

**SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS**  
in the  
**2001-2003 LABOR AGREEMENT (the Agreement)**  
between the  
**MILWAUKEE POLICE SUPERVISORS' ORGANIZATION (the MPSO)**  
and the  
**CITY OF MILWAUKEE (the City)**

**Common Council File No. 000999**

**Revised January 8, 2009**

1. DURATION - ARTICLE 1 - Three years (January 1, 2001, through December 31, 2003).
2. BASE SALARY - ARTICLE 9
  - a. Effective Pay Period 1, 2001 - a 3.25% increase above the Pay Period 26, 2000, rates of pay.  
Effective Pay Period 1, 2002 - a 3.25% increase above the Pay Period 26, 2001, rates of pay.  
Effective Pay Period 1, 2003 - a 3.25% increase above the Pay Period 26, 2002, rates of pay.
  - b. Delete the titles of Police Sergeant (Garage) and Chief Operator of Police Alarm.
3. PENSION BENEFITS - Article 15  

Eliminate the sunset provision on credit for military service.
4. HEALTH INSURANCE, Article 17
  - a. Effective January, 2003, the monthly contribution of active employees enrolled in the Basic Plan shall be \$60 for single coverage and \$120 for family coverage.
  - b. Effective January, 2002, the Major Medical lifetime maximum benefit under the Basic Plan shall be increased to \$500,000.
5. EDUCATIONAL PROGRAM - Article 35  

Effective for calendar year 2003 payments (paid in 2004,) the annual "Education Pay" benefits specified in paragraph 1 shall be increased by \$20.
6. VARIABLE SHIFT ASSIGNMENT PAY - Article 49  

Effective for calendar year 2001 payments, for the positions of Police Sergeant and Administrative Police Sergeant, the amount specified in subsection 1.a.(1) shall be increased by \$800. Effective for calendar year 2002 payments, for the positions of Police Sergeant and Administrative Police Sergeant, such payments shall be increased by \$200. Effective for calendar year 2003 payments, for the positions of Police Sergeant and Administrative Police Sergeant, such payments shall be increased by an additional \$200. Effective for Police

Sergeants and Administrative Police Sergeants who retire on and after January 1, 2003, the amount of VSAP that is pensionable shall be increased by a maximum of \$400.

7. FLEX TIME - Article 12.b. (New Article)

Effective at the beginning of the pay period following 90 days from the execution of the Agreement, for the positions of Police Captain and Deputy Inspector, establish a flex time system. Employees in eligible positions may accrue a maximum of 120 hours of flex time at straight time (1X) for time worked in addition to or outside of the regularly scheduled 8-hour work shift. Flex time is not earned for the first 30 minutes of time worked per calendar day outside the regular 8-hour work shift. If an employee's balance reaches the maximum number of hours permitted (120), the employee may request time off or payment to reduce the balance. If such request is denied, the maximum will be increased to 160, and within 120 days the Chief must allow time off or payment to reduce the balance below 120 hours. Flex time balances earned before the implementation date may be reviewed by the Chief. If such review results in the denial of a flex time claim, the employee may grieve the denial.

8. BANK OF HOURS FOR MPSO ACTIVITY - Article 41

The MPSO shall have a maximum of 1500 hours per year paid time off for MPSO activity. The MPSO shall reimburse the City for such paid time off except that the first 1000 hours of such time off shall not have to be reimbursed.

9. MPSO NEGOTIATING TIME - Article 41A

Members of the MPSO negotiating committee shall be entitled to paid time off for authorized City-MPSO negotiating meetings. The MPSO shall reimburse the City for such time off except that the first 200 hours of such time shall not have to be reimbursed.

10. SICK LEAVE, Article 18

Effective in the trimester in which the Agreement is executed, receipt of injury pay shall not disqualify an employee from eligibility for a sick leave incentive benefit for a trimester unless the employee received injury pay for the full term of that trimester.

11. OVERTIME, Article 12

Effective in the pay period in which the new rates of pay become effective, make changes consistent with the Milwaukee Police Association-City FLSA settlement i.e. a two and one-half-hour minimum at 1½ base salary for court time and a replacement system.

12. DUTY ASSIGNMENT, Article 44

The Chief of Police will consider the seniority of Deputy Inspectors of Police and of Captains of Police for purposes of day shift assignment. However, the Chief has final authority to assign

such employees to day or night shifts if that is necessary to serve some special need of the Department. The Chief's discretion in such matters is final and not subject to the grievance procedure.

13. Side letter: The MPSO shall pay the City a total of \$5,000 for all paid time off owed to the City under Article 41, Bank of Hours for MPSO Activity and Article 41A, MPSO Negotiating Time . Effective upon the City's receipt of the \$5,000, all invoices for paid time off under both articles shall be considered paid in full. Calculation of the 2004 maximum paid time off and of the base salary amounts to be reimbursed to the City under Articles 41 and 41A shall not include paid time off during the period January 1, 2004, through June 7, 2004.
14. Pay out accrued and unused flex time of two employees who retired in 2002.

Wage & FB Sum 01-03  
Labr/mpso