

**Summary of Wage and Fringe Benefit Modifications
In the 2007-2009 Agreement
between the
City of Milwaukee and the Milwaukee Police Association - Police Aide Unit**

1. Duration, Article 1:

Three years: January 1, 2007, through December 31, 2009.

2. Base Salary, Article 17:

- a. Effective Pay Period 1, 2007, a 2.5% across-the-board increase over Pay Period 26, 2006, wage rates.
- b. Effective Pay Period 1, 2008, a 2.5% across-the-board increase over Pay Period 26, 2007, wage rates.
- c. Effective Pay Period 1, 2009, a 2.5% across-the-board increase over Pay Period 26, 2008, wage rates.
- d. In the event of a voluntary settlement of the 2007-2009 collective bargaining agreement between the City of Milwaukee and District Council 48, AFSCME, in lieu of the across-the-board increases stated in a, b and c, hereof, the City will provide to the Police Aides the same base salary across-the-board increases that are provided to District Council 48 for 2007, 2008 and 2009.
- e. Within 60 days of the execution of the Agreement, all employees shall participate in direct deposit of paychecks.

3. Health Insurance, Article 26

Basic Plan: Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, but not sooner than January 1, 2009, increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.

HMO:

Effective the first full month following execution of the 07-09 Agreement, eliminate requirement to offer an HMO. City may offer an exclusive provider organization with a SE Wisconsin network and no coverage outside of network. Implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment.

Effective 1/1/09: implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA) including basic biometrics and a blood

draw, but not sooner than January 1, 2009, increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.

Wellness and Prevention Program and Committee. A program and committee shall be established to promote wellness and prevention of illness among employees and their families.

4. Parking for PAB Employees, Article 37

Effective January 1, 2009, the maximum monthly parking reimbursements for employees assigned to the PAB shall be as follows:

Regular Benefit:	\$115 (a \$20 increase)
Special Benefit:	2-person-\$115 3-person-\$135
Daily Receipts + Other:	2-person-\$40/\$120 3-person \$60/\$140

5. Add or update language and dates and delete obsolete language as necessary in all articles.