

**Agreement  
Between  
City of Milwaukee  
and  
Association of Law Enforcement  
Allied Services Personnel  
Police Support Services Personnel**

**January 1, 2013 through December 31, 2013**

## **PREAMBLE**

This Agreement, is made and entered into at Milwaukee, Wisconsin between the CITY OF MILWAUKEE, a municipal corporation, hereinafter referred to as "City," as municipal employer, and the ASSOCIATION OF LAW ENFORCEMENT ALLIED SERVICES PERSONNEL, (Police Support Services Personnel), hereinafter referred to as "Association," as the representative of certain civilian non-supervisory employees of the City of Milwaukee in the Police Department.

The parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship, which exists between them and to enter into an agreement covering base wages.

The parties do hereby acknowledge that this Agreement is the result of the unlimited right and opportunity afforded to each of the parties to make any and all demands and proposals with respect to the subject of base wages

This Agreement is an implementation of the provisions of Section 111.70, Wisconsin Statutes, consistent with the legislative authority in effect on the execution date of this Agreement that is delegated to the City Common Council relating to: The Chief of Police and the Fire and Police Commission (as set forth in Section 62.50, Wisconsin Statutes); The Municipal Budget Law (as set forth in Chapter 65 of the Wisconsin Statutes); and any other statutes and laws applicable to the City.

## **ARTICLE 1**

### **DURATION OF AGREEMENT AND TIMETABLE**

This Agreement shall be in effect beginning at 12:01 a.m. on January 1, 2013, and ending at 12:01 a.m. on January 1, 2014.

## **ARTICLE 2**

### **RECOGNITION**

1. Except as provided for in paragraph 2 of this Article, below, the City recognizes the Association as the exclusive bargaining agent, for the purposes of establishing wages, hours, and conditions of employment, for all regular full-time and regular part-time employees employed in the Police Department in the following classifications:

Accounting Assistant I  
Accounting Assistant II  
Administrative Assistant I  
Administrative Assistant II  
Audiovisual Specialist I  
Audiovisual Specialist II  
Clerk Stenographer II  
Clerk Stenographer III  
Computer Operator I  
Computer Operator II  
Crime Analyst  
Data Entry Operator I  
Data Entry Operator II  
Electronic Technician  
Electronic Technician Assistant  
Help Desk Specialist I  
Help Desk Specialist II  
Graphic Designer I  
Graphic Designer II  
Inventory Control Assistant I  
Inventory Control Assistant II  
Inventory Control Assistant III  
Lead Offset Press Operator (Reclassified to Production Designer II, PP 18, 2001)  
Lead Police Telecommunicator  
Mail Processor  
Microfilm Technician I  
Office Assistant I  
Office Assistant II  
Office Assistant III  
Office Assistant IV  
Office Coordinator  
Offset Press Operator I  
Offset Press Operator II (Reclassified to Printer, PP18, 2001)  
Parking Checker  
Lead Parking Checker  
Police Dispatcher  
Police District Office Assistant  
Police Services Specialist  
Police Services Specialist-Investigator  
Police Telecommunicator  
Printer  
Production Designer II  
Program Assistant II  
Seasonal Police Telecommunicator  
Teller  
Transcriptionist II  
Transcriptionist III  
Video Electronic Technician

2. In accordance with the Wisconsin Employment Relations Commission (WERC), certification of

the Association bargaining unit dated January 25, 1983, law enforcement personnel having the power of arrest, Police Aides, Heating and Ventilating Mechanics, Maintenance Mechanics, Custodial Workers, Professional, Craft, confidential, managerial and supervisory employees are excluded from the Association bargaining unit. The following positions are excluded from the bargaining unit as confidential, managerial or supervisory employees:

All full-time clerical personnel assigned to the Professional Performance Division;

All full-time positions assigned to the Administration Bureau, and the Human Resources Division;

Four positions assigned to the Payroll Section, but not including Data Entry Operators and not including positions assigned to the Medical Section;

One position assigned to the Assistant Chief of Police;

Two positions assigned to the Office of the Chief of Police;

Two positions assigned to the Budget and Finance Division.

