

**Summary of Wage and Fringe Benefit Modifications
In the 2010 – 2012 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Police Association**

1. Article 1, Duration: Three year, January 1, 2010 through December 31, 2012
2. Article 10, Base Salary:
 - (a) Effective Pay Period 1, 2011, increase the biweekly rates of pay by \$19.18 (\$500 annually) with corresponding reductions in 2011 Certification Pay payments.
 - (b) All newly hired Police Officers shall be paid at the academy step which shall be 75% of step 1 of Pay Range 801 (this shall not be applied to the recruit class that started Oct 17, 2011).
 - (c) Effective Pay Period 1, 2012:
 - Include education pay in base salary for those that are eligible and increase biweekly rates of pay as follows:
 - i. Associate's Degree or 64 credits - \$15.34 (\$400 annually)
 - ii. Bachelor's Degree – \$34.52 (\$900 annually)
 - iii. Master's Degree or Higher - \$42.19 (\$1,100 annually)which shall also be increased by the below listed across the board increases
 - Increase the biweekly rates of pay for Pay Range 801 by \$22.13
 - A 2.20% across the board wage increase over Pay Period 26, 2011 wage rates
 - (d) Effective Pay Period 14, 2012, a 1.35% across the board wage increase over Pay Period 13, 2012 wage rates
3. Article 21, Health Insurance:
 - (a) At the beginning of the Article insert the following: Certain items contained in this Article are currently under litigation.
 - (b) Effective January 1, 2012, active employees shall contribute 12% of the Health Insurance Premium payment for the plan selected.
4. Article 33, Uniform and Equipment:
 - (a) Add the following to 1.a.: (3) Effective upon the execution date of the Agreement, a Uniform Outer Carrier shall be included in the initial issue, which shall replace the initial issue of a sweater.
 - (b) 1.b.(1)(a) replace sweater with Uniform Outer Carrier

5. Article 39, Educational Program:
 - (a) Effective for calendar year 2012 payments eliminate Educational Pay payments made to employees in section 1. After the payments for calendar year 2011 (made in 2012), there shall be no Educational Pay payments.
 - (b) Update entire article as needed
6. Article 62, Parking Allowance Benefits for Police Administration Building Employees:
 - (a) Redraft entire Article removing any reference to car pool parking allowance and eliminate any references to specific parking allowance rates.
 - (b) Eligible employees shall receive parking allowance at rates current at time of reimbursement request.
7. Article 68, Certification Pay:
 - (a) Effective for calendar year 2011 payments (paid in 2012), Certification Pay shall be reduced to \$500.
8. Two Memoranda of Understanding agreed to and signed by the parties:
 - (a) The City agrees to hire 100 Police Officers between the execution date of the 2010-2012 Agreement and December 31, 2012.
 - The 2012 class shall start no later than August 15, 2012
 - (b) Employees in the classification of Detective upon the execution date of the 2010-2012 Agreement shall be allowed to participate in the testing process for Lieutenant positions regardless of supervisory experience or lack thereof. Identified individuals currently holding the rank of Detective shall be considered 'grandfathered' as to all such subsequent testing opportunities to/for the rank of Lieutenant.
9. Update language and dates and delete any obsolete language.
10. All other article shall remain Status Quo.