

MEMORANDUM OF UNDERSTANDING
Between
THE CITY OF MILWAUKEE (CITY)
And the
MILWAUKEE POLICE SUPERVISORS' ORGANIZATION (UNION)

The City and the Union agree that the City will make an interest payment to the Union due to the delayed implementation of salary increases and retroactive wage payments.

1. The 2023-2024 Labor Agreement between the City and the Union was executed on July 31, 2024.
2. A grievance was initiated by the Union on September 30, 2024 related to Article 9 of the 2023-2024 Labor Agreement, which stipulates:

Retroactive wage payments under the terms of this Agreement shall be paid no later than sixty days from the execution of this Agreement.

3. Union members were to be compensated retroactive wages by September 29, 2024.
4. Due to an administrative error in the calculation of rates of pay, implementation was delayed. Salary increases were on November 21, 2024 paychecks, and retroactive wage payments were on December 19, 2024 paychecks.
5. As soon as administratively practicable, the City will pay each affected member at the interest rate of 4.875% for each of the delay periods as follows:
 - a.) The delayed base salary (and other affected amounts such as overtime, special duty pay, etc.) for the period of August 29, 2024 (pay period 17 paycheck) to November 21, 2024 (pay period 23 paycheck); and
 - b.) The retroactive payment amounts delayed for the period of September 26, 2024 (pay period 19 paycheck) to December 19, 2024 (pay period 25 paycheck).
6. The City and the Union agree that this Memorandum has no value as precedent and may not be cited as precedent by either the City or the Union in any interest arbitration proceedings or in any other disputes between the parties, except for the sole purpose of enforcing the terms of this Memorandum.
7. This memorandum serves as a settlement agreement for the aforementioned grievance (#2024-03), and the Union agrees to withdraw the grievance upon receipt of payment.

Dated this _____ day of _____, 2025

Union Representatives	City Representatives