

**Summary of Wage and Fringe Benefit Modifications
In the 2004 – 2006 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Police Association, Local 21 I.U.P.A., AFL-CIO (Association)**

1. Duration, Article 1:

Three Years: January 1, 2004, through December 31, 2006.

2. Base Salary, Article 10:

Effective Pay Period 1, 2004, a 3% across the board increase over Pay Period 26, 2003, rates of pay.

Effective Pay Period 1, 2005, a 3% across the board increase over Pay Period 26, 2004, rates of pay.

Effective Pay Period 1, 2006, a 3% across the board increase over Pay Period 27, 2005, rates of pay.

3. Pension Benefits, Article 19:

Effective for employees hired after the execution date of the 2004-2006 Agreement who seek a Duty Disability Retirement Allowance based upon mental injury, application for Duty Disability Retirement shall be referred to the Medical Council instead of the Medical Panel. The Medical Council shall determine and certify whether the applicant is incapacitated for duty as a result of mental injury. In any reexamination authorized by Chapter 36 of such retired beneficiary, the beneficiary shall be referred to the Medical Council instead of the Medical Panel for reexamination.

4. Health Insurance, Article 21:

Effective January 1, 2006, employees who are enrolled in the Basic Plan shall contribute \$75 per month for single coverage when such coverage is single, and employees who are enrolled in the Basic Plan shall contribute \$150 per month for family coverage when such coverage is family.

5. Contract Administration, Article 49:

Effective Pay Period 1, 2004, the biweekly payment made to three Police Liaison Officers (PLOs) shall be increased to \$150 (from \$75). An employee who has served as a PLO during the Agreement, who retires from active service, shall have the \$150 biweekly payment included in his or her final average salary for purposes of computing his or her retirement allowance. The maximum amount to be included in the final average salary is the total amount of the \$150 payments the employee received in a twelve-month period prior to the employee's effective date of retirement. The Association shall reimburse to the City the \$150 biweekly payment for one PLO.

6. Certification Pay, Article 68

Effective for calendar year 2004 payments, certification pay shall be \$1,000 (a \$400 increase). Effective for calendar year 2005 payments, certification pay shall be \$1,100. Effective for calendar year 2006 payments, and for each calendar year payment thereafter, certification pay shall be \$1,260. Employees who retire on a service retirement shall have only the first \$1,000 included in final average salary for purposes of computing their service retirement allowance. The amount an employee is entitled to have included in the final average salary shall be the certification payment an employee received for the calendar year immediately preceding his or her date of retirement, provided, however, for service retirements effective in calendar year 2004, the amount to be included shall be the amount the employee would have received had he or she remained in service for the balance of 2004 (i.e. \$1,000 maximum).

7. Uniform and Equipment, Article 33

Effective for calendar year 2005 payments, Identification Technician shall be included among the classifications that receive an annual uniform and equipment maintenance allowance of \$450.

8. Parking Allowance Benefits for PAB Employees, Article 62

Effective January, 2006, the maximum monthly reimbursement amounts for parking shall be increased by \$5.

9. Tuition and Textbook Reimbursement, Article 40

Effective in calendar year 2006, the maximum annual reimbursement amount shall be \$1,200 (a \$200 increase).

10. Off Duty Employment, Article 53

Effective upon execution of the 2004-2006 Agreement, employees shall be permitted to work up to 40 hours maximum per week in another business or occupation during non-segmented vacation periods.

11. Joint Labor/Management Committees, Article 57

Effective the month following the execution date of the 2004-2006 Agreement, a joint labor management committee shall be established to discuss the Early Intervention Program.

12. Political Leaves of Absence, Article 55

Subject to the provisions of 5USC sections 1501-1508 (Hatch Act), an employee who runs for political office may, at his or her option, file a request for a leave of absence.

13. Interpreter/Translator Pay, Article 64

Effective the pay period following execution of the Agreement, an employee is eligible to be compensated for all occasions when he or she is authorized to perform interpreter/translator duties (i.e. eliminate the 60 occasion per quarter maximum).

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