

**Summary of Wage & Fringe Benefit Modifications  
In the  
2010-2012 Agreement  
between the  
City of Milwaukee  
And  
Lo 494, IBEW, AFL-CIO Electrical Group**

1. Article 1, Duration: Two Years, June 1, 2010 through May 31, 2012.
2. Article 17 Base Salary:
  - During the term of the Agreement, the biweekly base salary paid to employees shall be those rates that became effective June 1, 2009.
  - Effective Pay Period 12, 2009, through Pay Period 11, 2012, there shall be no pay step advancement, except that employees in the Electrical Mechanic Apprentice job classification (Pay Range 975) shall advance in pay in accordance with the labor contract and the apprenticeship contract between the City and the State of Wisconsin. The no pay-step advancement provision shall expire at the end of Pay Period 11, 2012.
3. Article 33, Pension Benefits:
  - Employees who retire from active service during the time period beginning June 1, 2010, through December 31, 2011, on a normal service retirement or early retirement under 36-05-6-c (i.e. immediate actuarially reduced allowance) shall receive a 2% pension escalator effective with the installment next following the first anniversary of their retirement. This provision shall expire at the end of 12/31/2011.
  - Employees who retire from active service during the time period beginning June 1, 2010, through December 31, 2010 only on a normal service retirement or from active service on an early retirement under 36-05-6-c (i.e. immediate actuarially reduced allowance) shall be eligible for a bonus year. At such employee's discretion, the bonus year may be added either to the employee's age for purposes of retirement eligibility, or to creditable service. The bonus year may be divided into one-month increments and used for a combination of additions to age and creditable service, not to exceed a total of twelve months. All or part of the bonus year cannot be applied to earn more than 35 years of creditable service or to exceed the 70% of final average salary limitation. Employees must give notice of by August 31, 2010, of their intent to retire in order to be eligible for the bonus year. This provision shall expire at the end of 12/31/2010.

- Employees hired on or after June 1, 2010, shall contribute no more than 5.5% of their earnable compensation.

4. Article 34, Health Insurance:

- Employees who retire from active service on a normal service retirement and elect to use the bonus year to meet the minimum age or years of service requirements for retiree health insurance shall be entitled to the benefits under Article 34.2.e or f and costs under Article 34.3.c.(1) or (2) of the City proposal.
- This provision shall expire at the end of Pay Period 26, 2010.

5. Furloughs:

- There shall be no more than four furlough days during calendar year 2010 and no more than four furlough days during calendar year 2011. Furloughs, if any, in 2012 shall be as determined by the City.
- The policies as set forth in the Department of Employee Relations Mandatory Furlough and Administrative Guidelines policy dated June 19, 2009 regarding benefits during furlough days shall apply in calendar years 2010 and 2011.
- The Union shall withdraw all pending complaints or grievances against the City with respect to its ability to furlough employees.
- This provision shall expire at the end of Pay Period 11, 2012.

6. Seniority for Layoff Purposes, Article 16

There shall be no lay-offs during calendar year 2010 with the exception of seasonal layoffs and loss of grant funding. This provision shall expire at the end of Pay Period 26, 2010.

7. Safety Shoe Allowance Program, Article 38.

An eligible employee may apply the purchase of up to two pairs of safety shoes per calendar year towards the allowance, provided that the shoes are purchased at the same time.

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