



## Legislation Details (With Text)

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**Effective date:**

**Title:** A substitute ordinance relating to employee benefits for nonrepresented, noncivilian police department employees.

**Sponsors:** THE CHAIR

**Indexes:** LABOR CONTRACTS, MANAGEMENT PAY PLAN, POLICE DEPARTMENT, VACATION BENEFITS, WAGES AND BENEFITS

**Attachments:**

Date	Ver.	Action By	Action	Result	Tally
10/19/2000	0	COMMON COUNCIL	ASSIGNED TO		
10/27/2000		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
10/27/2000		FINANCE & PERSONNEL COMMITTEE	REFERRED TO		
11/14/2000	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
11/22/2000	1	CITY CLERK	DRAFT SUBMITTED		
11/22/2000	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	4:0
11/28/2000	1	COMMON COUNCIL	PASSED	Pass	17:0
12/7/2000	1	MAYOR	SIGNED		
12/14/2000	0	CITY CLERK	PUBLISHED		

000944  
SUBSTITUTE 1

### THE CHAIR

A substitute ordinance relating to employee benefits for nonrepresented, noncivilian police department employees.

350-40-15-b-3-0 rc  
350-40-15-b-3-c rc  
350-40-15-b-3-d rc  
350-40-15-b-3-e rc  
350-40-15-c-1-c am  
350-40-15-c-1-d am  
350-92-1-c am  
350-92-1-d cr  
350-92-2 rc  
350-92-4 rc

350-92-5-0	rc
350-92-5-a-2	am
350-92-5-b-2	am
350-92-5-b-3	cr
350-133-1-c	am
350-133-1-d	cr
350-133-2-a-1	am
350-137-1-c	am
350-137-1-d	am
350-137-2-e	rc
350-137-2-g	am
350-137-2-h	cr
350-137-5	am
350-137-7	rc
350-137-8	rc
350-137-9	rp
350-137-10	rp
350-137-11	rn
350-137-12	rn
350-137-13	rn

This ordinance makes changes in employee benefits for nonrepresented, noncivilian police department employees and certain police aides similar to those recently accorded police department employees represented by collective bargaining units.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 350-40-15-b-3-0, b-3-c to e of the code is repealed and recreated to read:

#### **350-40. Vacations.**

#### **15. POLICE DEPARTMENT.**

##### **b. Nonrepresented Members of the Police Force and Nonrepresented Police Aides.**

b-3. Time Earned for Annual Vacation Periods. Vacation time for nonrepresented members of the police force and police aides not represented by a collective bargaining unit shall be earned at the following rates:

b-3-c. Effective in calendar year 2000, 6.2 hours per pay period for employees who have completed 11 years but fewer than 19 years of service. Such leave shall be earned from an employee's anniversary date in 2000 for use in 2001.

b-3-d. Effective in calendar year 2000, 7.7 hours per pay period for employees who have completed 19 years of service. Such leave shall be earned from an employee's anniversary date in 2000 for use in 2001.

b-3-e. The chief of police shall be entitled to 15 vacation days per calendar year, earned at the rate of 4.7 hours per pay period, regardless of length of active service. If the chief has at least 11 years but fewer than 19 years of active service with the city, he or she shall be entitled to 19 vacation days per calendar year, earned at the rate of 6.2 hours per pay period. If the chief has at least 19 years of

active service with the city, he or she shall be entitled to 25 vacation days per calendar year, earned at the rate of 7.7 hours per pay period.

Part 2. 350-40-15-c-1-c and d of the code is amended to read:

c. Maximum Vacation Balances.

c-1-c. 240 hours for employees who have completed 11 years of service but fewer than ~~[[22]]~~ >>19<< years of service.

c-1-d. 280 hours for employees who have completed at least ~~[[22]]~~ >>19<< years of service.

Part 3. Section 350-92-1-c of the code is amended to read:

### **350-92. Police Department Uniform and Clothing Allowance.**

#### **1. POSITIONS ELIGIBLE.**

c. ~~[[Inspector]]~~ >> Deputy chief<< of police.

Part 4. Section 350-92-1-d of the code is created to read:

d. Police commander.

Part 5. Section 350-92-2-b-1 of the code is repealed and recreated to read:

#### **2. REPLACEMENT ALLOWANCE.**

b. Members of the Police Force Covered by This Section.

b-1. Employees covered by this section shall be entitled to receive a clothing allowance of \$450 per year.

Part 6. Section 350-92-4 of the code is repealed and recreated to read:

**4. APPLICABILITY.** During a calendar month an employee shall not be entitled to receive uniform allowance benefits under both sub. 2-a and a collective bargaining agreement.

