



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

MEMORANDUM

Date: November 13, 2025

To: Honorable Members of the Finance and Personnel Committee

From: Nicole Fleck, Labor Negotiator

Regarding: MPA Tentative Agreement and Memoranda of Understanding

Honorable Committee Members:

Included in this document are:

- (1) “Tentative Agreement Between The City of Milwaukee and Milwaukee Police Association, Local 21, IUPA, AFL-CIO”, dated October 22, 2025; and
- (2) The following side agreements and Memoranda of Understanding which were agreed to prior to the Interest Arbitration commencing and are incorporated into the Tentative Agreement:
 - Tentative Agreement, dated September 15, 2025 (Article 3 – Ordinance and Resolution References)
 - Tentative Agreement, dated September 15, 2025 (Article 15 – Overtime; Court Overtime)
 - Memorandum of Understanding, dated September 20, 2024 (Article 23 – Funeral Leave; Increase to days of leave)
 - Memorandum of Understanding, dated September 12, 2025 (Article 27 – Military Leave; remove the claw back for military pay)
 - Memorandum of Understanding, dated September 20, 2024 (Article 28 – Vacation; max accrual achieved after 18 years of service)
 - Tentative Agreement, dated September 15, 2025 (Article 33 – Uniform and Equipment; increase to clothing allowance amount)
 - Memorandum of Understanding, dated September 12, 2025 (Article 63 – Drug Testing; Employee signature required upon notification)
 - Tentative Agreement, dated September 15, 2025 (Creation of Crash Reconstructionist title in PR 806 and the movement of current incumbents to that pay range)
 - Memorandum of Understanding, dated September 12, 2025 (Police Officer Lateral Transfers)
 - Memorandum of Understanding, dated May 17, 2023 (Reorganization of the

Forensics division to Civilian)

There is also a Summary of Wage and Fringe benefit document included in file #221201. This document is the summary of the Tentative Agreement (TA), signed October 22, 2025 and the TAs and Memoranda of Understanding dated September 12 and 15, 2025. The remaining Memoranda of Understanding dated prior to 2025 are indicated in the summary document in #10.

Tentative Agreement

**Between
The City of Milwaukee
and
Milwaukee Police Association, Local 21, IUPA, AFL-CIO**

October 22, 2025

1. Contract Term: 4-Year (January 1, 2023, through December 31, 2026)

2. Article 10 – Base Salary

- Effective PP 1, 2023 – 1.875% across-the-board increase
- Effective PP14, 2023 – 1.875% across-the-board increase.
- Effective PP 1, 2024 – 1.75% across-the-board increase
- Effective PP 14, 2024 – 1.75% across-the-board increase.
- Effective PP 1, 2025 – 1.875% across-the-board increase
- Effective PP 14, 2025 – 1.875% across-the-board increase.
- Effective PP 1, 2026 – 3.25% across-the-board increase.
- All of the above base salary pay increases shall apply retroactively if appropriate. Retroactive payments shall be due within sixty (60) days of the adoption of the new Collective Bargaining Agreement.

3. Article 5 – Management Rights

- Paragraph 6 shall be amended so that no furloughs shall be permitted through the term of the labor agreement. Additionally, the parties agree that a MOU shall be executed extending this provision through at least 2028.

4. Article 52 – Unpaid Maternity – Effective as soon as administratively practicable after implementation and no later than January 1, 2026:

- The current language shall be replaced with the Paid Parental Leave benefit. This benefit shall apply prospectively to all members of the MPA.

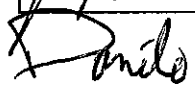
5. Article 49 – Contract Administration

- Effective PP1 2025 wage rates, the Police Liaison Officers shall be paid in Pay Range 813, at step 4, if the member released is not yet at that rank.

6. Tentative Agreements and MOUs executed during negotiations for the parties' 2023-2026 Labor Agreement shall be incorporated into said Labor Agreement.

7. Add or update language and dates and delete obsolete language as necessary in all articles.
8. This agreement is subject to ratification by members of the MPA and approval by the City of Milwaukee.

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexander Ayala	Signed by: 
Date: 10-22-25	Date:  9CB7616D31154E0... 10/22/2025
 Joel Moeller	

 Danilo Cardenas Danilo Cardenas

Tentative Agreement 10/22/2025
Labor/MPA/2023-2025 Negotiations

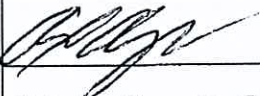
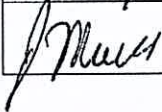
Tentative Agreement
between
the City of Milwaukee
and

Milwaukee Police Association, Local 21, IUPA, AFL-CIO

ARTICLE 3

ORDINANCE AND RESOLUTION REFERENCES

1. ~~1.~~ Except as provided in subsection 2, below, this Agreement contains benefits and the terms and conditions under which they are provided employees. At its option, the City may establish ordinances, resolutions and procedures to administer these benefits. These ordinances, resolutions and procedures, as well as any other ordinances or resolutions in effect, shall not be deemed a part of this Agreement unless the parties shall mutually consent thereto. In the event of differences between this Agreement and ordinances and resolutions, this Agreement shall control.
2. Effective for employees hired on or after January 1, 2024, pension benefits will be provided by means of the Wisconsin Retirement System ("WRS"). Benefits provided to such employees shall be those defined in the applicable laws addressing municipal employees under the WRS and the parties agree to abide by the pension provisions and requirements related to the administration and implementation of pension benefits as is determined by the WRS.
23. Subsection 1., above, shall not apply to the ERS PENSION BENEFITS provision of this Agreement. ERS Pension benefits for employees covered by this Agreement shall be those benefits defined in the applicable laws for the pension systems covering such employees.

