

AGREEMENT

Between

CITY OF MILWAUKEE

and

THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21

I.U.P.A., AFL-CIO

EFFECTIVE JANUARY 1, 2013 THROUGH DECEMBER 31, 2017

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and
MILWAUKEE POLICE ASSOCIATION, LOCAL #21

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AGREEMENT
Between
CITY OF MILWAUKEE
and
THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21
I.U.P.A., AFL-CIO

EFFECTIVE JANUARY 1, 2013 THROUGH DECEMBER 31, 2017

PREAMBLE

- 12 1. THIS AGREEMENT, is made and entered into at Milwaukee, Wisconsin between the CITY OF
13 MILWAUKEE, a municipal corporation, hereinafter referred to as "City", as municipal employer,
14 and the MILWAUKEE POLICE ASSOCIATION, Local #21, I.U.P.A., AFL-CIO, hereinafter
15 referred to as "Association", as the representative of certain non-supervisory employees of the
16 City of Milwaukee in the Police Department.
- 17 2. The parties to this Agreement are desirous of reaching an amicable understanding with respect to
18 the employer-employee relationship which exists between them and to enter into a complete
19 Agreement covering rates of pay, hours of work, and conditions of employment.
- 20 3. The parties do hereby acknowledge that this Agreement is the result of the unlimited right and
21 opportunity afforded to each of the parties to make any and all demands and proposals with
22 respect to the subject of rates of pay, hours of work, and conditions of employment and incidental
23 matters respecting thereto.
- 24 4. This Agreement is an implementation of the provisions of Section 111.70, Wisconsin Statutes,
25 consistent with the legislative authority in effect on the execution date of this Agreement that is
26 delegated to the City Common Council relating to: The Chief of Police and the Fire and Police
27 Commission (as set forth in Section 62.50, Wisconsin Statutes); The Municipal Budget Law (as
28 set forth in Chapter 65 of the Wisconsin Statutes); and any other statutes and laws applicable to
29 the City. The Fire and Police Commission and the Chief of Police will abide by the terms of this
30 Agreement.
- 31 5. It is intended by the provisions of this Agreement that there be no abrogation of the duties,
32 obligations, or responsibilities of any agency or department of City government which is now

1 expressly provided for respectively either by: State Statute and Charter Ordinances of the City of
2 Milwaukee except as expressly limited herein.

- 3 6. It is intended by the parties hereto that the employer-employee relationship which exists now and
4 has heretofore existed by and between the City and the members of the Association who are
5 employed by the City shall continue to be the same in the event this Agreement is terminated or
6 by virtue of its terms becomes terminated.

7 **ARTICLE 1**

8 **DURATION OF AGREEMENT AND TIMETABLE**

- 9 1. This Agreement shall be in effect beginning at 12:01 a.m. on January 1, 2013, and ending at
10 12:01 a.m. on January 1, 2018. This Agreement will terminate on January 1, 2018, unless the
11 parties hereto both agree to extend it beyond that date.
- 12 2. Not earlier than June 15, 2017, nor later than July 1, 2017, the Association shall give the City
13 Labor Negotiator written notice in accordance with the NOTICES Article of this Agreement,
14 indicating areas in a succeeding Labor Contract in which changes are requested; conferences and
15 negotiations shall be carried on by the parties hereto beginning 30 calendar days following the
16 date such notice is provided.
- 17 3. Any matter which directly or indirectly relates to wages, hours or conditions of employment, or
18 which relates to other matters, whether the same are specifically covered by this Agreement or
19 not will not be a subject for bargaining during the term of this Agreement, provided, however,
20 this item is subject to the provisions of the WAIVER OF FURTHER BARGAINING Article of
21 this Agreement.

