City of Milwaukee

Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

September 30, 2011

Board of Fire and Police Commissioners
Fire and Police Commission
City Hall, Room 706A

Dear Commissioners:

I ask that you consider at your next meeting matters relative to the City's ratification process for collective bargaining agreements covering the years 2010-2012 with the three sworn bargaining units, the Milwaukee Police Supervisors' Organization (MPSO), the Milwaukee Professional Firefighters' Association, Local 215 (Local 215), and the Milwaukee Police Association (MPA). The Common Council's Finance and Personnel Committee is scheduled to act on the MPSO and Local 215 collective bargaining agreements on October 5 with the Common Council taking final action on October 11, 2011. The terms of an MPA collective bargaining agreement will be considered on dates yet to be determined by the Finance and Personnel Committee and Common Council (bargaining agreement terms for the MPA have not been ratified by MPA membership as of the date of this letter, so all changes to the terms and conditions of employment for members of this group that are noted below are still provisory).

Sec. 62.50(10), Stats., requires a prior written recommendation from the FPC before the Common Council can reduce either the "salary" or the "compensation" of members (sworn and unsworn) of the Fire or Police Departments. Because the term "compensation" is not defined in the statute (the scope of Sec. 62.50(10) is presently being litigated), the City Attorney's office has advised, as a precautionary measure and to avoid potential litigation and liability under a broad construction of the term, that the City seek a prior written recommendation from the Fire and Police Commission regarding any changes in the terms or conditions of employment for members of either department that could potentially be deemed to constitute a decrease in "compensation." Obtaining the Fire and Police Commission's recommendation of the following changes would ensure that no potentially viable challenge could be made by individual employees or their bargaining representatives under Sec. 62.50(10) if and when these changes are approved by the Common Council:

- Changes affecting MPSO, Local 215, and MPA members:

200 East Wells Street, Room 706, Milwaukee, WI 53202 • Phone (414) 286-3751, FAX 286-0800, TDD 286-2960
Employee Benefits, Room 701 • Medical Benefits Phone (414) 286-3184 • Worker's Compensation Phone (414) 286-2020, Fax 286-2106
Labor Relations, Room 701 • Labor Relations Phone (414) 286-2357, Fax 286-0900
Testing Fax (414) 286-5059 www.milwaukee.gov/der

- Each member to pay, commencing January 1, 2012, up to 12% of the bi-monthly group health coverage premium applicable to other active City employees for the particular plan choice and coverage type (single, employee plus dependents, etc.) options applicable to the member, and up to 12% of any and all increases to such premiums that are established by the City for particular plan choices and coverage type options from time-to-time after January 1, 2012 for active City employees. The maximum January 1, 2012 bi-monthly contribution rates for active City employees for the plan and coverage choice options available on January 1, 2012 are shown on Attachment A to this letter.

- Changes affecting MPSO members only (see Attachment B to this letter, Summary of Wage and Fringe Benefit Modifications applicable to MPSO members for details regarding the changes referenced below):

  - Reductions/elimination of variable shift assignment pay (VSAP) and certification pay for all employees;

  - Elimination of certain payments received by some employees pertaining to specific levels of educational credits.

- Changes affecting Local 215 members only (see Attachment C to this letter, Summary of Wage and Fringe Benefit Modifications applicable to Milwaukee Professional Firefighters' Association, Local 215, members for details regarding the changes referenced below):

  - Reductions/elimination of uniform allowance and training standards pay for all employees;

  - Reductions in salary for employees while they are in the Fire Department Academy.

- Changes affecting MPA members only (see Attachment D to this letter, Summary of Wage and Fringe Benefit Modifications for Milwaukee Police Association members for details regarding the changes referenced below):

  - Reductions in certification pay for all employees;

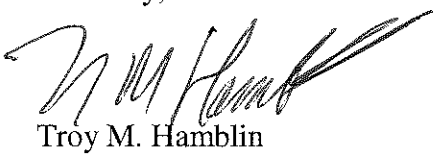
  - Elimination of the requirement the City provide a sweater to all employees;

  - Elimination of certain payments received by some employees pertaining to specific levels of educational credits;

- Reductions in salary for employees while they are in the Police Department Academy.

By this letter, I respectfully request that the Fire and Police Commission formally recommend to the Common Council each of the changes referenced above in this letter. Additionally, given the language of the statute, I ask that this Commission recommendation be communicated in writing to the Common Council through correspondence signed by the Commission's Chair and its Executive Director.