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexandre Ayala	 Nicole M. Fleck
Date: 9-12-25	Date: 9/15/2025
 Joel Moener	

**Tentative Agreement
between
the City of Milwaukee
and**

Milwaukee Police Association, Local 21, IUPA, AFL-CIO

ARTICLE 15

OVERTIME

1. DEFINITION:

Overtime shall be all authorized assignments outside the regularly scheduled eight-hour shift as hereinbefore defined under the Article "Hours of Work." Notwithstanding the fact that trade off of work assignments or other rescheduling of work assignments authorized by the Department at the request of the employee results in work assignments outside of the regularly scheduled eight-hour shift, such time shall not be considered overtime.

2. OVERTIME RATES

a. Overtime earned as a result of training time or roll-call time shall be compensated for at base salary rates (1X).

b. Overtime earned as a result of court time shall be compensated as follows:

- (1) Each court appearance less than or equal to two and one-half (2½) hours in duration shall be compensated at one and one-half base salary rates (1½X); however, a minimum of two and one-half (2½) hours' pay at one and one-half base salary rates (1½X) shall be granted employees covered by this Agreement when said employees are officially required to appear in court on their own time, provided said employees are excused before completing the two and one-half (2½) hour minimum. Effective Pay Period 26, 2025 (December 7, 2025), each court appearance less than or equal to two (2) hours in duration shall be compensated at one-half base salary rates (1½X); however, a minimum of two (2) hours' pay at one and one half base salary rates (1½X) shall be granted employees covered by this Agreement when

said employees are officially required to appear in court on their own time, provided said employees are excused before completing the two (2) hour minimum.

- (2) Each court appearance greater than two and one-half (2½) hours in duration shall be compensated at one and one-half base salary rates (1½X) for the entire time of such appearance. Effective Pay Period 26, 2025 (December 7, 2025), each court appearance greater than two (2) hours in duration shall be compensated at one and one-half base salary rates (1½X) for the entire time of such appearance.

- (3) Notwithstanding the foregoing, within any court appearance, the first hour of court-ordered lunch time shall be unpaid.

- (4) Parking During Court Overtime Appearance

Subject to the following terms and conditions, the City will provide employees with City-paid parking at MacArthur Square parking facility (located at 841 N. James Lovell Street) when they are on authorized Police Department business during off-duty hours as a result of either a court overtime assignment or when ordered to the Police Department Administration Building by a commanding officer:

- (a) If the MacArthur Square parking facility has no available parking space, the City will honor parking receipts from the MATC parking facility.

- (b) Each instance of City-paid parking shall be limited to:

- i. Court Overtime

The duration of the employee's court overtime appearance beginning at the time the employee is required to be in court, ending at the time the employee is released by the court and including a reasonable amount of time for the employee to get to and from his/her parked vehicle. An employee

assigned to the early shift on a regular basis who receives City-paid parking hereunder as a result of a court appearance during his/her off-duty hours shall also be entitled to an extension of such parking until the end of his/her assignment on that date if he/she is assigned to early shift duty on that date and the conclusion of the court appearance falls within two hours of the start of his/her shift.

ii. Authorized Departmental Business at Police Administration Building

The duration of the employee's appearance at the Police Administration Building beginning at the time the employee is required to be there, ending at the time the employee is released by the Department and including a reasonable amount of time for the employee to get to and from his/her parked vehicle.

- (c) In order to receive City-paid parking benefits, the employee shall, immediately following the conclusion of a court appearance, present the court overtime time card for that appearance and the designated parking facility receipt covering the time period of the appearance to a supervisory police officer designated by the Police Department Administration. The overtime card shall indicate the duration of the court appearance. Based on the overtime card, the designated supervisory officer shall authorize the payment of the parking fee to cover the time period of the court appearance and a reasonable amount of time for the employee to get to and from his/her vehicle and the court. The time allowed to get to and from the employee's parked vehicle and the court shall be the same as in provided in Departmental Order #8947, adopted November 27, 1984. This

Order provides that each instance of City-paid parking shall be limited to the duration of the employees' court overtime appearance and include actual time up to 30 minutes prior to the start of the court overtime and no more than 30 minutes after the conclusion of the court overtime. City-paid parking benefits associated with an employee's appearance at the Police Department Administration Building during off-duty hours on authorized Departmental business pursuant to order of a commanding officer shall be administered in accordance with procedures established for that purpose by the Police Department Administration.

- (d) The City shall be held harmless against any and all claims, actions and lawsuits relating to theft or personal property damage brought against the City by employees using parking facilities pursuant to the parking allowance benefits provided herein. The City shall be held harmless against any and all claims, lawsuits, actions, damages and judgments due to the employee's operation of his or her private vehicle at parking facilities which are subject to the parking allowance benefits provided herein. Nothing herein would operate to relieve the City of any liability it may have arising from its actions or omissions or preclude the employee from pursuing any rights or claims he/she may have under Wisconsin State Statute 895.46.
- c. Overtime earned as a result of an authorized eight-hour shift assignment which falls outside the regularly scheduled eight-hour shift in whole or in part and which because of the nature of the work performed does not fall within 2.a. or 2.b., above, shall be compensated at one and one-half ($1\frac{1}{2}X$) the base salary rate, except that if an employee's regularly scheduled eight-hour shift, as established by the HOURS OF WORK provision of this Agreement, is changed, then all time worked on the new regularly scheduled eight-hour shift shall be compensated at (1X) the base

salary rate.

- d. Overtime earned as a result of an authorized assignment outside of the regularly scheduled shift which does not fall within 2.a., 2.b. or 2.c., above, shall be compensated at one and one-half ($1\frac{1}{2}X$) the base salary.

