

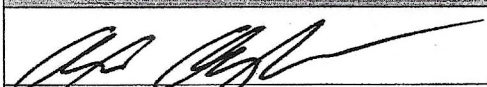
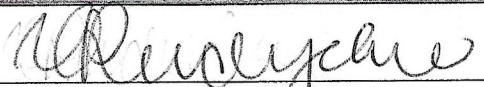
Memorandum of Understanding
between
the City of Milwaukee
and
Milwaukee Police Association, Local #21, IUPA, AFL-CIO

The City of Milwaukee ("City") and Milwaukee Police Association ("Union"), collectively the "Parties", agree to the following as experimental programs regarding the employment of individuals laterally transferred from other jurisdictions in law enforcement classifications for which the Union is recognized as the exclusive bargaining agent, and regarding certain new hire recruitment incentives.

1. For the purposes of this MOU only, the rank of Police Officer will be open to lateral transfers. Individuals with supervisory law enforcement experience are encouraged to apply.
2. Police Officers who are hired through the lateral transfer process ("transfer officers") shall serve one (1) year probationary periods.
3. Transfer officers will be placed at a wage rate in Pay Range 4B (801) equivalent to the officers' years of service. While receiving training at the Police Academy, an officer's wage rate shall be 75% of the equivalent rate while the officer is in the academy.
4. For seniority purposes, a transfer officer shall be allowed to keep their respective years of seniority for purposes of leave accruals and other benefits provided by the parties collective bargaining agreement. Seniority will begin at zero (0) for purposes of vacation selection, job assignments, and shift selection.
5. In order for a transfer officer to test for the rank of Detective, the officer must have the same minimum length of service with the Milwaukee Police Department as non-transfer officers, as listed on the job announcement bulletin (the most recent length-of-service requirement for the rank of Detective was at least three (3) years of service).
6. In order for a transfer officer without prior supervisory experience to test for the rank of Sergeant, the officer must have at least four (4) years of service with the Milwaukee Police Department and a total length of service as a sworn Police Officer equal to or greater than the length-of-service requirement for non-transfer officers, as listed on the job announcement bulletin (the most recent length-of-service requirement for the sergeant position was at least seven (7) years of service).
7. In order for a transfer officer with prior law enforcement supervisory experience to test for the rank of Sergeant, the officer must have at least two (2) years of prior law enforcement supervisory experience, at least two (2) years of service with the Milwaukee Police Department and a total length of service as a sworn Police

Officer equal to or greater than the length-of-service requirement for non-transfer officers, as listed on the job announcement bulletin (the most recent length-of-service requirement for the sergeant position was at least seven (7) years of service).

8. For any member of the Union who makes the first documented referral for a candidate for new hire with the Milwaukee Police Department to fill a Police Officer or Police Aide vacancy in any recruitment posted after this MOU goes into effect and that Police Officer candidate is successfully sworn into the Police Academy within 12 months of the referral or that Police Aide candidate successfully completes the Police Aide program, the member will receive his or her choice of either a total of eight (8) hours of additional vacation per referral or a pay out of eight (8) hours of straight time per referral. Referral documentation shall be in the manner prescribed by the City.
9. The City reserves its management rights to establish additional methods, measures, and/or protocols necessary to implement these programs. Any substantive changes to the programs that impact the terms and conditions of employment for MPA members are still subject to collective bargaining.
10. The experimental program for recruitment of lateral transfers, and for MPA members' new hire recruitment incentives are each for a duration of up to fifty-two weeks, and will expire unless the Parties mutually agree to extend a program's duration.
11. This Memorandum shall be effective upon the date of signature as indicated in #13 below.
12. The terms of this Memorandum shall not be precedent setting and shall not be used by either party in any other matter.
13. Dated: 09.20.24

UNION REPRESENTATIVES	CITY REPRESENTATIVES
	
Dante Cordova	Veronica Rudychenev
JA Neal	Labor Negotiator