



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

July 22, 2010

To The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

RE: File No. 081273

Dear Committee Members:

The attached Memorandum of Understanding between the City Negotiating Team and the Milwaukee Police Supervisors' Organization is the result of an arbitrator's award. The Memorandum of Understanding covers wages, hours and conditions of employment for the period commencing January 1, 2007, through December 31, 2009.

Copies of the Memorandum of Understanding, a resolution approving it, a summary of its provisions, a copy of the arbitrator's award and a fiscal note are attached. Because this Memorandum of Understanding embodies an arbitrator's award, no ratification by the Union is necessary.

In view of the foregoing, it is recommended that this resolution be approved.

Sincerely,

Troy M. Hamblin  
Labor Negotiator

Attachments

C: Maria Monteagudo  
Edward Flynn  
Thomas Klusman

TMH:JJA  
081273 F&P ltr  
labr/mpa

200 East Wells Street, Room 706, Milwaukee, WI 53202 • Phone (414) 286-3751, FAX 286-0800, TDD 286-2960  
Employee Benefits, Room 701 • Medical Benefits Phone (414) 286-3184 • Worker's Compensation Phone (414) 286-2020, Fax 286-2106  
Labor Relations, Room 701 • Labor Relations Phone (414) 286-2357, Fax 286-0900  
Testing Fax (414) 286-5059 www.milwaukee.gov/der



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

July 20, 2010

The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2007-2009 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of amendments to Section 19 of the Salary Ordinance.

The existing footnotes under these pay ranges are to be retained.

1. **EFFECTIVE PAY PERIOD 1, 2007 (DECEMBER 31, 2006)**

Under Pay Ranges 831 through 842, delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Biweekly Rate						
	2,108.12	2,191.31	2,277.89	2,367.89	2,461.47	2,558.87

Pay Range 835

Biweekly Rate						
	2,367.89	2,461.47	2,558.87	2,660.09	2,765.39	2,874.75

Pay Range 836

Biweekly Rate						
	2,461.47	2,558.87	2,660.09	2,765.39	2,874.75	2,988.64

Pay Range 839

Biweekly Rate					
2,765.39	2,874.75	2,988.64	3,107.03	3,230.24	3,358.29

Pay Range 842

Biweekly Rate					
3,107.03	3,230.24	3,358.29	3,491.52	3,630.04	3,774.10

2. EFFECTIVE PAY PERIOD 1, 2008 (DECEMBER 30, 2007)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Biweekly Rate					
2,176.63	2,262.53	2,351.92	2,444.85	2,541.47	2,642.03

Pay Range 835

Biweekly Rate					
2,444.85	2,541.47	2,642.03	2,746.54	2,855.27	2,968.18

Pay Range 836

Biweekly Rate					
2,541.47	2,642.03	2,746.54	2,855.27	2,968.18	3,085.77

Pay Range 839

Biweekly Rate					
2,855.27	2,968.18	3,085.77	3,208.01	3,335.22	3,467.43

Pay Range 842

Biweekly Rate					
3,208.01	3,335.22	3,467.43	3,604.99	3,748.02	3,896.76

3. EFFECTIVE PAY PERIOD 1, 2009 (December 28, 2008)

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Biweekly Rate					
2,245.88	2,334.36	2,426.43	2,522.15	2,621.67	2,725.25

Pay Range 835

Biweekly Rate						
2,522.15	2,621.67	2,725.25	2,832.89	2,944.88	3,061.18	

Pay Range 836

Biweekly Rate						
2,621.67	2,725.25	2,832.89	2,944.88	3,061.18	3,182.30	

Pay Range 839

Biweekly Rate						
2,944.88	3,061.18	3,182.30	3,308.21	3,439.23	3,575.41	

Pay Range 842

Biweekly Rate						
3,308.21	3,439.23	3,575.41	3,717.09	3,864.42	4,017.62	

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 081273.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,



Troy M. Hamblin  
Labor Negotiator

- cc: Cynthia Ratliff
- Gloria Ng
- Melody Johnson
- Faranda Wragg
- Chuck Schumacher
- Renee Keinert

**Summary of Wage and Fringe Benefit Modifications  
In the 2007 – 2009 Agreement  
Between the  
City of Milwaukee (City)  
and the  
Milwaukee Police Supervisors Organization (Association)**

1. Duration, Article 1:

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

MPSO to give the City notice to begin negotiations for successor contract not later than 30 days following execution of the Agreement.