3. OVERTIME PAYMENTS

a. Definitions

(1) Compensatory Time Off Balance (CTB)

The term "compensatory time off balance (CTB)", as used in subsection 3 of this Article, shall mean the unused amount of overtime the employee has earned that was compensated in time off instead of cash.

(2) Overtime Earned

The term "overtime earned," as used in subsection 3 of this Article, shall mean the amount of overtime worked times the rate at which it is compensated; for example, one hour of overtime worked that is compensated at straight time rates ($1X$)*¹ under this Article shall equal one hour of overtime earned and one hour of overtime worked that is compensated at a rate of time and one-half ($1\frac{1}{2}X$) under this Article shall equal $1\frac{1}{2}$ hours of overtime earned.

b. Payment

All overtime earned for work performed during the term of this Agreement, shall be paid for in cash except that:

- (1) If an employee's compensatory time off balance (CTB) recorded on the most current Police Department Personnel Status Report is less than 225 hours, the employee may elect to be compensated in time off instead of cash for each instance of overtime work performed after issuance of the most current

¹ *Less than two and one half hours of Court Overtime worked shall equal two and one half hours of overtime earned at $1.5X$ Base Salary.

Status Report until issuance of the next Status Report which indicates the employee's CTB is equal to or greater than 225 hours.

- (2) An employee may use compensatory time off on dates he/she has requested provided the employee gives his/her commanding officer reasonable advance notice of the dates requested and the dates are determined available by the commanding officer in accordance with the needs of the Police Service. The processing of requests for use of compensatory time off shall be on a first-come, first-served basis. Decisions made by the employee's commanding officer with respect to the availability of the dates the employee has requested shall be subject to all of the provisions of subsections 3.b. (3) and (4).
- (3) The parties recognize and shall implement the U.S. Department of Labor's position that prior to denying a request to use accrued compensatory time, and even when granting the request would bring operations below prescribed staffing levels, an employer must first attempt operational alternatives to fill its prescribed staffing levels by using replacement officers at premium overtime rates when required by the FLSA. Accordingly, the City, working with and through the Milwaukee Police Association, has established a system which guarantees that no one is denied compensatory time off when prescribed staffing levels can be met through a replacement (paid at FLSA premium rates where they apply). If a police officer is denied a request to use compensatory time on the regularly scheduled shift that the officer has requested, whether on the basis of prescribed staffing levels or for any other reason(s), the provisions enumerated as subsections (a) through (k) at the end of this paragraph will be utilized in order to obtain, when at all possible, a suitable replacement for the officer, excepting under the following circumstances in which the below-described duties fall within the officer's regularly scheduled shift:

- (aa) where that police officer is required to testify at a hearing, trial, or other proceeding on behalf of the City (including, *inter alia*, Fire and Police Commission meetings or hearings, grievance arbitrations, or lawsuits) to the exclusion of any other police officer, and where he or she has not been subpoenaed to testify;
- (bb) where a police officer is mandated to appear at a charging conference in the office of the District Attorney, or before any other public prosecutor, and where his or her involvement in the arrest or other pertinent events mandates that the police officer appear to the exclusion of any other police officer; and
- (cc) in those circumstances where the police officer (excluding those assigned to the Patrol Bureau and excepting those police officers assigned to the Patrol Support Division), possesses unique technical skills which are required to be made available to the Police Department during a particular period of time. In the event that an officer is denied compensatory time off (or is initially granted compensatory time off and is subsequently denied) under this subsection (cc), s/he shall be compensated at the rate of 1-1/2x (or 2x if cancelled within 24 hours of the start of the compensatory time previously granted) for all hours of that shift for which compensatory time off had been requested if the following conditions are satisfied prior to notification by the Department that s/he would be required to work during that time:
 - 1. the officer made arrangements for a replacement; and
 - 2. both the officer requesting compensatory time off and the replacement executed and filed with the Department the forms specified in Article 15 Section 3.b.(3)(l), of this paragraph, below.

The Chief of Police shall develop a form, which will be posted at each work location throughout the Police Department, upon which employees seeking replacements may identify themselves and the pertinent date(s). The availability of this form shall not preclude the use of replacements obtained by police officers through other means. The following conditions will apply to replacements obtained under this subsection. If these conditions are fulfilled, the replacement will work in place of the employee who has requested the use of compensatory time off and that request shall be granted.

- (a) Arrangements for a replacement must be made and confirmed at least 48 hours in advance of the start of the compensatory time which is to be taken off.
- (b) The replacement worker is within the same "box" as shown on the "Milwaukee Police Department Organizational Chart" attached hereto as page 1 of Appendix G (as may be in effect, modified or changed from time to time by the Department or the Fire and Police Commission) as the employee exercising his/her right to use compensatory time off, except as specifically provided on page 2 of Appendix G or unless the employee's commanding officer in his or her discretion approves a replacement obtained by the employee from a different "box." In the event that the Department or the Fire and Police Commission modifies the organizational chart, the parties will immediately engage in collective bargaining to provide for reasonably comparable access to replacement workers.
- (c) The replacement must have more than one (1) year of service from date of hire and must have completed field training.
- (d) The replacement must be of the same rank as the employee requesting use of compensatory time off.
- (e) The replacement will be permitted to work as a replacement only on

a day when he/she would otherwise be on a regular day off.

