

**Summary of Wage and Fringe Benefit Modifications
In the 2025-2027 Agreement
Between the
City of Milwaukee
and the
Milwaukee Police Supervisors Organization**

1. Contract Term: 3 year – January 1, 2025 through December 31, 2027

2. Article 9 – Base Salary:
 - PP 1, 2025 – 2%; PP 14, 2025 2%
 - PP 1, 2026 – 3.25%; Effective the PP of implementation 1% residency incentive
 - PP 1, 2027 – 3%

3. Article 7 – Contract Enforcement Procedure
 - 5. Shall be modified to indicate a meeting with the Chief shall be scheduled within 30 calendar days of receipt of grievance, but said meeting can be held outside of the 30 day timeframe.

4. Article 12 – Overtime: - Effective as soon as administratively practicable
 - Reduce court overtime from a minimum of 2.5 hours at 1.5x rate to 2.0 hours at 1.5x rate

5. Article 19 – Funeral Leave – Effective as soon as administratively practicable
 - 2.a. & c. Increase leave from 3 to 4 days
 - 2.b. Increase leave from 1 to 3 days
 - Leave can be used in the 10 consecutive calendar days:
 - Immediately following the date of death
 - Immediately preceding or following the interment, services, memorial, or funeral
 - As split between any of the above separate eligible events

6. Article 29 – Uniform and Equipment Allowance
 - Effective for Calendar Year 2026, increase to \$500

7. Article 35 – Tuition and Textbook Reimbursement – Effective as soon as administratively practicable
 - Update language in #2 removing the \$150 limit for membership dues in job related professional organizations to allow for any dollar amount can be used

8. Article 39 – Contract Administration

- Police Liaison Officer shall be allowed an MPD ID badge for building access and allowed to participate in any required in-service to remain LESB certified

9. New Article 60 – Longevity Pay

Effective Calendar year 2026:

- 15 years of service, but less than 20 - \$550
- 20 years of service, but less than 25 - \$900
- 25+ years of service \$1500

10. 2023-2024 Wage Reopener

- Member's currently in Active Status in a position represented by the union as of the implementation date of the 2025-2027 Labor Agreement shall receive a lump sum payment calculated as follows 1.875% of PP 1-13, 2023 rates of pay and an additional 1.875% of PP 14-26, 2023 rates of pay.
- Payment is not applicable to employees who have or are working in an assignment in Pay Range 831D who already received retro pay based on the MPA 2023-2026 Labor Agreement.