22 **ARTICLE 2**

23 **RECOGNITION**

- 24 1. Except as provided in subsection 2, below, the Association is recognized as the exclusive
25 bargaining agent for employees in active service and in the following classifications:

- 1 Detective
- 2 Police Officer
- 3 Forensic Investigator
- 4 Chief Document Examiner
- 5 Document Examiner
- 6 Police Alarm Operator
- 7 Police Matron
- 8 Custodian of Police Property and Stores
- 9 Assistant Custodian of Police Property and Stores
- 10 Narcotics Control Officer
- 11 Police Electronic Technician
- 12 Police Audio-Visual Specialist
- 13 Court Liaison Officer
- 14 Latent Print Examiner
- 15 Computer Aided Dispatch System Specialist
- 16 Police Data Communications Specialist
- 17 Identification Systems Specialist
- 18

19 If an employee occupying one of the classifications listed above is placed on an authorized leave
20 of absence without pay, the Association shall also be recognized as the exclusive bargaining agent
21 for that individual during the period of such leave. While on such leave, the individual shall not
22 be covered by this Agreement and shall not be entitled to any of its benefits except as specifically
23 provided herein.

24 2. The Association recognizes its responsibility to cooperate with the City to assure maximum
25 service at minimum cost to the public consistent with its obligations to the employees it
26 represents.

27 3. In the event a consolidation occurs in any City department, between City departments or units
28 thereof, whose employees, in part or in whole, are within a recognized bargaining unit and such
29 consolidation results in a combining of the employees in the department who were members of
30 more than one bargaining unit, then a new election shall be requested of the Wisconsin
31 Employment Relations Commission. The certified representative, as determined by the WERC
32 pursuant to the election, shall assume the contractual obligations of each and every consolidated
33 unit as if no consolidation had occurred until the expiration of existing contract terms.

34 4. In the event new positions not now covered by the recognition provisions of this Agreement are
35 created by the City through action of the Common Council and said positions would be embraced

1 within the bargaining unit, provided the City and Association agree that the new positions(s)
2 should be embraced within the bargaining unit, then the employees appointed to such positions
3 shall be deemed part of such bargaining unit and shall be represented by the bargaining unit and
4 they shall also be covered by the Agreement between the Association and the City.

5 **ARTICLE 3**

6 **ORDINANCE AND RESOLUTION REFERENCES**

- 7 1. Except as provided in subsection 2, below, this Agreement contains benefits and the terms and
8 conditions under which they are provided employees. At its option, the City may establish
9 ordinances, resolutions and procedures to administer these benefits. These ordinances,
10 resolutions and procedures, as well as any other ordinances or resolutions in effect, shall not be
11 deemed a part of this Agreement unless the parties shall mutually consent thereto. In the event of
12 differences between this Agreement and ordinances and resolutions, this Agreement shall control.
- 13 2. Subsection 1., above, shall not apply to the PENSION BENEFITS provision of this Agreement.
14 Pension benefits for employees covered by this Agreement shall be those benefits defined in the
15 applicable laws for the pension systems covering such employees.

16 **ARTICLE 4**

17 **SUBJECT TO CHARTER**

18 In the event that the provisions of this Agreement or application of this Agreement conflicts with
19 the legislative authority which devolves upon the Common Council of the City of Milwaukee as more
20 fully set forth in the provisions of the Milwaukee City Charter, Section 62.50, Wisconsin Statutes, 1977,
21 and amendments thereto, pertaining to the powers, functions, duties and responsibilities of the Chief of
22 Police and the Board of Fire and Police Commissioners or the Municipal Budget Law, Chapter 65,
23 Wisconsin Statutes, 1971, or other applicable laws or statutes, this Agreement shall be subject to such
24 provisions.

1 **ARTICLE 5**

2 **MANAGEMENT RIGHTS**

- 3 1. The Association recognizes the right of the City, the Chief of Police and the Board of Fire and
4 Police Commissioners to operate and manage their affairs in all respects in accordance with the
5 laws of Wisconsin, ordinances of the City, Constitution of the United States and Section 111.70
6 of the Wisconsin Statutes. The Association recognizes the exclusive right of the Board of Fire
7 and Police Commissioners and/or the Chief of Police to establish and maintain departmental rules
8 and procedures for the administration of the Police Department during the term of this Agreement
9 provided that such rules and procedures do not violate any of the provisions of this Agreement.
- 10 2. The City has the exclusive right and authority to schedule overtime work as required in the
11 manner most advantageous to the City. The City shall have the sole right to authorize tradeoffs of
12 work assignments.
- 13 3. It is understood by the parties that every incidental duty connected with operations enumerated in
14 job descriptions is not always specifically described; nevertheless, it is intended that all such
15 duties shall be performed by the employee.
- 16 4. The City reserves the right to discipline or discharge for cause; except that discharge of a
17 probationary employee in the Police Officer position classification shall not have to be for cause.
18 The City reserves the right to lay off personnel of the department.
- 19 5. The City shall determine work schedules and establish methods and processes by which such
20 work is performed.
- 21 6. The City shall not impose furlough days during calendar years 2016 and 2017. This provision
22 shall sunset December 31, 2017.
- 23 7. The City shall have the right to transfer employees within the Police Department in a manner
24 most advantageous to the City.
- 25 8. Except as otherwise specifically provided in this Agreement, the City, the Chief of Police and the
26 Fire and Police Commission shall retain all rights and authority to which by law they are entitled.