- (f) An employee is ineligible to work as a replacement for more than two (2) regular off days in a pay period.
- (g) An employee is ineligible to work as a replacement for more than four (4) hours during a shift that immediately precedes or follows that employee's regular work shift, not to exceed two (2) occasions per pay period. However, if, because of staggered shifts, the shift of the officer who is being replaced ends or begins one hour before or after the shift of the replacement officer, such shift shall be deemed to "immediately" precede or follow the replacement's regular work shift. When this occurs, the replacement shall work the one-hour of gap (for a maximum of five (5) hours work), which gap time shall be compensated as if it was regular replacement time, as specified in subsection (h), immediately below.
- (h) The regular shift replacement hours will be compensated in cash at straight-time (1X) rates (except for the four (4) contractual holidays specified at Article 32 paragraph 1 of this Agreement which will be paid at 1½X Base Salary). Time worked as a replacement under this subsection shall be counted as "hours worked" for FLSA purposes, so long as the requirements of the FLSA apply to the City.
- (i) The replacement will not receive out-of-shift premium.
- (j) The replacement shall be subject to all of the obligations applicable to any employee who is regularly scheduled for duty.
- (k) If the replacement reports sick on a day when he/she is scheduled to work as a replacement, he/she will be ineligible thereafter to work as a replacement for a period of 90 days. If the replacement reports injured off-duty on a day when he/she is scheduled to work as a replacement, the replacement will be ineligible thereafter to work as

a replacement for a period of 90 days unless: (1) the off-duty injury occurred subsequent to the time at which the replacement agreed to serve in that capacity; and (2) the replacement provides medical substantiation of the off-duty injury.

- (1) A replacement will, at the time of his/her selection, execute on a form prescribed by the Chief of Police his/her agreement to serve as a replacement in accordance with the terms and conditions of this Agreement. The officer taking compensatory time off who arranged for the replacement will also execute this form.

- (4) An officer, at his/her option and under preexisting practices, may also seek a "body-for-body" trade as allowable under 29 C.F.R. § 553.31 ("Substitution") in order to use compensatory time off when desired. This shall not be a prerequisite to the procedure set forth in subsection 3.b.(2) and (3) for obtaining a replacement.

c. Compensatory Time Off Segments

- (1) Subject to the terms and conditions provided for in subsection 3.b.(2) of this Article, above, and except as provided in 3.c.(2), below, an employee authorized to use earned compensatory time off must use it in units of either eight-hour days or four-hour segments.
- (2) Subject to the terms and conditions provided for in subsection 3.b.(2) of this Article, above, an employee may request to use earned compensatory time off in units of one (1) hour for purposes of significant personal importance. Such requests will be granted at the discretion of the supervisor consistent with the needs of the service and shall not be denied arbitrarily or capriciously. It is understood that the needs of the service are of preeminent importance in weighing such requests.

- 4. All overtime shall be at the option of the Chief of Police.
- 5. Application of the provisions contained in this Article shall not involve pyramiding of overtime. During a period of time there are two (2) concurrent overtime rates, the

following procedure shall be used to determine the rate for that period:

- a. If both rates are at time and one-half ($1\frac{1}{2}X$), the employee is paid at a rate of time and one-half ($1\frac{1}{2}X$).
 - b. If one of the rates is time and one-half ($1\frac{1}{2}X$) and the other straight-time ($1X$), the employee is paid at a rate of time and one-half ($1\frac{1}{2}X$).
 - c. If both rates are straight-time ($1X$), the employee is paid at a straight-time ($1X$) rate.
 - d. For purposes of construction and interpretation of this provision, a court appearance involving the three and three quarter hour court overtime minimum payment shall be deemed a two and one-half-hour period of time and one-half ($1.5X$) overtime beginning with the start of such court appearance.
6. The hourly pay used in the computation of overtime shall be equal to one-eightieth ($1/80$) of the employee's current biweekly base salary as provided for in the BASE SALARY provision of this Agreement.
 7. Overtime shall be compensated for each actual hour or nearest 0.1 of an hour of authorized overtime worked.
 8. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
 9. The terms and conditions agreed to between the parties in respect to Police Band overtime (except as stated below), court overtime parking and negative comp time balances, which are set forth respectively in City/MPA Memoranda of Understanding dated: September 14, 1983 (Police Band Overtime), October 12, 1983, and November 16, 1983 (Court Overtime Parking) and December 15, 1983 (Negative Comp Time Balances) shall be incorporated into the provisions of this Article and be made a part of this Agreement as Appendix B. The terms and conditions of the Memorandum of September 14, 1983 (Police Band Overtime) shall be amended to provide that the Compensatory Time Off Bank (CTB) time is the same as provided in subsection 3.b.(1) of this Article.

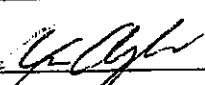
10. Miscellaneous Overtime Provisions

a. Roll Call

Existing roll-call time practices will be maintained for the term of this Agreement or any agreed-upon extension thereof. Effective August 11, 1985, and for so long as employees are covered by the Fair Labor Standards Act (FLSA) during the term of this Agreement, or any agreed upon extension thereof, the 18-minute roll-call period shall be reduced to a 12-minute period with all overtime earned during such 12-minute period compensated at time and one-half ($1\frac{1}{2}X$) the base salary rate. If and when employees are no longer covered by the FLSA, the roll-call period shall be increased to an 18-minute period and overtime earned as a result of roll-call shall be compensated at base salary rates (1X). Identification Technicians who are assigned to perform street duties shall attend roll call and receive roll call pay.

b. Compensatory Time Off

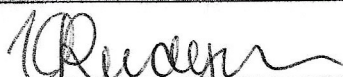
If and when the City is required by law to pay cash for overtime work performed that could otherwise have been paid for in compensatory time off under the provisions of this Agreement, the City may modify overtime provisions to assure that overtime compensation (whether in cash, compensatory time, or both) for all overtime work performed shall not exceed $1\frac{1}{2}X$ the employee's base rate of pay.

