

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement  
Between the City of Milwaukee and  
Local 195, IBEW, AFL-CIO  
One-Year Agreement**

1. Duration, Article 1: One year: January 1, 2003 through December 31, 2003.

2. Base Salary, Article 17:

Effective Pay Period 1, 2003, a 3% across the board increase over Pay Period 26, 2002 wage rates.

3. Pension, Article 36:

Creditable service for active military service, as provided in Chapter 36-04-2-c of the Milwaukee City Charter, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2003 and December 31, 2003.

4. Sick Leave, Article 27:

Continue the Sick Leave Incentive Program through Pay Period 26, 2003.

And  
Three-Year Agreement

1. Duration, Article 1: Three years: January 1, 2004 through December 31, 2006.

2. Base Salary, Article 17:

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

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

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

3. Health Insurance, Article 37:

a. Under subsection 37.3.a (1)(a), effective January 1, 2005, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month

for family enrollment. (Note: the deduction for January 2005 is deducted from employee's December 2004 paycheck.

- b. Under subsection 37.3.a (1)(a), effective January 1, 2006, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment. (Note: the deduction for January 2006 is deducted from employee's December 2005 paycheck.
- c. Except as noted below, eligible employees under Article 37.2.e. or f who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment when such employees' enrollment status is single and \$60 per month for family enrollment when such employee's enrollment status is family. The amount of retiree contribution shall be deducted from the retiree's pension check. Any subscriber costs for single or family enrollment in excess of the above stated amount shall be paid by the City. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost plan offered by the City, the foregoing \$30 employee contribution shall be waived. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost plan offered by the City, the foregoing \$60 employee contribution shall be waived.
- d. For eligible employees under subsections 37.2.e. or 42.2.f, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City pursuant to subsections 37.1.a. or b, having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees under subsections 37.2.e. or 37.2.f, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City pursuant to subsection 37.1.a. or b, having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his/her pension check.

In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single

enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of family enrollment for retirees in the Basic Plan.

- e. Effective as soon as administratively practicable as determined by the Department of Employee Relations, registered domestic partners of eligible City employees, if registered as such by the City Clerk as provided under Chapter 111 of the Milwaukee Code of Ordinances, shall be eligible to be covered under the employee's health and dental insurance. An employee who elects coverage for his or her domestic partner must be enrolled in the same plan.

4. Pension, Article 36:

- a. Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.
- b. Creditable service for active military service, as provided in 36-04-2-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2004 and December 31, 2006.

5. Vacations, Article 31:

Effective Pay Period 1, 2005, the threshold years of creditable service needed for an employee to earn additional vacation time shall be decreased as follows:

- a. 3.4 hours per pay period for employee who have completed less than 4 years of creditable service (decreased from less than 6 years).

- b. 5.0 hours per pay period for employees who have completed at least 4 but less than 9 years of creditable service ( decreased from at least 6 but less than 11 years).
- c. 6.5 hours per pay period for employees who have completed at least 9 but less than 14 years of creditable service (decreased from at least 11 but less than 17 years).
- d. 8.0 hours per pay period for employees who have completed at least 14 years of creditable service. (decreased from 17 years).

6. Tuition and Textbook Reimbursement, Article 26:

Effective January 1, 2006, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 to \$1,200 per calendar year.

7. Life Insurance, Article 38:

Effective March 1, 2005, eligible employees who elect Life Insurance coverage shall pay to the City an amount equal to \$0.21 per month for each \$1,000 of coverage in excess of \$35,000 (up from in excess of \$30,000).

8. Funeral Leave, Article 35:

Effective the next pay period following the execution date of this Agreement under Article 35.1.b., include spouse's sibling's spouse in definition of brother-in-law and sister-in-law.

Effective the next pay period following the execution date of this Agreement, for purposes of the Funeral Leave Article only, the definition of "immediate family" shall include registered domestic partners of City employees if registered as such as provided under Chapter 111 of the Milwaukee Code of Ordinances.

9. Sick Leave, Article 27:

Continue the Sick Leave Incentive Program through Pay Period 26, 2006.

10. Side Letter.

As soon as practicable after the execution date of this Agreement, the department and union will meet to discuss working out a scheduling arrangement for negotiating meetings, when one or more of the negotiating team members are assigned to 2<sup>nd</sup> or 3<sup>rd</sup> shift.