City of Milwaukee

Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

December 14, 2011

Board of Fire & Police Commissioners
200 East Wells Street, Room 706
City of Milwaukee

Dear Commissioners:

On December 9th, I wrote to you asking that you take up certain matters at your next meeting relative to employees represented by the Milwaukee Police Association (MPA). I attach a copy of that letter (without its attachments). I ask that in addition to your formally recommending to the Common Council each of the changes referenced in that letter, you also take the same action with respect to matters set forth in this letter.

As noted in my December 9th letter, and in letters I have sent to the Commission earlier this Fall, 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:

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

- Group Health Coverage Changes. The City intends to have all members of the Milwaukee Fire and Police Departments, as the City has done with other City employees, contribute more for health insurance benefits such as, but not limited to, co-insurance, in/out-of-network benefits, deductibles, drug co-payments, emergency room co-payments, etc., in accordance with the schedule included as Attachment A to this letter (showing amounts paid for covered services by the City and by plan participants under each of the two plan options).

As you may recall, in a letter dated October 18, 2011, I sought the FPC's written recommendation to the Common Council formally recommending the above-described changes (and other changes) for all members of the Fire Department and the Police Department, including members of the Milwaukee Police Supervisors Organization (MPSO) and the Milwaukee Professional Firefighters' Association, Local 215. In a letter dated October 21, 2011 (copy attached, without attachments), the FPC provided the written recommendation I had sought. I now respectfully request that the changes set forth in this letter and in my earlier December 9th letter to you be recommended by the FPC for all members of the Police Department represented by the Milwaukee Police Association. Additionally, I ask that a letter, signed by the Commission Chair and its Executive Director, confirming such recommendations by the PFC be provided to the Common Council before its meeting on December 20, 2011.

Sincerely,

Troy M. Hamblin
Labor Negotiator

## SUMMARY OF HEALTH INSURANCE BENEFITS FOR CITY OF MILWAUKEE

NOTE: This summary is intended only to highlight your benefits and should not be relied upon to fully determine your coverage. The Summary Plan Description shall prevail.

| Type of Coverage | CITY OF MILWAUKEE EPO UHC Choice Plan | CITY OF MILWAUKEE PPO UHC Choice Plus Plan (Replaces the Basic Plan) | |
|---|---|---|---|
| | Network Only Benefits | Network Benefits | Non-Network Benefits |
| 1. **Annual Deductible**<br>Individual Deductible<br>Family Deductible | $500 per year<br>$1,000 per year | $750 per year<br>$1,500 per year | $1,500 per year<br>$3,000 per year |
| 2. **Out-of-Pocket Maximum**<br>Individual Out-of-Pocket Maximum<br>Family Out-of-Pocket Maximum | $1,000 per year<br>$2,000 per year | $1,500 per year<br>$3,000 per year | $3,000 per year<br>$6,000 per year |
| 3. **Benefit Plan coinsurance – Amount the Plan Pays** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 4. **Lifetime Maximum** | No Lifetime Maximum | No Lifetime Maximum | No Lifetime Maximum |
| 5. **Ambulance Services – Emergency & approved Non-Emergency** | 90% after Deductible met. | 90% after Deductible met. | 90% after Deductible met. |
| 6. **Autism Spectrum Disorder Services** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 7. **Dental Accident/Oral Surgery**<br>Oral Surgery coverage is limited to 13 specific oral surgical procedures. (See end of benefit summary on pg.10). | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 8. **Durable Medical Equipment** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 9. **Emergency Health Services** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 10. **Hearing Aids**<br>Benefits are limited to enrolled dependent children under 18, limited to one hearing aid per year, every 3 years | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 11. **Home Health Care**<br>Benefits are limited to 40 visits per calendar year. | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 12. **Hospice** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 13. **Hospital – Inpatient Stay** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 14. **Lab, X-Ray & Diagnostics - Outpatient** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 15. **Mental Health Services** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 16. **Nutritional Counseling** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 17. **Physician Fees for Surgical & Medical Services** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 18. **Physician Office Services – Sickness and Injury** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 19. **Preventive Care Services**<br>Includes Physician Office Visit, Lab, X-Ray or other preventive tests. Generally when a service is performed during your annual preventive care visit, specifically for preventive screening, and there are no known symptoms, illnesses or history, the services will be considered for this benefit.<br>For more information about preventive services that might be right for you, visit www.uhcpreventivecare.com. | 100%<br>Deductible does not apply | 100%<br>Deductible does not apply | Not Covered |
| 20. **Prosthetic Devices** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |



Attachment A (2 pages)

## SUMMARY OF HEALTH INSURANCE BENEFITS FOR CITY OF MILWAUKEE

NOTE: This summary is intended only to highlight your benefits and should not be relied upon to fully determine your coverage. The Summary Plan Description shall prevail.