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexander Ayala	 Nicole M. Fleck
Date: 9-12-25	Date: 9/15/2025
 Joel Moeur	

Memorandum of Understanding
between
the City of Milwaukee
and
Milwaukee Police Association, Local #21, IUPA, AFL-CIO

The City of Milwaukee ("City") and Milwaukee Police Association ("Union") agree to the following regarding funeral leave for members of the Union as administered by the City of Milwaukee.

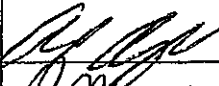
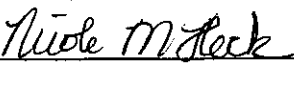
1. Article 23.2. of the CBA is amended to state:
 2. Employees covered by this Agreement shall be granted leave of absence of the length requested by the employee as follows:
 - (a) Not to exceed four (4) days with pay, in case of death of the employee's wife, husband, child, father, mother, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchild, step-mother, step-father or step-children by virtue of the employee's current spouse.
 - (b) Not to exceed three (3) days with pay in case of death of an employee's grandparents or that employee's spouse's grandparents.
 - (c) An employee eligible for the leave with pay provided hereunder may use that leave during the ten (10) consecutive calendar day time period for the following eligible events:
 - Immediately following the date of the death, or
 - Immediately preceding or following the interment, services, memorial, or funeral of the family member, or
 - As split between any of the above separate eligible events.
2. This Memorandum shall be effective upon the date of signature as indicated in #4 below.
3. The terms of this Memorandum shall not be precedent setting and shall not be used by either party in any other matter.
4. Dated: 09.20.24

UNION REPRESENTATIVES	CITY REPRESENTATIVES
	
Danilo Cordens	Veronica Rudolph
pa. Mul	Labor Negotiator

Memorandum of Understanding
between
the City of Milwaukee
and
Milwaukee Police Association

The City of Milwaukee ("City") and Milwaukee Police Association ("Union") agree to the following regarding modifications to Article 27 – Military Leaves of the parties 2020-2022 Labor Agreement.

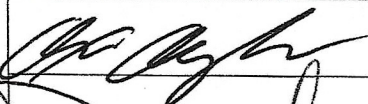
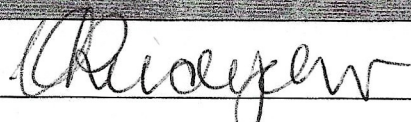
1. This Memorandum of Understanding (MOU) shall apply to Article 27, #1; Short Term Military Leaves of Absence – Less than 90 days per calendar year.
2. 1.c of the Article shall be deleted and replaced with the following: Employees shall receive full city pay during such leaves of absence for duty under sections 1.a. and b. of the Article.
3. This Memorandum shall be effective Pay Period 16, 2025 (July 20, 2025)
4. The terms of this Memorandum shall not be precedent setting and shall not be used by either party in any other matter.
5. Dated: 9-12-25

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexandre Ayala	 Nicole M. Beck
 Joel M. Beule	

Memorandum of Understanding
between
the City of Milwaukee
and
Milwaukee Police Association, Local #21, IUPA, AFL-CIO

The City of Milwaukee ("City") and Milwaukee Police Association ("Union") agree to the following regarding vacation time for members of the Union as administered by the City of Milwaukee.

1. Article 28.3.a. of the CBA is amended to state:
 - a. Rates for Calendar Years 2023, 2024, and 2025
 - (1) Eight (8) hours for each calendar month of active service since an employee's last anniversary date up to a maximum of eighty (80) hours per calendar year for an employee with less than seven (7) years of active service.
 - (2) Twelve (12) hours for each calendar month of active service since an employee's last anniversary date up to a maximum of one hundred and twenty (120) hours per calendar year for an employee with at least seven (7) years of active service but less than twelve (12) years of active service.
 - (3) Sixteen (16) hours for each calendar month of active service since an employee's last anniversary date up to a maximum of one hundred sixty (160) hours per calendar year for an employee with at least twelve (12) years but less than eighteen (18) years of active service.
 - (4) Twenty (20) hours for each calendar month of active service since an employee's last anniversary date up to a maximum of two hundred (200) hours per calendar year for an employee with at least eighteen (18) years of active service.
2. This Memorandum shall be effective upon the date of signature as indicated in #4 below.
3. The terms of this Memorandum shall not be precedent setting and shall not be used by either party in any other matter.
4. Dated: 09.20.24

UNION REPRESENTATIVES	CITY REPRESENTATIVES
	
Daniel Cordova	Veronica Ridychen
Ja Nue	Labor Negotiator

**Tentative Agreement
between
the City of Milwaukee
and
Milwaukee Police Association, Local 21, IUPA, AFL-CIO**

ARTICLE 33

UNIFORM AND EQUIPMENT

1. Uniform and equipment benefits for employees shall be as follows:

a. Initial Allowance

- (1) Employees in the Police Officer job classifications shall, upon appointment, receive an initial uniform and equipment issue, the specific items of which shall be determined by the Chief of Police. These specific items shall remain the property of the City and shall revert to the Police Department upon the employee's severance from service from and after January 1, 1991.
- (2) Effective as soon after September 14, 1987, as administratively practicable, one silver badge patch for the windbreaker shall be included in the initial issue.
- (3) Effective upon the execution date of the 2010-2012 Agreement, a uniform outer carrier shall be included in the initial issue, which shall replace the initial issue of a sweater.

b. Replacement Allowance

- (1) Employees Occupying Classifications Other Than Detective, Chief Document Examiner, Police Audio Visual Specialist, Latent Print Examiner, Identification Systems Specialist, Document Examiner and Identification Technician
 - (a) The City shall replace articles of initial allowance of uniform and equipment prescribed by the Chief of Police and, in addition, up to two shirts or one uniform outer carrier and one turtleneck shirt or any combination thereof totaling two items per year, whenever such articles

have been condemned on account of normal wear and tear. At his/her option the employee may have either a summer short sleeve shirt or a winter long sleeve shirt or a turtleneck shirt replaced. The Chief of Police shall issue a requisition to a vendor selected by the Standards and Procurement Division for each replacement article required. Whenever an article has been replaced through requisition, the employee shall be required to present the requisitioned article to the Police Academy for approval and the employee shall be required to turn in the condemned article at the Police Academy. (Note: The intent of this Article shall be as provided in a clarifying Negotiating Note between the City and the Association dated October 7, 1977).

