.
- c. Effective Pay Period 1, 2006, the base salary for Electrical Mechanics shall be increased based on 95% of the outside rate for Journeyman Wireman, and the percentage of the outside rates that Electrical Workers receive shall increase by two percent at each step of the Electrical Worker pay range.
- d. Effective Pay Period 12, 2006, the base salary for Electrical Mechanics shall be increased based on 95% of the outside rate for Journeyman Wireman.
- e. Wage rates for Electrical Mechanic Apprentices shall be calculated and adjusted in the same manner as was provided for in the City/Union June 1, 2003, - May 31, 2004, Agreement.
- f. Under 17.1.c (1)(b) add the following language: The Review Committee shall develop such forms as are necessary to document the review of Electrical Workers. If an Electrical Worker is unsuccessful in his or her application for Step Four pay, he or she may reapply after one year, unless the Committee states a different period.
- g. Under 17.5 add the following language: An Electrical Mechanic who is hired at the probationary rate as specified in 17.1.a.3 shall become eligible for the non-probationary rate after six months of probationary service or upon satisfaction of the City Service Commission requirements, whichever is sooner.

3. **Health Insurance Benefits, Article 34**

- a. Under subsection 34.3.a.(1)(a), effective January 1, 2005, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month for family enrollment.
- b. Effective January 1, 2006, the City shall contribute a maximum of 100% of the cost of the plan having the lowest subscriber cost (single or family) toward health

insurance coverage. A narrow network option or options at reduced cost shall be available to employees represented by the Union.

- c. Eligible employees who retire between January 1, 2005, and July 31, 2007, and who are enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment and \$60 per month for family enrollment. The amount of retiree contribution shall be deducted from the retiree's pension check. Any subscriber costs for single or family enrollment in excess of the above stated amount shall be paid by the City. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost plan offered by the City, the foregoing \$30 employee contribution shall be waived. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost plan offered by the City, the foregoing \$60 employee contribution shall be waived.
- d. For eligible employees who retire between January 1, 2005, and July 31, 2007, and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees who retire between January 1, 2005, and July 31, 2007, and who are enrolled in the HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his or her pension check.

In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of family enrollment for retirees in the Basic Plan.

3. **Pension Benefits, Article 33**

- a. Creditable service for active military service, as provided in Chapter 36-04-2-c of the Milwaukee City Charter, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between June 1, 2004, and May 31, 2007.
- b. Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service,

hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.

4. **Special Pay Practices, Article 18**

- a. Clarification of on-call pay for Electrical Mechanics. For example, an Electrical Mechanic assigned duty as "On-Call Mechanic" from 4:00 p.m. Friday to 8:00 a.m. on the following Monday shall be paid as follows:

\$15: 4:00 p.m. Friday to 12:00 a.m. Saturday  
\$36: 12:00 a.m. Saturday to 12:00 a.m. Sunday  
\$36: 12:00 a.m. Sunday to 12:00 a.m. Monday  
\$15: 12:00 a.m. Monday to 8:00 a.m. Monday.

- b. Effective upon execution of the Agreement, on a one-time basis, the City shall provide reimbursement for the CDL licenses (not including renewals) of employees who are newly required to hold a CDL if such employees were appointed to positions represented by the Union prior to the establishment of the job requirement that employees must obtain a CDL.

5. **Lost Time Call System, Article 23**

Call-in procedures for weekend and holiday emergency calls for Electrical Mechanics working in the Street Lighting Specialty area of the Infrastructure Division shall be developed by the Division. Changes to such procedures may be made after consultation with the Union.

6. **Vacations, Article 28**

- a. Under 28.8 add the following language: A vacation week that is reserved in Street Lighting for an Electrical Mechanic Apprentice shall be considered vacant and eligible for use by Electrical Workers if four weeks before such vacation week the Electrical Mechanic Apprentice is not working in Street Lighting.
- b. Effective Pay Period 1, 2006, vacation accrual on a pay period basis shall be implemented. Upon written request to a department, the City may credit vacation accounts to compensate employees who are off the payroll on account of lost time due to inclement weather or who take an approved leave of absence of five days or less.

7. **Clothing Allowance, Article 39**

Effective for calendar year 2005 payments, pro-rata payment adjusted to the nearest calendar month shall be made to employees with less than a full calendar year of active service. For purposes of prorating, an employee on the payroll in the bargaining unit for at least 15 days in a calendar month shall be considered to have been in active service for the full month. An employee on the payroll for less than 15 days in a calendar month shall be considered to not have been in active service at all during that calendar month. The clothing allowance shall not be pensionable and shall not be included in the computation of any other fringe benefits.

8. **Job Assignments, Article 40**

Add 40.2 as follows: When making Crew Chief selection and assignments, the City shall use guidelines that recognize as pertinent factors an employee's experience, attendance, disciplinary record, supervisory evaluations and relevant training. The Union may submit recommendations for additional Crew Chief selection factors whenever it believes such additional factors should be considered.

9. **Side letter and MOU's**

Eliminate numerous side letters and memoranda of understanding and incorporate others into or append to the Agreement.