



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Renee Joos**  
Employee Benefits Director

**Nicole M Fleck**  
Labor Negotiator

May 29, 2020

Board of Fire and Police Commissioners  
Fire and Police Commission  
City Hall, Room 706A

Dear Commissioners:

I ask that you consider at your next meeting sections 1 and 4 of the attached Memorandum of Understanding (MOU) between the City and the Milwaukee Police Association ("MPA"). The proposed MOU is a settlement of a grievance filed by the MPA. That grievance complains that members of the Milwaukee Police Department ("MPD") holding the rank of police officer have been assigned to perform the duties of detective. The MPA requests that those members be paid as detectives during the time that they are serving as active detectives. The sections of the MOU submitted for your consideration address when a member begins receiving acting detective pay and the process by which members will revert back to their position as police officer.

Both FPC Rule XI, Section 5 and Wis. Stat. §§62.50(2) and (9) address the Commissions right to make appointments and promotions within the MPD. As such, I am asking you to approve the specific sections cited above that relate to assignment and compensation moving forward. The office of Labor Negotiator reserves the right to finalize the MOU as it relates to sections 2, 3, 5, and 6. The latter four sections specifically relate to administration of the collective bargaining agreement and settlement of the particular grievance, all of which are under the authority of the Labor Negotiator.

Sincerely,

Nicole M. Fleck  
Labor Negotiator

Attachments

C: Griselda Aldrete  
Alfonso Morales  
Dale Bormann