- (b) The City shall provide employees a uniform and equipment maintenance allowance of \$300 per annum. Effective for Calendar Year 2025, the uniform and equipment allowance shall increase to \$400 per annum.
- (c) Payments made under subsection 1.b.(1)(b) of this Article shall be paid in December of the year in which they were earned. Pro-rata adjustment to the nearest calendar month on the basis of length of service shall be made for employees occupying applicable classifications for less than a full calendar year. For purposes of prorating, an employee on the payroll and occupying such classifications for at least 14 days in a calendar month shall be deemed as occupying such classification for the full calendar month; in event the employee occupies the classification for fewer than 14 days in a calendar month, the employee shall be deemed as not occupying the classification at all during that calendar month.

- (2) ~~Detectives, Chief Document Examiner, Police Audio Visual Specialist, Latent Print Examiner, Identification Systems Specialist, Document Examiner and, Identification Technician~~

- (a) The City shall provide employees occupying the classification of

Detective, ~~Chief Document Examiner, Police Audio Visual Specialist,~~ Latent Print Examiner, Identification Systems Specialist, Document Examiner and Identification Technician a clothing allowance of \$450 per annum. Effective for Calendar Year 2025, the uniform and equipment allowance shall increase to \$650 per annum.

- (b) Payments made under subsection 1.b.(2)(a) of this Article shall be paid in December of the year in which they were earned. Pro-rata adjustment of the foregoing allowances to the nearest calendar month on the basis of length of service shall be made for employees occupying the classifications of Detective, ~~Chief Document Examiner, Police Audio Visual Specialist,~~ Latent Print Examiner, Identification Systems Specialist and Document Examiner and Identification Technician, for less than a full calendar year. For purposes of prorating, an employee on the payroll and occupying the classification of Detective, ~~Chief Document Examiner, Police Audio Visual Specialist,~~ Latent Print Examiner, Identification Systems Specialist Document Examiner and Identification Technician, for at least 14 days in a calendar month, shall be deemed as occupying such classification for the full calendar month; an employee occupying the classification of Detective, ~~Chief Document Examiner, Police Audio Visual Specialist,~~ Latent Print Examiner, Identification Systems Specialist, Document Examiner and Identification Technician, for fewer than 14 days in a calendar month shall be deemed as not occupying the classification at all during that calendar month.

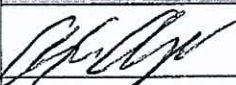
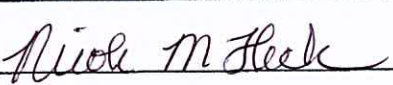
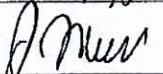
2. Subject to the following terms and conditions, the City will provide each employee in the Detective classification with one (1) windbreaker:
- a. For employees appointed to the Detective classification, the windbreaker shall be provided upon appointment as Detective.
 - b. The specifications of the windbreaker shall be prescribed by the Chief of Police.

- c. The windbreaker shall be deemed "initial issue" for Detectives and replacement shall be made in accordance with the provisions of paragraph 1.b.(1)(a) of this Article.
3. During the term of this Agreement, each member of the bargaining unit shall be compensated for items of uniform and equipment prescribed by the Police Department which are either (1) directly or indirectly destroyed in the line of duty, or (2) stolen from the member while such member is on duty. The provisions of item (2) of this paragraph shall only be applicable to claims made in relation to incidents of theft where there is no negligence on the part of the member. The Chief of Police shall assess the amount of damage, and he or she shall assess the amount of loss resulting from incidents of theft compensable hereunder. For purposes of interpretation and construction, the term "items of uniform and equipment prescribed by the Police Department" as used herein shall only cover those items that were compensable under the terms of the UNIFORM AND EQUIPMENT Article of the 2007-2009 City/MPA Agreement. Additionally, the Chief may, at his or her discretion, approve other items of Uniform and Equipment as compensable hereunder and shall assess the amount of damage or loss for such items.
4. The following provisions shall apply to soft body armor which is a part of the Department's initial issue for appointments occurring on or after the May 18, 1989, or a replacement under paragraphs 1.b.(1)(a) or 3. of this Article occurring on or after May 18, 1989:
- a. As part of initial issue or replacement allowance that is provided under the provisions of this Article, the Department will provide an employee with standard issue soft body armor, the specifications of which shall be determined and prescribed by the Chief of Police. The threat level for standard issue soft body armor prescribed by the Chief shall not be less than threat level II (as this threat level standard is defined and determined as of May 18, 1989), or its equivalent.
- b. In lieu of the standard issue, an employee may elect soft body armor with a threat level IIIA classification; such election shall be in writing in a manner prescribed by the Department. The threat level IIIA soft body armor elected shall be provided by the Department and shall conform to specifications prescribed by the Chief of Police.