Sincerely,



Troy M. Hamblin
Labor Negotiator

Attachment A

2012 Rate Chart For Active Employees

This Chart applies to all Employees whose positions are represented by any of the following units:

GC Management; DC #48; NMNR; TEAM; Assc of Scient Pers; Assc of Muni Attys; SNC; Loc 510 IAM; Loc 494 Mach; Loc 75 Plumbers; Loc 195 Bridge Operators; Loc 139; Loc 61 Sanitation; ALEASP; Police Aides; Loc 494 FEDS

HEALTH PLAN "EMPLOYEE RATE" INFORMATION

An employee will pay twice per month the rate listed below under **"Employee Rate"** for the plan selected.

CHART I - 2012 Employee HEALTH PLAN Payroll Contribution.

The "Employee Rate" will be dediucted from the employee twice per month from the first and second paycheck.

	[1]UHC CHOICE PLAN			[2]UHC CHOICE PLUS PLAN (Replaces the City's Basic Plan)		
HEALTH PLAN	UHC CHOICE PLAN	City Share	**Employee Rate**	UHC CHOICE PLUS PLAN	City Share	**Employee Rate**
Single	$ 311.98	$ 274.54	**$ 37.44**	$ 396.84	$ 349.22	**$ 47.62**
Employee + Dependents	$ 467.97	$ 411.81	**$ 56.16**	$ 595.26	$ 523.83	**$ 71.43**
Employee + Spouse	$ 623.96	$ 549.08	**$ 74.88**	$ 793.68	$ 698.44	**$ 95.24**
Family	$ 935.94	$ 823.63	**$ 112.31**	$ 1,190.51	$ 1,047.65	**$ 142.86**

[1]This is the HMO equivalent.
[2]This is the Basic Plan equivalent.

CHART II - 2012 Employee DENTAL PLAN Payroll Contribution.

The "Employee Rate" will be dediucted from the employee twice per month from the first and second paycheck.

DENTAL PLAN	SINGLE PREMIUM	City Share	**Single Employee Rate**	FAMILY PREMIUM	City Share	**Family Employee Rate**
WPS/Delta Dental	$ 12.48	$ 6.50	**$ 5.98**	$ 43.10	$ 18.75	**$ 24.35**
Care-Plus	$ 21.93	$ 6.50	**$ 15.43**	$ 64.63	$ 18.75	**$ 45.88**
DentalBlue	$ 23.63	$ 6.50	**$ 17.13**	$ 70.89	$ 18.75	**$ 52.14**

DISCLAIMER: The benefit design and rate equivalents are subject to change by Common Council action.

NOTE: All rates/premiums and Employee Share amounts shown on this chart are shown as semi-monthly (twice per month) figures to reflect the fact that employee payroll deductions will take place twice per month, on the first and second paychecks of each month. Multiply the Rates/Premiums and Employee Share amounts by two (2) to calculate the full amounts..

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

1. Article 1, Duration Article 1: Three year, January 1, 2010 through December 31, 2012

2. Article 9, Base Salary:

   (a) Effective Pay Period 1, 2011, increase the biweekly rates of pay of Police Sergeant by $102.31 ($2,667 annually), and increase the biweekly rates of pay of all other employees by $55.77 ($1,454 annually), with corresponding reductions in 2011 VSAP and Certification Pay payments.

   (b) 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
   - A 3.5% across the board wage increase for Police Sergeant over Pay Period 26, 2011 wage rates
   - A 2.0% across the board wage increase for all other employees over Pay Period 26, 2011 wage rates

   (c) Effective Pay Period 14, 2012:
   - A 1.25% across the board wage increase for Police Sergeant over Pay Period 13, 2012 wage rates
   - A 1.0% across the board wage increase for all other employees over the Pay Period 13, 2012 wage rates

3. Article 49, Variable Shift Assignment Pay:

   (a) Effective for calendar year 2011 payments eliminate the VSAP payment provided to employees in subsections 1.a.(1) and (2).

   (b) Modify section 6: *It is understood that including VSAP payments in the base biweekly salary is in recognition of the City's sole and unrestricted right to vary from time to time and without advance notice the starting time of an employee's regularly scheduled eight-hour shift assignment and/or the day on which such regular shift assignment occurs. Including the VSAP payments in base salary is in lieu of any other compensation for the City's retention of this right, including, without limitation, and "Out-of-Shift" premium pay.*

   (c) Renumber subsection 1.b. and update entire Article, as needed.

