

**Summary of Wage and Fringe Benefit Modifications
between
The City of Milwaukee (“City”)
and
Local 494, IBEW, AFL-CIO, Machine Shop (“Union”)
2003**

1. Duration, Article 1:

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

2. Base Salary, Article 16:

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

3. Pension, Article 33:

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, Article 25:

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

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

**Summary of Wage and Fringe Benefit Modifications
between
The City of Milwaukee (“City”)
and
Local 494, IBEW, AFL-CIO, Machine Shop (“Union”)
2004-2006**

1. Duration, Article 1:

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

2. Base Salary, Article 19:

- 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 26, 2005, wage rates.
- d. 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 January 12, 2005.

3. Health Insurance, Article 34:

- 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.
- b. 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.
- c. Eligible employees 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 and \$60 per month for family enrollment. 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 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 offered by the City, the foregoing \$60 employee contribution shall be waived.

- d. For eligible employees 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 having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees 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 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 single enrollment for retirees in the Basic Plan.

4. Pension, Article 33:

- a. Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.
- b. 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 24:

Effective January 1, 2006, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 to \$1,200 per calendar year.

6. Funeral Leave, Article 40:

Effective at the beginning of the pay period following the execution date of the 2004-2006 City-Union collective bargaining agreement, the definition of “brother-in-law” and “sister-in-law” shall include an employee’s spouse’s sibling’s spouse.

7. Safety Equipment and Clothing Allowance, Article 23:

Effective for calendar year 2005 payments, for safety spectacles obtained under 23.3, the City shall reimburse employees of the Weld Shop who are required to pay out of pocket costs for scratch-resistant safety lenses up to a maximum of \$35.

8. Sick Leave, Article 31

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

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