- c. Employees in active service appointed prior to May 18, 1989, who did not have the option to elect soft body armor with a threat level higher than threat level II shall have a one-time-only opportunity to elect threat level IIIA soft body armor (employees making this election shall be required to turn in the soft body armor they were issued at the time of their appointment). Such election shall be in writing in a manner prescribed by the Department. Employees eligible to make an election must do so before June 30, 1989.
 - d. The Department shall meet the cost of soft body armor provided hereunder.
- 5. Payments made under the provisions of this Article shall not be construed as being part of the employee's base salary and shall not be included in the computation of any fringe benefits enumerated in this Agreement. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in any computation establishing pension benefits or payments.
 - 6. Notwithstanding any other provision of this Article, during a calendar month employees shall not be entitled to receive benefits under both subsections 1.b.(1) and 1.b.(2); instead eligibility for receipt of benefits under either of these two subsections shall be predicated on the length of service therein, the subsection with greater service determining the benefit (in the event the length of service is identical the employee shall be entitled to elect the subsection under which his/her benefits shall be determined).
 - 7. At the discretion of the Chief of Police, an employee may not be granted benefits provided by this Article where circumstances render the situation inappropriate.

* * * * *

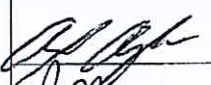
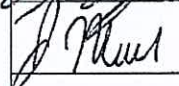
NOTE: As provided for the City/MPA Memorandum of Understanding relative to soft body armor executed May 19, 1989, implementation of paragraph 4 of this Article is contingent upon City Attorney approval requirements therein.

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexander Ayala	 Nick M Fleck
Date: 9-12-25	Date: 9/15/2025
 Joel Moener	

**Memorandum of Understanding
between
the City of Milwaukee
and
Milwaukee Police Association, Local 21, IUPA, AFL-CIO**

The City of Milwaukee ("City") and Milwaukee Police Association ("Union") agree to the following regarding modifications to Article 63 – Drug Testing of the parties 2020-2022 Labor Agreement.

1. The following shall be added to I.B.6; c. Members shall acknowledge receipt of the written order provided in c., above, via signature witnessed by the Commanding Officer. Refusal to provide a signature shall be grounds for discipline.
2. This Memorandum shall be effective Pay Period 21, 2025 (September 28, 2025)
3. The terms of this Memorandum shall not be precedent setting and shall not be used by either party in any other matter.
4. Dated: 9-12-25

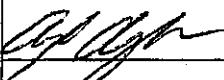
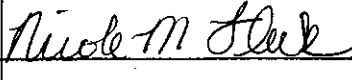
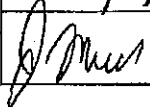
UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexander Ayala	 Nicole M Fleck
 Joel Moewer	

**Tentative Agreement
between
the City of Milwaukee
and**

Milwaukee Police Association, Local 21, IUPA, AFL-CIO

Effective upon the implementation of the parties 2023-2025 Labor Agreement the following individuals will be promoted to the newly created classification of 'Crash Reconstructionist' which shall be created in Pay Range 806 (4KN) and placed into step 2 of that pay range.

Brian Lewandowski
Daniel Robinson
Richard Schnier
Mary Porter
William Hanney
Tyler Walter

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexander Ayala	 Nicole M. Clark
Date: 9-12-25	Date: 9/15/2025
 JOEL M. BELLER	

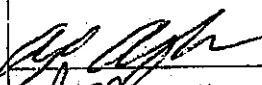
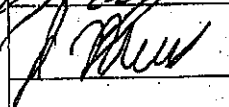
Memorandum of Understanding
between
the City of Milwaukee
and

Milwaukee Police Association, Local #21, IUPA, AFL-CIO

The City of Milwaukee ("City") and Milwaukee Police Association ("Union") agree to the following programs regarding the employment of individuals laterally transferring from other jurisdictions in law enforcement classifications for which the Union is recognized as the exclusive bargaining agent, and regarding certain new hire recruitment incentives.

1. For the purposes of this Memorandum of Understanding (MOU), only the rank of Police Officer will be open to lateral transfers. Individuals with supervisory law enforcement experience are encouraged to apply.
2. Police Officers who are hired through the lateral transfer process ("transfer officers") shall serve a one (1) year probationary period.
3. Transfer officers will be placed at a wage rate in Pay Range 4B (801) equivalent to the officer's total years of sworn law enforcement service.
4. A transfer officer shall be allowed to keep their respective years of seniority for purposes of leave accruals and other benefits provided by the parties' collective bargaining agreement. Seniority will begin at zero (0) for purposes of vacation selection, job assignments, and shift selection.
5. In order for a transfer officer to test for the rank of Detective, the officer must have the same minimum length of service with the Milwaukee Police Department as do non-transfer officers, as listed on the job announcement bulletin (the most recent length-of-service requirement for the rank of Detective was at least three (3) years of service).
6. In order for a transfer officer without prior supervisory experience to test for the rank of Sergeant, the officer must have at least four (4) years of service with the Milwaukee Police Department and a total length of service as a sworn Police Officer equal to or greater than the length-of-service requirement for non-transfer officers, as listed on the job announcement bulletin (the most recent length-of-service requirement for the sergeant position was at least seven (7) years of service).
7. In order for a transfer officer with prior law enforcement supervisory experience to test for the rank of Sergeant, the officer must have at least two (2) years of prior law enforcement supervisory experience, at least two (2) years of service with the Milwaukee Police Department and a total length of service as a sworn Police Officer equal to or greater than the length-of-service requirement for a non-transfer officers, as listed on the job announcement bulletin (the most recent length-of-service requirement for the sergeant position was at least seven (7) years of service).

