

**Summary of Wage and Fringe Benefit Modifications
In the 2018-2020 Agreement
Between the
City of Milwaukee
and the
Milwaukee Police Supervisors Organization**

1. Contract Term: 3 year – January 1, 2018 through December 31, 2020
2. Article 7 – Contract Enforcement Procedure
 - Revise Article to reflect current procedure: remove reference to a panel appointed by the Chief and simply reference a meeting with the Chief
3. Article 9 – Base Salary:
 - Pay Period 1, 2018 – 2% across-the-board increase
 - Pay Period 1, 2019 – 2% across-the-board increase
 - Pay Period 1, 2020 – 2% across-the-board increase
 - Negotiation Note: should the City enter into an Agreement which would provide a greater than a 2% base salary increase for sworn ranks supervised by those ranks represented by this bargaining unit, which may result in wage compression, the City agrees to reopen Article 9 and engage in good faith bargaining.
4. New Article 12C – Restricted Off Days
 - Cap the number of restricted off days at a mutually agreeable level and any days used above that amount will result in overtime at a rate of 1.5x.
 - If a mutually agreeable solution cannot be reached the parties agree to move forward with the rest of the proposed settlement and will take this one issue to arbitration
5. Article 16 – Life Insurance: Effective as soon as administratively practicable, for those employees hired or promoted into the bargaining unit.
 - To be eligible for retiree life insurance an employee must have maintained at least 50% of base salary as additional life insurance at no cost to the city.
 - Upon attaining age 65, and having maintained additional life insurance from retirement to age 65, the City will provide \$10,000 of life insurance. Any additional insurance maintained shall be at no cost to the City.
6. Article 17 – Health Insurance:
 - Effective as soon as administratively practicable, delete ii and iii under 3.a.1(a): references to participation in HRA and bonus \$10 or \$20
7. Article 29 – Uniform and Equipment: Effective calendar year 2018 (payments made in 2019)
 - The uniform outer carrier shall be offered as a replacement item instead of the uniform sweater
 - Create one uniform allowance for both uniformed and non-uniform officers of \$375

8. Article 36 – Tuition and Textbook Reimbursement

- Effective for calendar year 2018 increase reimbursement amount to \$1500

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

10. The City reserves the right to add, modify or delete proposals at any time during the course of negotiations