

**Summary of Wage and Fringe Benefit Modifications in the Agreement Between City of
Milwaukee and
Plumbers' Local 75, AFSCME, AFL-CIO
2001-2002**

1. Duration, Article 1:

Two years: January 1, 2001 through December 31, 2002.

2. Base Salary, Article 9:

- a. Effective Pay Period 1, 2001, a 2.5% across the board increase over Pay Period 26, 2000 wage rates. Effective Pay Period 1, 2002, a 3.0% across the board increase over Pay Period 26, 2001 wage rates.
- b. As soon as practicable following the execution date of this Agreement, the City will conduct a classification study of the two Mechanical Plan Examiner positions in the Department of City Development to determine the appropriate rate of pay for those positions.

3. Health Insurance, Article 23:

Effective January 1, 2002 for employees enrolled in the Basic Plan, the Major Medical lifetime maximum shall be increased from \$250,000 to \$500,000.

4. Sick Leave, Article 14:

Continue Sick Leave Control Incentive Program until Pay Period 26, 2002.

5. Pay For Time Not Worked, Article 12:

Effective in fiscal year 2001, an employee shall earn vacation time in the following manner:

- a. 3.7 hours per pay period with a maximum of 10 days per calendar year for employees who have completed less than 4 years of creditable service. (*Currently less than 6 years of creditable service.*)
- b. 5.3 hours per pay period with a maximum of 15 days per calendar year for employees who have completed at least 4 but less than 9 years of creditable service. (*Currently with at least 6 but less than 11 years of creditable service.*)
- c. 6.8 hours per pay period with a maximum of 20 days per calendar year for employees who have completed at least 9 but less than 16 years of creditable service. (*Currently with at least 11 but less than 17 years of creditable service.*)
- d. 8.4 hours per pay period with a maximum of 25 days per calendar year for employees who have completed at least 16 years of creditable service. (*Currently at least 17 years of creditable service.*)

- e. 9.3 hours per pay period for employees with at least 21 years of creditable service.
(New)
 - f. Effective fiscal year 2002, in lieu of c, above: 6.8 hours per pay period with a maximum of 20 days per calendar year for employees who have completed at least 9 but less than 14 years of creditable service. *(In 2001, was but less than 16 years of service.)*
 - g. Effective fiscal year 2002, in lieu of d., above: 8.4 hours per pay period with a maximum of 28 days per calendar year for employees who have completed at least 14 of creditable service. *(In 2001, was at least 17 years of service.)*
 - h. Effective in fiscal year 2002, in lieu of e., above: 9.9 hours per pay period with a maximum of 30 days per calendar year for employees with at least 21 years of creditable service. *(In 2001, was 9.3 hours per pay period.)*
6. **Side Letter.** Confirms the understanding that implementation of the retiree health insurance costs, as specified in Article 23.3c of the Agreement, is contingent upon the City reaching a similar agreement with a pattern setting union such as District Council 48 or Local 61.