- 1 9. The City shall have the exclusive authority to transfer any or all of the operations of the
2 Milwaukee Police Department now conducted by it to another unit of government and such
3 transfer shall not require any prior negotiations or the consent of any group, organization, union
4 or labor organization whatsoever.
- 5 10. The City shall have the authority without prior negotiations to consolidate the operations of two
6 or more departments, or the operations within a department, or to reorganize within departments.
- 7 11. The Association recognizes that the City has statutory and charter rights and obligations in
8 contracting for matters relating to municipal operations. The right of contracting or
9 subcontracting is vested in the City.
- 10 12. The Association pledges cooperation to the increasing of departmental efficiency and
11 effectiveness. Any and all rights concerning the management and direction of the Police
12 Department and the police force shall be exclusively the right of the City unless otherwise
13 provided by the terms of this Agreement as permitted by law.

14 **ARTICLE 6**

15 **PROBATIONARY EMPLOYEES**

- 16 1. Prior to the start of his/her field training at the Police Training Academy, a probationary
17 employee in the Police Officer job classifications who commences recruit training at the Police
18 Training Academy shall not be covered by the GRIEVANCE AND ARBITRATION
19 PROCEDURE Article of this Agreement in differences involving matters of Departmental
20 discipline or discharge; after the start of field training, such probationary employee shall not be
21 covered by such Article in differences involving matters of his/her discharge.
- 22 2. The duration of employee probationary periods shall be sixteen (16) months.
- 23 3. For employee probationary period requests from the Chief of Police to the Fire and Police
24 Commission made on or after May 16, 1995 the following procedure shall apply:
- 25 a. Copies of the Chief's letter to the Fire and Police Commission requesting an extension of

1 an employee's probationary period will be forwarded to the employee who is the subject of
2 the request and to the Association prior to the Commission meeting at which the Chief's
3 request is to be discussed; and

- 4 b. At the meeting of the Fire and Police Commission wherein the matter of the extension is
5 discussed, the affected employee will be given the opportunity to be heard if he or she so
6 desires. A representative of the Association may also appear and be heard on behalf of the
7 employee, if the employee so requests, and/or on behalf of the Association.

8 **ARTICLE 7**

9 **GRIEVANCE AND ARBITRATION PROCEDURE**

10 During the term of the 2013-2017 City-Association Agreement, if any change to §62.50, Wi. Stats. is
11 enacted that affects the ability of the Association to arbitrate discipline, the parties shall enter into
12 immediate collective bargaining negotiations for the purpose of arriving at mutually satisfactory
13 modifications to Article 7 only.

14 I. GRIEVANCE PROCEDURE

15 A. GRIEVANCES

- 16 1. Differences involving the interpretation, application or enforcement of the
17 provisions of this Agreement or the application of a rule or regulation of the
18 Milwaukee Police Department affecting wages, hours, or conditions of
19 employment shall constitute a grievance under the provisions set forth below.
20 Matters of departmental discipline involving application of the rules or regulations
21 of the Milwaukee Police Department which are not subject to appeal to the Board
22 of Fire and Police Commissioners, shall constitute a grievance under the
23 aforementioned provisions and matters of departmental discipline involving
24 application of the rules or regulations of the Chief of Police which are subject to
25 appeal to the Board of Fire and Police Commissioners shall not constitute a

1 grievance under the aforementioned provisions. Matters involving approval of
2 medical (or dental) insurance claims filed by an employee, or medical (or dental)
3 insurance claims filed by an employee on behalf of his/her dependents, shall not
4 constitute a grievance under the aforementioned provisions.