4. Article 58, Certification Pay:

   (a) Effective for calendar year 2011 payments eliminate Certification Pay payments provided to employees in section 1. After the payments for calendar year 2010 (paid in 2011), there shall be no Certification Pay payments.
   (b) Insert the following at the beginning of the Article: Certification Pay payments have been included in the Salary Schedule as of Pay Period 1, 2011.

5. Article 12, Overtime. Insert the following in section 4.b.:

   Effective the beginning of the first pay period following the execution date of the 2010-2012 Agreement, all overtime earned for work performed under grants shall be paid in cash.

6. Article 17, Health Insurance:

   (a) Effective January 1, 2012, active employees shall contribute 12% of the Health Insurance Premium payment for plan selected.
   (b) Remove prohibited subjects of bargaining from the remainder of the article.

7. Article 24, Vacations. Insert the following in section 4:

   Effective January 1, 2012, vacation shall be taken on a fiscal year basis.

8. Article 54, Drug Testing:

   (a) Eliminate the existing memorandum of understanding and the contractual reference thereto. Incorporate a reference to the new Standard Operating Procedure (hair testing).

9. Article 35, 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) Insert the following at the beginning of the Article: Educational Pay shall be included in the Salary Schedule as of Pay Period 1, 2012.
   (c) Update entire article as needed

10. Incorporate into contract tentative agreements with necessary additions and updates of language and dates and deletion of obsolete language.

Summary of Wage and Fringe Benefit Modifications
In the 2010 – 2012 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Professional Firefighters' Association

1. Article 1, Duration Article 1: Three year, January 1, 2010 through December 31, 2012

2. Article 2, Recognition and Article 9, Definitions

   Update to incorporate Fire Investigator and Special Lieutenant titles.

3. Article 10, Base Salary:

   (a) Effective Pay Period 1, 2011, increase the biweekly rates of pay of all employees by $12.50.
   (b) Effective Pay Period 1, 2011, increase the biweekly rates of pay of Firefighter, Fire Paramedic and Heavy Equipment Operator by $23.08,
   (c) Effective Pay Period 1, 2011, increase the biweekly rates of pay of Lieutenant and Vehicle Operations Instructor by $42.31.
   (d) Effective upon the execution date of the Agreement all newly hired Firefighters shall be paid at the academy step which shall be 75% of step 1 of Pay Range 850.
   (e) Effective Pay Period 26, 2011, a 2.95% across-the-board wage increase over the Pay Period 25, 2011 wage rates.
   (f) Effective Pay Period 14, 2012, a 1.0% across-the-board wage increase over the Pay Period 13, 2012 wage rates.

4. Article 35, Uniform Allowance:

   (a) Effective for calendar year 2011 payments eliminate the Uniform Replacement Allowance provided to employees. After the payments for calendar 2010 (paid in December 2010), there shall be no Uniform Allowance payments.
   (b) Delete the existing contents of the Article. Deletion of this Article shall not affect any prior years' payments.
   (c) Insert the following at the beginning of the Article: Uniform Allowance payments have been included in the Salary Schedule as of Pay Period 1, 2011.

5. Article 58, Training Standards Pay:

   (a) Effective for calendar year 2011 payments eliminate Training Standards Pay payments provided to employees. After the payments for calendar year 2010 (paid in 2011), there shall be no Training Standards Pay payments.

(b) Insert the following at the beginning of the Article: Training Standards Pay payments have been included in the Salary Schedule as of Pay Period 1, 2011.

6. Article 26, Health Insurance:

(a) Effective January 1, 2012, active employees shall contribute 12% of the Health Insurance Premium payment for the plan selected.
(b) Effective January 1, 2012, registered domestic partners of eligible City employees shall be eligible for health benefits and dental insurance. Employees who elect coverage for his/her domestic partner must be enrolled in the same plan.
(c) Remove prohibited subjects of bargaining from the remainder of the article.

7. Update language and dates and delete any obsolete language.

215 Summary W&FB_10-12
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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) Effective upon the execution date of the Agreement all newly hired Police Officers shall be paid at the academy step which shall be 75% of step 1 of Pay Range 801.
   (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
      - A 2.95% 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.