8. Members of the Union shall be eligible for the Employee Referral Program, as developed by the Department of Employee Relations (DER) and shall be subject to all terms and conditions governing the procedures for administration of the program as developed by DER.
9. The City reserves its management rights as addressed in Article 5 of the Collective Bargaining Agreement to establish additional methods, measures, and/or protocols necessary to implement these programs. Any substantive changes to the programs that impact the terms and conditions of employment for the MPA members are still subject to collective bargaining.
10. This Memorandum shall be effective upon the date of signature as indicated in #12 below.
11. The terms of this Memorandum shall not be precedent setting and shall not be used by either party in any other matter.
12. Dated: 9-12-25

UNION REPRESENTATIVES	CITY REPRESENTATIVES
 Alexander Ayala	Nide M Fleck
 Joel Moeller	

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE
AND
MILWAUKEE POLICE ASSOCIATION, Local #21
I.U.P.A, AFL-CIO**

The City of Milwaukee ("City") and the Milwaukee Police Association ("Union") agree to the following reorganization of the operations of the Forensics Division of the Milwaukee Police Department's Criminal Investigations Bureau to civilian, a change in department operations due to needed specialization and compelling economic considerations that cannot be realized through natural attrition. The MPA consents to the removal of bargaining unit work and to altering the scope of its bargaining unit to eliminate recognitions for sworn Forensic Division titles - Forensic Investigator, Forensic Video Examiner, Chief Latent Print Examiner, Latent Print Examiner, Identification System Specialist.

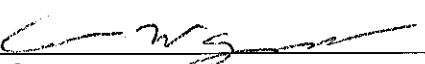
To execute many of the assumptions and changes the City proposes in structure, responsibilities, and productivity for the Forensics Division, and to mitigate the effects of such assumptions and changes on the Union, the City proposes the following:

1. None of the City's proposed reorganization shall operate to reduce the number of members in the MPA.
2. Consistent with the purposes and goals of reorganization, new assignment of Union bargaining unit members to sworn Forensic Division titles is prohibited. All sworn Forensic Division titles will be eliminated through attrition.
3. Members in the following titles will be grandfathered into their current classifications while in the Forensics Division until December 2, 2041; as of that date, any members remaining in the listed classifications within the Forensics Division will be transferred out of the division. Any remaining member will be assigned as determined by the department. The member will retain their current rate of pay and seniority. Any required training will be provided to the member by the department if training is necessary for the new assignment.
 - Forensics Investigator
 - Forensic Video Examiner
 - Chief Latent Print Examiner
 - Latent Print Examiner
 - Identification System Specialist
4. Members in the title of Forensic Investigator shall be paid in Pay Range 806. Effective Pay Period 12, 2023, members shall be placed at the equivalent step within Pay Range 806 to the step which they currently hold in Pay Range 804.

5. This MOU resolves all pending and future grievances arising out of the reorganization and civilianization of the Forensics Division. The union will formally withdraw any pending forensics-related grievances within thirty (30) business days of the execution date of this MOU.
 - 2022-09-Group Grievance, CST working out of classification
 - 2022-12-Cevera, Dept. hiring Civilian FVE
6. All members in classifications covered by this MOU shall train the new civilian forensic hires when directed or assigned to train; this requirement will become part of the member's yearly performance review as a performance expectation.
7. Detective preference points:
 - The Union agrees to waive any claim to file a grievance over potential preferential treatment due to the promotional points provided in this MOU
 - Preference points will be capped at thirty (30) points, will not expire, and will be effective upon execution of this MOU
 - Years 1-5, 2.5 points per year
 - Years 6-10, 2 points per year
 - Years 11-15, 1.5 points per year
8. Incorporation of civilian staff into the Forensics Division:
 - Civilian staff will serve an 18-month training period. During that period, they will be assigned to whatever shift is necessary for training purposes. Once the training period has ended the member will be assigned to the correct shift based on their seniority.
 - Seniority will begin when the training period is complete
 - Sworn and civilian staff seniority will be intermingled as it relates to vacation picks, day shift assignment, FLSA replacement, daily staffing numbers, and off-day picks.
 - Current practice will apply to both sworn and civilian employees as the dept. works to integrate and transition to a fully civilian staff. Seniority will be used where it is currently used and a first come first served process will be used where it is currently used.
9. Article 31 – Time Off in Lieu of Holidays, shall be modified to include an additional eight (8) hour day. These additional hours are in recognition of Juneteenth Day becoming an official City holiday.
 - Hours will be increased from ninety-six hours (96) to one hundred four hours (104)
 - Time off in lieu of holidays shall be earned at a rate of eight and two-thirds (8.67) hours per month a member is on the MPD payroll. (on payroll at least fourteen (14) calendar days per month)
 - Effective PP 12, 2023, members who have met the fourteen (14) calendar day requirement contained in the Labor Agreement for the months of January through May shall receive the additional .67 hours for each month the requirement was met.

10. Effective August 1, 2023 the City will provide the Union with a pre-tax payroll slot for Union-provided gap insurance. The City will deduct the premium contribution from enrolled members' paychecks as specified.

- All members who enroll in the optional gap insurance provided by the union are required to participate and must complete the City's Health Appraisal process to avoid the additional premium fee for City provided health insurance.
- Only members who are enrolled in the lowest cost City provided health insurance plan shall be eligible to enroll in the Union-provided gap insurance.
- Wellness activities that members complete as part of the gap insurance program will not be eligible for points under the City's Wellness Healthy Rewards program.

UNION REPRESENTATIVES	CITY REPRESENTATIVES
	<i>Nicole M Fleck</i>
Date: 05-15-23	Date: 5/17/2023
Andrew Wayne President	Nicole M. Fleck, Labor Negotiator



05-15-23

Alexander C Ayala