2. Base Salary, Article 9:

Effective Pay Period 1, 2007, a 3% across the board increase over Pay Period 26, 2006, rates of pay.

Effective Pay Period 1, 2008, a 3.25% across the board increase over Pay Period 26, 2007, rates of pay.

Effective Pay Period 1, 2009, after adding \$3.84 to the 2008 biweekly rates of pay, a 3% across the board increase over Pay Period 26, 2008, rates of pay.

Within sixty days following execution of the 2007-2009 Agreement, all employees shall participate in direct deposit of paychecks.

3. Health Insurance, Article 17:

- a. 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 December 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.
- b. HMO: Effective upon the execution date of this Agreement, eliminate requirement to offer an HMO. City may offer an Exclusive Provider Organization with a South Eastern Wisconsin network and no coverage outside of network. **Effective the first full calendar month** following the execution date of this Agreement, 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 October 1, 2009:** 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 December 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.

- c. Wellness and Prevention Program and Committee shall be established to promote wellness and prevention of illness among employees and their families. The City shall not spend more than two million dollars, annually, Citywide, including the cost of conducting the HRA, on the Wellness and Prevention Program.

#### 4. Contract Printing, Article 51

The City will provide the MPSO with 150 copies of the 2007-2009 collective bargaining agreement. Such copies shall be in booklet form.

#### 5. Parking Allowance Benefits for PAB Employees, Article 55

Effective the first full month following execution of the 2007-2009 Agreement:

- a. Regular Benefit: increase to \$120
- b. Special Benefit: increase to \$120 for two-person carpool and \$140 for three or more-person carpool
- c. Daily receipts : increase total to \$45/\$125 for two-person carpool and to \$65/\$145 for three or more-person carpool.

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



Office of the Comptroller  
July 23, 2010

W. Martin Morics, C.P.A.  
Comptroller

Michael J. Daun  
Deputy Comptroller

John M. Egan, C.P.A.  
Special Deputy Comptroller

Craig D. Kammholz  
Special Deputy Comptroller

Ref: Pay Admin

The Honorable Common Council  
Committee on Finance & Personnel  
City of Milwaukee

Dear Committee Members:

Re: Common Council File No. 081273

I have reviewed the fiscal note in the above file, which reports the impact of the wage agreement prepared by the Labor Negotiator for the Milwaukee Police Supervisors' Organization. The total incremental costs as developed by my staff for the 2007-2009 agreement by category are:

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Salaries – Base pay	\$ 597,400	\$1,264,110	\$1,929,080
Salary Rollups – Workers' Comp, Unemploy. Comp, Terminal Leave, Overtime, and Group Life	161,393	287,741	331,925
Pension & FICA	46,678	98,771	150,728
Health Ins. Savings	---	---	(21,900)
<b>Total Contract Costs:</b>	<b>\$ 805,471</b>	<b>\$1,650,622</b>	<b>\$2,389,833</b>

While we have reviewed all of the items, the Labor Negotiator's pension costs were developed by an actuary. We are not in a position to recompute these figures, as we do not have the appropriate database. We have found the balance of the figures in the note to be reasonable. The figures developed by the Labor Negotiator are adequate for use in the file.

Very truly yours,

W. MARTIN MORICS  
Comptroller

WMM:JB

91 - MPSO 07-09

c: Labor Relations  
Deferrred Comp  
ERS