5 Obligations of the City under Chapter 65, Wisconsin Statutes, and any pension
6 matter under the exclusive jurisdiction or control of any duly constituted pension
7 board shall not constitute a grievance under the provisions aforementioned.

8 2. Grievances over discipline shall be initiated at the level of the Grievance Procedure
9 immediately above the level of the chain of command at which the discipline was
10 administered, except that in cases of discipline administered by the Chief of Police
11 the grievance shall be initiated at step 2 of the Grievance Procedure and be
12 reviewed by the Chief of Police.

13 3. Steps 1 and 2, inclusive, of this Grievance Procedure shall be inapplicable to
14 grievances involving health and life insurance benefits. A grievance concerning
15 health insurance or life insurance benefits, other than a matter involving claims,
16 shall be submitted directly to the City Labor Negotiator for review within fifteen
17 (15) calendar days of the occurrence of the incident leading to such grievance.
18 Within fifteen (15) calendar days following receipt of such grievance by the City
19 Labor Negotiator, representatives of the MPA shall meet with the City Labor
20 Negotiator, or his/her designee, at a mutually convenient time and place in an
21 attempt to resolve the grievance. Following such meeting, the City Labor
22 Negotiator shall answer the grievance in writing setting forth the reasons for his/her
23 decision and submit same to the Association Grievance Committee Chairman
24 within twenty-five (25) calendar days of such meeting. If the grievance is not
25 settled, the Association may proceed to final and binding arbitration as hereinafter
26 provided.

- 1 4. All grievances and grievance appeals shall set forth the provision of the Agreement
2 and/or the rule or regulation of the Chief of Police under which the grievance was
3 filed. All appeals of duly filed grievances not submitted by the Association or
4 employee (hereinafter referred to as "member") within the time limit specified shall
5 be termed abandoned grievances and as such shall be considered as being resolved
6 in favor of the City and not subject to provisions of this GRIEVANCE AND
7 ARBITRATION PROCEDURE. By mutual agreement, the parties may waive any
8 of the steps contained in this GRIEVANCE AND ARBITRATION PROCEDURE.
9 With the consent of the Association, the City Labor Negotiator may waive any of
10 the steps contained in this GRIEVANCE AND ARBITRATION PROCEDURE for
11 grievances involving economic matters; this waiver provision shall not apply to
12 grievances over matters of Departmental discipline.
- 13 5. In the event the Chief or Department takes a particular action which, in the
14 Association's view, results in a violation of the agreement and such action
15 adversely affects a number of members under circumstances that are essentially
16 identical, the MPA grievance committee may file a group grievance on their behalf
17 at the second step, within 15 calendar days of the occurrence of the incident
18 leading to such grievance. The group grievance shall identify by name, all
19 members alleged to have been adversely affected by such action. If the MPA
20 grievance committee is unable to identify all members of the group, by name,
21 within the time limit allowed for the filing of grievances, it shall specify those facts
22 which cause the adversely affected members to be identically situated in its view.
23 Before responding to the grievance, the Department shall provide the Association
24 with information or access to information reasonably necessary for the Association
25 to identify the members covered by the group grievance. The Association must
26 identify all members covered by the group grievance before appealing it to

1 arbitration. Alleged violations occurring after the occurrence of the incident giving
2 rise to the group grievance shall not be considered to be covered by the group
3 grievance, even if the facts are alleged to be essentially identical. In such a case,
4 separate grievances or group grievances must be timely filed in order to be
5 considered. Nothing herein is intended to preclude the parties from agreeing to
6 consolidate grievances and group grievances for purposes of arbitration.

7 **B. STEPS IN THE GRIEVANCE PROCEDURE**

8 **STEP 1:**

9 The aggrieved member shall reduce his/her grievance to writing on a provided
10 numbered form and shall present such written grievance to his/her Association
11 Steward. The Association Steward shall meet with the grievant and if the grievant
12 so desires and the Association Steward so determines, the Association Steward
13 shall present the written grievance to the grievant's district or bureau commanding
14 officer within fifteen (15) calendar days of the occurrence of the incident leading to
15 the grievance. Thereafter, the grievant, his/her Association Steward and his/her
16 district or bureau commanding officer together with the grievant's immediate
17 supervisor shall meet and discuss the grievance in a friendly manner and shall
18 make every effort to resolve the grievance. The district or bureau commanding
19 officer, if he/she deems it appropriate, may also discuss the grievance with the
20 grievant's shift commander and may include him/her in the meeting. Following
21 said meeting, the district or bureau commanding officer in consultation with the
22 grievant's shift commander and immediate supervisor shall answer the grievance in
23 writing, setting forth the reasons for his decision and submit same to the
24 Association Steward and the aggrieved within fifteen (15) calendar days of receipt
25 of the written grievance.