Part 7. Section 350-92-5-0 of the code is repealed and recreated to read:

**5. UNREPRESENTED POLICE AIDE POSITIONS.** Uniform and equipment benefits for employees in the police aide job classification assigned to the personnel division and to the internal affairs division shall be as follows:

Part 8. Section 350-92-5-a-2 and b-2 of the code is amended to read:

a. Initial Allowance.

a-2. The initial uniform and equipment issue, which can be changed from time to time as determined

by the chief shall, as of July 1, 1983, include 2 pair of trousers>>, and as of December 27, 1999, one jacket<<.

b-2. The city shall provide an employee covered by this subsection a uniform and equipment maintenance allowance of ~~[[ \$25 ]]~~ >>\$125<< per calendar year. Eligibility for earning uniform maintenance allowance shall start on the date the employee first attains 12 months of active service in the police department in a uniformed status. An employee shall first be eligible to receive the uniform maintenance allowance he or she has earned on the December next following the attainment date. The amount which the employee receives shall be prorated on the basis of his or her active service between the attainment date and the next December 31, computed to the nearest month. For purposes of prorating, an employee who is a police aide for at least 14 days in a calendar month shall be deemed as having been in active service for the full calendar month. An employee who is a police aide for less than 14 days in a calendar month shall not be deemed as having been in active service at all during that calendar month.

Part 9. Section 350-92-5-b-3 of the code is created to read:

b-3. During a calendar month employees shall not be entitled to receive benefits under both this section and the collective bargaining agreement for represented police aides.

Part 10. Section 350-133-1-c of the code is amended to read:

**350-133. Variable Shift Assignment Pay.**

**1. EMPLOYES ELIGIBLE.**

c. ~~[[ Inspector ]]~~ >>Deputy chief<< of police.

Part 11. Section 350-133-1-d of the code is created to read:

d. Police commander.

Part 12. Section 350-133-2-a-1 of the code is amended to read:

**2. COMPENSATION.** a-1. An eligible employee in active service and occupying a position classification in sub. 1 on December 31 of a calendar year shall receive \$1,050 for that calendar year. >>Effective with calendar year 2000 payments, this amount shall be increased to \$1,150.<<.

Part 13. Section 350-137-1-c of the code is amended to read:

**350-137. Police Educational Program.**

**1. POSITIONS ELIGIBLE.**

c. ~~[[ Inspector ]]~~ >> Deputy chief << of police.

Part 14. Section 350-137-1-d of the code is created to read:

d. Police commander.

Part 15. Section 350-137-2-e of the code is repealed and recreated to read:

**2. INCREMENTS.**

e. \$275 per year for officers with at least 64 credits, but less than 90 credits; or if eligible employee possesses an associated degree.

Part 16. Section 350-137-2-g of the code is amended to read:

g. \$450 for officers with 120 or more credits, but not possessing a ~~[[baccalaureate]]~~ >>bachelor's<< degree; \$ 750 per year for a ~~[[baccalaureate]]~~ >>bachelor's<< degree.

Part 17. Section 350-137-2-h of the code is created to read:

h. No employee may receive more than \$750 of educational pay for a calendar year regardless of the number of degrees and credits earned; no employee may receive more than \$450 of educational pay for a calendar year unless the employee holds a bachelor's degree.

Part 18. Section 350-137-5 of the code is amended to read:

**5. MINIMUM YEARS OF SERVICE.** ~~[[ With the exception of the chief of police who assumes office on November 6, 1989, no]]~~ >>No<< officer will be eligible for an educational bonus payment unless he or she has a minimum of 5 years' service in the police department with a rank of police [ ~~patrolman or equivalent~~] >>officer<< or above.

Part 19. Section 350-137-7 of the code is repealed and recreated to read:

**7. APPROVED COURSES.** Approved courses of study for which payment will be made under this section are courses in which credit has been successfully earned from one of the following regional accreditation associations: North Central Association of Colleges and Schools; Middle States Association of Colleges and Schools; New England Association of Schools and Colleges, Inc.; Northwest Association of Colleges and Schools; Southern Association of Colleges and Schools; Western Association of Schools and Colleges.

Part 20. Section 350-137-8 of the code is repealed and recreated to read:

**8. DEGREES.** Police officers who have earned a degree shall request that the degree-granting collegiate institutions send a report to the police department with a statement as to the date on which the degree was conferred, the major field of study pursued, and that the institution was a member in good standing of an association listed in sub. 7 at the time the degree was granted.

Part 21. Section 350-137-9 and 10 of the code is repealed.

Part 22. Section 350-137-11 to 13 of the code is renumbered 350-137-9 to 11.

APPROVED AS TO FORM

Date: \_\_\_\_\_  
IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

\_\_\_\_\_  
Office of the City Attorney  
Date: \_\_\_\_\_

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BJZ/cac  
11/21/2000