

**Summary of Wage and Fringe Benefit Modifications
In the 2010 – 2012 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Police Supervisors Organization (Association)**

1. Article 1, Duration Article 1: Three year, January 1, 2010 through December 31, 2012
2. Article 9, Base Salary:
 - (a) Effective Pay Period 1, 2011, increase the biweekly rates of pay of Police Sergeant by \$102.31 (\$2,667 annually), and increase the biweekly rates of pay of all other employees by \$55.77 (\$1,454 annually), with corresponding reductions in 2011 VSAP and Certification Pay payments.
 - (b) Effective Pay Period 1, 2012:
 - include education pay in base salary for those that are eligible and increase biweekly rates of pay as follows:
 - i. Associate’s Degree or 64 credits - \$15.34 (\$400 annually)
 - ii. Bachelor’s Degree – \$34.52 (\$900 annually)
 - iii. Master’s Degree or Higher - \$42.19 (\$1,100 annually)
which shall also be increased by the below listed across the board increases
 - A 3.5% across the board wage increase for Police Sergeant over Pay Period 26, 2011 wage rates
 - A 2.0% across the board wage increase for all other employees over Pay Period 26, 2011 wage rates
 - (c) Effective Pay Period 14, 2012:
 - A 1.25% across the board wage increase for Police Sergeant over Pay Period 13, 2012 wage rates
 - A 1.0% across the board wage increase for all other employees over the Pay Period 13, 2012 wage rates
3. Article 49, Variable Shift Assignment Pay:
 - (a) Effective for calendar year 2011 payments eliminate the VSAP payment provided to employees in subsections 1.a.(1) and (2).
 - (b) Modify section 6: *It is understood that including VSAP payments in the base biweekly salary is in recognition of the City’s sole and unrestricted right to vary from time to time and without advance notice the starting time of an employee’s regularly scheduled eight-hour shift assignment and/or the day on which such regular shift assignment occurs. Including the VSAP payments in base salary is in lieu of any other compensation for the City’s retention of this right, including, without limitation, and “Out-of-Shift” premium pay.*
 - (c) Renumber subsection 1.b. and update entire Article, as needed.

4. Article 58, Certification Pay:
 - (a) Effective for calendar year 2011 payments eliminate Certification Pay payments provided to employees in section 1. After the payments for calendar year 2010 (paid in 2011), there shall be no Certification Pay payments.
 - (b) Insert the following at the beginning of the Article: Certification Pay payments have been included in the Salary Schedule as of Pay Period 1, 2011.

5. Article 12, Overtime. Insert the following in section 4.b.:

Effective the beginning of the first pay period following the execution date of the 2010-2012 Agreement, all overtime earned for work performed under grants shall be paid in cash.

6. Article 17, Health Insurance:
 - (a) Effective January 1, 2012, active employees shall contribute 12% of the Health Insurance Premium payment for plan selected.
 - (b) Remove prohibited subjects of bargaining from the remainder of the article.

7. Article 24, Vacations. Insert the following in section 4:

Effective January 1, 2012, vacation shall be taken on a fiscal year basis.

8. Article 54, Drug Testing:
 - (a) Eliminate the existing memorandum of understanding and the contractual reference thereto. Incorporate a reference to the new Standard Operating Procedure (hair testing).

9. Article 35, Educational Program:
 - (a) Effective for calendar year 2012 payments eliminate Educational Pay payments made to employees in section 1. After the payments for calendar year 2011 (made in 2012), there shall be no Educational Pay payments.
 - (b) Insert the following at the beginning of the Article: Educational Pay shall be included in the Salary Schedule as of Pay Period 1, 2012.
 - (c) Update entire article as needed

10. Incorporate into contract tentative agreements with necessary additions and updates of language and dates and deletion of obsolete language.