

## Summary of Wage and Fringe Benefit Modifications

### In the 2013 – 2017 Agreement Between the City of Milwaukee and the Milwaukee Police Association

1. Contract Term: 2 year – January 1, 2018 through December 31, 2019
2. Article 7 – Grievance and Arbitration Procedure:
  - Under section C, insert language stating that the parties will have one hundred twenty (120) days to mutually agree on an arbitrator, if an arbitrator is not agreed upon the union has thirty (30) days to contact the WERC and request a list of 5 ad hoc arbitrators. Failure to contact the WERC to request the panel will result in settlement of the grievance
  - Delete language regarding the 2 arbitrators
  - Delete language regarding step one of the grievance procedure
3. Article 10 – Base Salary:

For those hired prior to Oct 3, 2011:

  - Pay Period 1, 2018 – 2.0% across-the-board increase
  - Pay Period 1, 2019 – 2.0% across-the-board increase

For those hired on or after Oct 3, 2011:

  - Pay Period 1, 2018 – 2.25% across-the-board increase
  - Pay Period 1, 2019 – 2.25% across-the-board increase
4. Article 21 – Health Insurance:

Effective as soon as administratively practicable following implementation:

  - Premium: City will pay 88% of the lowest cost plan (excluding the HDHP); employee will pay the difference based on plan selected
  - Delete ii and iii under 3.a.1(a): references to participation in HRA and bonus \$10 or \$20 (parties have agreed to TA this language)
5. Article 40 – Tuition and Textbook
  - Effective for calendar year 2019, increase the reimbursement to \$1,500
6. Article 67 – Field Training Officer Premium Pay
  - An Officer shall receive Field Training Officer Premium Pay when they are temporarily assigned as an Acting Field Training Officer.
7. Article 68 – Certification Pay
  - Rename Article: LESB Qualification Pay
  - For those employee's hired prior to 10/3/11: \$575 for calendar years 2018 and 2019

- For those employee's hired on or after 10/3/11: \$575 for calendar year 2018 and \$625 for calendar year 2019
  - City shall allow members to participate in annual recertification training at Dept. facilities if the members' chosen medical doctor certifies the member capable of participating.
8. Accident Reconstruction Unit (ARU) MOU
- The parties agree that should the reclassification study find that the Officers assign to accident reconstruction duties need to be reclassified and the Union is not satisfied with the wage placement as determined by the reclassification study the parties may impact bargain the placement determination
  - In the event there is a reclassification the wages for members assigned to the ARU shall be retro-active to PP 1, 2018 (December 31, 2017)

There will also be minor changes to the following Articles:

Article 5 – Management Rights

Article 24 – Illness in Family

Article 36 – Lockers

Article 42 – Agency Shop

Article 43 – Dues Check-off

Article 48 – Bank of Hours for Association Activity

Article 70 – Copies of Labor Contract

Article 71 – Internal Investigations

Appendix C