26 **STEP 2**

1 If the grievance is not resolved in step 1 above, the MPA Grievance Committee
2 Chairman, or his/her designee who shall be a member of the MPA bargaining unit,
3 may within fifteen (15) calendar days of the receipt of the Step 1 decision appeal
4 this decision to the Chief of Police. Failure to appeal said decision within said
5 period of time shall constitute a settlement of the grievance. Said appeal shall be in
6 writing and shall be submitted to the Chief of Police and therein a request shall be
7 made for a meeting with the Chief of Police to consider the decision from Step 1.
8 The Chief of Police and the Chief's Panel together with the MPA Grievance
9 Committee Chairman, or his/her designee who shall be a member of the MPA
10 bargaining unit, shall meet at a mutually agreeable time. The grievant shall be
11 entitled to be present at such appeal meeting and shall have the right to be
12 represented by the Grievance Committee Chairman, or his/her designee who shall
13 be a member of the MPA bargaining unit, and the parties shall discuss the Step 1
14 decision in good faith and attempt to resolve the matter. Within thirty (30)
15 calendar days of receipt of the written appeal to the grievance, unless the time
16 period is mutually extended by the parties, the Chief shall, in writing, advise the
17 Chairman of the MPA Grievance Committee and the grievant as to the Chief's
18 decision with respect to the grievance. If an Association grievance is not settled at
19 the second step, the Association may proceed to final and binding arbitration as
20 hereinafter provided.

21 II. GRIEVANCE ARBITRATION

- 22 A. Final and binding arbitration may be initiated by serving upon the Chief of Police and City
23 Labor Negotiator a notice in writing of an intent to proceed to final and binding arbitration
24 within 30 calendar days of receipt of the second step answer. Said notice shall identify the
25 grievance and the employees involved.
- 26 B. Arbitrators

1 1. Grievance appeals properly submitted for final and binding arbitration shall be
2 decided by one of two arbitrators mutually acceptable to the City and the
3 Association

4 2. The arbitrator's term of office shall run concurrent with the term of this Agreement
5 and shall automatically be renewed for an identical term unless one of the parties
6 submits to the other in writing an objection to such renewal no later than 30
7 calendar days prior to the expiration of the term. By mutual consent of the parties,
8 the individuals serving as arbitrator may be removed at any time. Upon non-
9 renewal, removal, or resignation of an arbitrator, either a new arbitrator, mutually
10 acceptable to both parties, per their understanding, shall be appointed, or, in the
11 event the parties, after 30 calendar days, are unable to agree on a mutually
12 acceptable arbitrator, the following language shall be substituted for subsection
13 B.1. of this Article:

 Unless the parties can, within seven (7) calendar days following the receipt
14 of such written notice, agree upon the selection of an arbitrator, either party
15 may in writing request the Wisconsin Employment Relations Commission to
16 submit a list of five (5) ad hoc arbitrators to both parties. The parties shall,
17 within seven (7) calendar days of the receipt of said list, select the arbitrator
18 by alternately striking names from the list until one name remains. Such
19 person shall then become the arbitrator.
20

21 3. In accordance with the foregoing provisions and by their mutual consent the
22 parties agree to designate Richard McLaughlin and Amedeo Greco as the
23 arbitrators for the time period beginning on July 1, 2014. The parties further agree
24 that the presentation of grievances shall alternate between McLaughlin and Greco,
25 unless mutually agreed otherwise.

26 C. The arbitrator shall hold hearings at a time convenient to the parties, with the location of

1 such hearings alternating between the MPA offices and the offices of the City Hall
2 complex. The arbitrator shall take such evidence as in his/her judgment is appropriate for
3 the disposition of the dispute. Statements of position may be made by the parties and
4 witnesses may be called. In disputes involving application of rules or regulations of the
5 Milwaukee Police Department, the Chief of Police or his or her representative shall be
6 permitted to participate in the proceeding and to state the Department's position on the
7 dispute.