### **ARTICLE 3**

#### **BASE SALARY**

1. Commencing Pay Period 14, 2013 (June 23, 2013), the biweekly base salary paid to employees shall be as follows:

Pay Range 2BN	1,591.58 – 1,809.52
Pay Range 2CN	1,686.73 – 1,933.48
Pay Range 2GN	2,065.92 – 2,509.30
Pay Range 2KX	2,912.89 – 3,469.81
Pay Range 3BN	1,292.84 – 1,421.28
Pay Range 3FN	1,509.84 – 1,700.44
Pay Range 3IN	1,638.17 – 1,870.91

Pay Range 3MN	1,834.46 – 2,323.81
Pay Range 5EN	1,473.97 – 1,651.91 (Office Coordinator)
	1,504.86 – 1,768.44 (PSSI)
Pay Range 5FN	1,548.13 – 1,752.57
Pay Range 6AN	1,111.20 – 1,168.00
Pay Range 6CN	957.30 – 1,198.00
Pay Range 6EN	1,111.31 – 1,293.99
Pay Range 6FN	1,167.70 – 1,397.71 (Mail Processor)
	1,167.70 – 1,363.52 (Office Assistant III)
	1,263.82 – 1,398.09 (Police Telecom Transcriptionist III)
Pay Range 6GN	1,319.69 - 1,454.02 (Acct Asst. I, Admin Asst. I)
	1,171.85 – 1,418.89 (Parking Checker)
Pay Range 6HN	1,377.14 – 1,523.95 (Admin Asst. II, Office Asst. II, Office Clerk IV)
	1,349.46 – 1,487.68 (Inventory Control Asst. II)
	1,362.45 – 1,500.70 (Ld. Police Telecommunicator)
Pay Range 6IN	1,335.08 – 1,538.06
Pay Range 6NN	1,405.43 – 1,821.54
Pay Range 7FN	1,560.55 – 1,755.72
Pay Range 9MN	1,008.00 – 1,250.40

- Should an employee choose to establish residency outside of the City of Milwaukee on or after the start of Pay Period 14, 2013 (June 23, 2013) their biweekly rate of pay shall be reduced prospectively by 2.96% (to Pay Period 13 Rates).
- Retroactive wage payments. The parties elect not to be bound by the required frequency of wage

payment provision of 109.03, Wisconsin State Statutes, in respect to retroactive wages payable under the terms of this Agreement. Retroactive wage payments under the terms of this Agreement shall be paid no later than 60 days from the execution date of this Agreement. For purposes of this provision, the execution of this Agreement shall be defined as the date the resolution approving this Agreement has been approved by the Mayor.

#### **ARTICLE 4**

##### **ENTIRE AGREEMENT**

The forgoing constitutes the entire Agreement between the parties, and no verbal statement shall supersede any of its provisions. The City may within its discretion implement these provisions by ordinance, resolution or the establishment of administrative procedure. Any such ordinance, resolution or administrative procedure shall not be deemed to be a part of this Agreement.

Dated at Milwaukee, Wisconsin, this 26 day of August, 2013.

All copies of this instrument being executed will have the same force and effect as though each were an original.

BY: Sue McGovern  
Sue McGovern, President

Lori Resch  
Lori Resch, Treasurer

BY: M. Montegudo  
Maria Montegudo  
Employee Relations Director

Deborah A. Ford  
Deborah A. Ford  
Labor Negotiator

Nicole M. Fleck  
Nicole M. Fleck  
Labor Relations Officer

FOR THE CITY:

Tom Barrett  
Tom Barrett, Mayor

James Orszarski  
James Orszarski, City Clerk  
Orszarski

Martin Matson  
Martin Matson, Comptroller

Willie L. Hines Jr.  
Willie L. Hines Jr., Alderman  
President, Common Council

Michael J. Murphy  
Michael J. Murphy, Alderman  
Chairman, Finance and Personnel Committee

**Signatures**

labr/alea-clc/2013 Labor Contract