| Type of Coverage | CITY OF MILWAUKEE EPO UHC Choice Plan | CITY OF MILWAUKEE PPO UHC Choice Plus Plan (Replaces the Basic Plan) | |
|---|---|---|---|
| | Network Only Benefits | Network Benefits | Non-Network Benefits |
| 21. **Rehabilitation Services – Chiropractic Treatment** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 22. **Rehabilitation Services – Outpatient Therapy**<br>Short-term outpatient rehabilitation for Physical therapy, Occupational therapy, Speech therapy, Pulmonary rehabilitation therapy, Cardiac rehabilitation therapy, and Respiratory therapy. 50 visit maximum per year for each necessary therapy. | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 23. **Skilled Nursing Facility/Inpatient Rehabilitation Facility Services:**<br>120 day maximum per inpatient stay. | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 24. **Substance Use Disorder** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 25. **Temporomandibular Joint disorder Treatment (TMJ):**<br>Benefits are limited to $1,250 per year for diagnostic procedures and non-surgical treatment. | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 26. **Transplant Services** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 27. **Urgent Care** | 90% after Deductible met. | 90% after Deductible met. | 70% after Deductible met. |
| 28. **Vision Care**<br>One routine vision exam at a Network provider every 2 years. | 90% after Deductible met. | 90% after Deductible met. | Not Covered. |
| 29. **Prescription Drug Benefits administered by MEDCO** | | | |
| Retail Pharmacy – 30 day supply | Tier 1: $ 5.00 copay<br>Tier 2: $25.00 copay<br>Tier 3: $50.00 copay | Tier 1: $ 5.00 copay<br>Tier 2: $25.00 copay<br>Tier 3: $50.00 copay | |
| Mail Order – up to 90 day supply | Tier 1: $10.00 copay<br>Tier 2: $50.00 copay<br>Tier 3: $100.00 copay | Tier 1: $10.00 copay<br>Tier 2: $50.00 copay<br>Tier 3: $100.00 copay | |
| 30. **Dependent Coverage** | Include employee's spouse; eligible dependent children, stepchildren, foster children; grandchildren (if the parent is an eligible dependent child under the age of 18), adopted children and children placed for adoption as mandated by the State or Federal government. Based on the recent federal health care reform, coverage for dependent children is through the end of the calendar year in which the dependent child or adult child turns 26, without regard to the adult child's school status, marital status or dependent status. There will be state imputed tax only, not federal imputed tax, if the adult child is not an IRS dependent. | | |

**United Healthcare Oral Surgery is limited to the following 13 oral surgical procedures (see #7 above)**

1. Surgical removal of bony impacted teeth;
2. Excision of tumors, cysts of the jaws, cheeks, lips, tongue, roof of mouth when such conditions require pathological examination;
3. Surgical procedures required to correct accidental injuries of the jaws, cheeks, lips, tongue, roof and floor of mouth;
4. Apicoectomy;
5. Excision of exostosis of jaws and hard palate;
6. Treatment of fractures of facial bones;
7. External incisions and drainage of cellulitis;
8. Incision of accessory sinuses, salivary glands or ducts;
9. Gingivectomy;
10. Alveolectomy;
11. Frenectomy;
12. Removal of retained root;
13. Gingival and Apical curettage.

City of Milwaukee

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**Tom Barrett**
Mayor

**Maria Monteagudo**
Director

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**Troy M. Hamblin**
Labor Negotiator

RECEIVED
DEC 9 2011
FIRE AND POLICE COMMISSION

December 9, 2011

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

Dear Commissioners:

I ask that you reconsider at your next meeting matters relative to the City's ratification process for collective bargaining agreements covering the years 2010-2012 with the Milwaukee Police Association (MPA). The Common Council's Finance and Personnel Committee is scheduled to act on the MPA bargaining agreement (file #110547) on December 14, 2011 with the Common Council taking final action on December 20, 2011.

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 MPA members:
    - 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-

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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.

- Effective January 1, 2012, each member to contribute up to a maximum of $20 per month over and above the 12% contribution specified immediately above for each adult (maximum of two, excluding dependent children) who chooses not to fully participate in and complete annual Health Risk Assessments as part of the City's Wellness and Prevention Program.

Please see Attachment B for additional information 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 NMK

TROY M. HAMBLIN
Labor Negotiator

Attachment A

Rev. 08/11

City of Milwaukee
Dept of Employee Relations

## 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 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.

City of Milwaukee

**Fire and Police Commission**

Michael G. Tobin
Executive Director

Richard C. Cox
Chair
Carolina M. Stark
Vice-Chair
Kathryn A. Hein
Paol X. Lor
Sarah W. Morgan
Michael M. O'Hear
Commissioners

October 21, 2011

Alderman Willie L. Hines, Jr.
Common Council President
City Hall, Room 205
200 E. Wells Street
Milwaukee, WI 53202

Re: Milwaukee Police Department and Milwaukee Fire Department 2012 Salary and Compensation

Dear President Hines:

On October 20, 2011, the Fire and Police Commission (FPC) considered and reviewed the request of Labor Negotiator Troy Hamblin regarding a reduction in salary and compensation as outlined in his letter dated October 18, 2011. The FPC publicly noticed the review specifically with reference to consideration of a reduction of department member salary and compensation.

Upon conclusion of its review, the Board of Fire and Police Commissioners approved a resolution to recommend to the Milwaukee Common Council a decrease in the salary and compensation in 2012 of sworn and non-sworn members of the Milwaukee Fire Department and the Milwaukee Police Department up to and including a decrease that is in accordance with Mr. Hamblin's October 18, 2011 letter, subject to and in accordance with sec. 62.50(10) Wis. Stats.

Sincerely,

Richard C. Cox
Chairman

Michael G. Tobin
Executive Director

Att. 10/18/11 Letter from T. Hamblin

cc: Ald. Michael Murphy
Mark Nicolini
Troy Hamblin
Grant Langley, City Attorney

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