8 D. The arbitrator shall neither add to, detract from, nor modify the language of the Agreement
9 or of the rules and regulations in arriving at a determination of any issue presented that is
10 proper for final and binding arbitration within the limitations expressed herein. The
11 arbitrator shall have no authority to grant wage increases or wage decreases.

12 E. The arbitrator shall expressly confine himself/herself to the precise issues submitted for
13 arbitration and shall have no authority to determine any other issue not so submitted to
14 him/her or to submit observations or declarations of opinion which are not directly
15 essential in reaching the determination.

16 F. In reviewing any difference over application of a departmental rule or regulation under
17 this grievance and arbitration procedure, the arbitrator shall take into account the special
18 statutory responsibilities granted to the Chief of Police under Section 62.50, Wisconsin
19 Statutes, 1977. The arbitrator shall not impair the ability of the Chief of Police to operate
20 the Department in accordance with the Statutory responsibilities under Section 62.50,
21 Wisconsin Statutes, 1977, nor shall he/she impair the authority of the Chief of Police to
22 maintain, establish and modify rules and regulations for the operation of the Police
23 Department, provided such rules and regulations are not in violation of the specific
24 provisions of this Agreement. In addition, the arbitrator shall not prohibit the Chief of
25 Police from executing Departmental rules and regulations in a fair and equitable manner.

26 G. All expenses which may be involved in the arbitration proceedings shall be borne by the

1 parties equally. However, the expenses relating to the calling of witnesses or the obtaining
2 of depositions or any other similar expense associated with such proceedings shall be
3 borne by the party at whose request such witnesses or depositions are required.

4 H. For the purpose of receiving testimony and evidence, the provisions of Section 788.06 and
5 788.07 of the Wisconsin Statutes shall apply. The arbitration award shall be reduced to
6 writing and shall be subject to Sections 788.08 through and including 788.15 of the
7 Wisconsin Statutes. All other sections and provisions of Chapter 788 are hereby expressly
8 negated and of no force and effect in any arbitration under this Agreement.

9 I. It is contemplated by the provisions of this Agreement that any arbitration award shall be
10 issued by the arbitrator within sixty (60) calendar days after the notice of appointment
11 unless the parties to this Agreement shall extend the period in writing by mutual consent.

12 J. The arbitrator shall submit in writing his/her award to the parties.

13 **ARTICLE 8**

14 **PROHIBITION OF STRIKES AND LOCKOUTS**

- 15 1. The Association pledges itself to make every effort to maintain unimpaired the police service and
16 protection of the community. It shall not cause, condone, counsel or permit its members, or any
17 of them, individually or in concert, to strike, slow down, disrupt, impede or otherwise impair the
18 normal functions of the Department.
- 19 2. Should one or more members of the bargaining unit, during the term of this Contract or any
20 extension thereof, breach the obligations of Subsection 1, the City Labor Negotiator shall
21 immediately notify the officers of the Association that a prohibited action is in progress.
- 22 3. The Association shall forthwith, and in any event, within twelve (12) hours, by the senior
23 responsible officer of the Association, disavow said strike, shall order its member or members in
24 writing to return to work or cease the prohibited activity and provide the City Labor Negotiator
25 with a copy of its order, or alternatively accept the responsibility for the strike.

- 1 4. If the Association disavows the prohibited activity, the City shall not hold the Association
2 financially responsible and the Association shall interpose no defense to the City's imposition of
3 such penalties or sanctions as the City may assess against the participants. Such penalties may
4 include:
- 5 a. Discharge
 - 6 b. Loss of Compensation, vacation benefits and holiday pay.
- 7 5. There shall be no lockout by the City during the term of this Agreement.

