

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement  
Between the City of Milwaukee and  
Association of Municipal Attorneys  
One-Year Agreement**

1. Duration, Article 1: One year: January 1, 2003 through December 31, 2003.

2. Base Salary, Article 12:

Effective Pay Period 1, 2003, a 3% across the board increase over Pay Period 26, 2002 wage rates.

The above increase applies to both the minimum and the maximum pay rates of the Assistant city Attorney pay range.

3. Pension, Article 15:

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 January 1, 2003 and December 31, 2003.

4. Sick Leave Incentive Control Leave, Article 20:

Continue the Sick Leave Incentive Program through Pay Period 26, 2003.

And

Three-Year Agreement

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

2. Base Salary, Article 12:

a. Effective Pay Period 1, 2004, a 3% across the board increase over Pay Period 26, 2003 wage rates.

b. Effective Pay Period 1, 2005, a 3% across the board increase over Pay Period 26, 2004 wage rates.

c. Effective Pay Period 1, 2006, a 3% across the board increase over Pay Period 27, 2005 wage rates.

d. The above increases apply to both the minimum and the maximum pay rates of the Assistant City Attorney pay range.

- e. Effective as soon as administratively practicable after the execution date of this Agreement, the City shall provide a one-time \$100 non-pensionable lump sum payment to current City employees represented by the Union as of November 30, 2004.

3. Health Insurance, Article 13:

- a. Under subsection 13.3.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. (Note: the deduction for January 2005 is deducted from employee's December 2004 paycheck)
- b. Under subsection 13.3.a (1)(a), effective January 1, 2006, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment. (Note: the deduction for January 2006 is deducted from employee's December 2005 paycheck.)
- c. Except as noted below, eligible employees under Article 13.2.d. or e who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment when such employees' enrollment status is single and \$60 per month for family enrollment when such employee's enrollment status is family. 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 to retirees 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 to retirees offered by the City, the foregoing \$60 employee contribution shall be waived.
- d. For eligible employees under subsections 13.2.d. or 13.2.e, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City pursuant to subsections 13.1.a. or b, having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees under subsections 13.2.d. or 27.2.e, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family

enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City pursuant to subsection 13.1.a. or b, having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his/her pension check. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of family enrollment for retirees in the Basic Plan.

4. Pension, Article 15:

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

5. Tuition and Textbook Reimbursement, Article 16:

The combined maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study shall be increased from a combined maximum \$1,900 in calendar years 2003 and 2004 to a combined maximum of \$2,200 in calendar years 2005 and 2006.

6. Funeral Leave, Article 24:

Effective the next pay period following the execution date of this Agreement under Article 24.1.b., include spouse's sibling's spouse in definition of brother-in-law and sister-in-law.

7. Sick Leave Control Incentive Program, Article 20:

Continue the Sick Leave Control Incentive Program through Pay Period 26, 2006.