

**Summary of Wage and Fringe Benefit Modifications
In the 2007 – 2009 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Police Supervisors Organization (Association)**

1. Duration, Article 1:

Three Years: January 1, 2007, through December 31, 2009.
MPSO to give the City notice to begin negotiations for successor contract not later than 30 days following execution of the Agreement.

2. Base Salary, Article 9:

Effective Pay Period 1, 2007, a 3% across the board increase over Pay Period 26, 2006, rates of pay.

Effective Pay Period 1, 2008, a 3.25% across the board increase over Pay Period 26, 2007, rates of pay.

Effective Pay Period 1, 2009, after adding \$3.84 to the 2008 biweekly rates of pay, a 3% across the board increase over Pay Period 26, 2008, rates of pay.

Within sixty days following execution of the 2007-2009 Agreement, all employees shall participate in direct deposit of paychecks.

3. Health Insurance, Article 17:

- a. **Basic Plan:** Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, but not sooner than December 1, 2009, increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.
- b. **HMO:** Effective upon the execution date of this Agreement, eliminate requirement to offer an HMO. City may offer an Exclusive Provider Organization with a South Eastern Wisconsin network and no coverage outside of network. **Effective the first full calendar month** following the execution date of this Agreement, implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be

\$5. A 90-day mail order supply shall be available for a 60-day co-payment. **Effective October 1, 2009:** implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA) including basic biometrics and a blood draw, but not sooner than December 1, 2009, increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.

- c. Wellness and Prevention Program and Committee shall be established to promote wellness and prevention of illness among employees and their families. The City shall not spend more than two million dollars, annually, Citywide, including the cost of conducting the HRA, on the Wellness and Prevention Program.

4. Contract Printing, Article 51

The City will provide the MPSO with 150 copies of the 2007-2009 collective bargaining agreement. Such copies shall be in booklet form.

5. Parking Allowance Benefits for PAB Employees, Article 55

Effective the first full month following execution of the 2007-2009 Agreement:

- a. Regular Benefit: increase to \$120
- b. Special Benefit: increase to \$120 for two-person carpool and \$140 for three or more-person carpool
- c. Daily receipts : increase total to \$45/\$125 for two-person carpool and to \$65/\$145 for three or more-person carpool.

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