8 **ARTICLE 9**

9 **DEFINITIONS**

- 10 1. "Active Service"
- 11 "Active Service," as used herein, shall mean the performance of assigned duties in accordance
12 with the HOURS OF WORK provision of this Agreement and shall include time spent by
13 employees on paid leave as provided for herein but shall not include any time spent by employees
14 on leave without pay. In the event of an employee's resignation, discharge or retirement from
15 City employment, active service shall cease as of the employee's last day at work.
- 16 2. "Length of Service"
- 17 "Length of Service," as used herein, shall mean the duration of time an employee was in active
18 service, including active service while employed as a member of the police force prior to the
19 execution date of this Agreement. For purposes of interpretation and construction of the
20 provisions of this Agreement, an employee in the Police Officer job classification shall not accrue
21 credit towards length of service during his probationary period; provided, however, upon
22 completion of his probationary period and attaining regular status in the Police Officer job
23 classification, the employee shall be entitled to retroactive credit towards his length of service
24 from time spent in active service as a probationary employee in the Police Officer job
25 classification.

1 3. "Employees Covered By This Agreement"
2 Employees employed in the Milwaukee Police Department, in active service in the following
3 position classifications, shall be covered by this agreement during its term so long as they remain
4 in active service and within such classifications:

- 5 Police Officer
- 6 Detective
- 7 Forensic Investigator
- 8 Document Examiner
- 9 Police Alarm Operator
- 10 Police Matron
- 11 Assistant Custodian of Police Property and Stores
- 12 Police Electronic Technician
- 13 Chief Document Examiner
- 14 Custodian of Police Property and Stores
- 15 Narcotics Control Officer
- 16 Police Audio-Visual Specialist
- 17 Court Liaison Officer
- 18 Latent Print Examiner
- 19 Computer Aided Dispatch System Specialist
- 20 Police Data Communications Specialist
- 21 Identifications Systems Specialist
- 22

23 4. "Employees," as used herein shall mean employees covered by this agreement as hereinbefore
24 defined.

25 5. "City," as used herein, shall include any person, agent or instrumentality acting on behalf of the
26 City within the scope of its authority, express or implied.

27 **ARTICLE 10**

28 **BASE SALARY**

29 A. The biweekly rates of pay for 2013, 2014, and 2015 shall have a common pay step for each
30 classification regardless of hire date and will adjust the PP14, 2012 rates of pay as follows:

- 31 • Effective PP 1, 2013 a 2.0% across the board increase over the PP 26, 2012 rates of pay.
- 32 • Effective PP 14, 2013 a 0.5% across the board increase over the PP 13, 2013 rates of pay.
- 33 • Effective PP 1, 2014 a 2.0% across the board increase over the PP 26, 2013 rates of pay.
- 34 • Effective PP 14, 2014 a 0.5% across the board increase over the PP 13, 2014 rates of pay.
- 35 • Effective PP1, 2015 a 2.25% across the board increase over the PP 26, 2014 rates of pay.
- 36 • Effective PP 14, 2015 a 0.25% across the board increase over the PP 13, 2015 rates of pay.

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B. The biweekly rates of pay for 2016 and 2017 for those employees hired on or after October 3, 2011 will adjust the PP 26, 2015 biweekly rates as follows:

- Effective PP 1, 2016 add \$28.77 to PP 26, 2015 biweekly rates of pay and then add a 2.5% across the board increase.
- Effective PP14, 2016 a 0.5% across the board increase over the PP 13, 2016 rates of pay.
- Effective PP 1, 2017 a 2.0% across the board increase over the PP 27, 2016 rates of pay.

C. The biweekly rates or pay for 2016 and 2017 for those employees hired prior to October 3, 2011 will adjust the PP26, 2015 biweekly rates as follows:

- Effective PP 1, 2016 add \$28.77 to PP26, 2015 rates of pay and then add a 0.8% across the board increase over the PP 26, 2015 rates of pay for employees hired prior to October 3, 2011 until such time as the pending litigation, referenced in Article 19, regarding pension contributions is resolved. At that time this group will receive, retroactive to PP 1, 2016, a 1.2% across the board increase.
- Effective PP 14, 2016 a 0.5% across the board increase over the PP 13, 2016 rates of pay.
- Effective PP 25, 2016 a 0.5% across the board increase over the PP 24, 2016 rates of pay.
- Effective PP 1, 2017 a 2.0% across the board increase over the PP 27, 2016 rates of pay.

D. Bi-weekly rates of pay for all employees:

1 Commencing Pay Period 1, 2013 (December 23, 2012), the biweekly base salary paid to employees shall be as follows:

a.	Police Officer ^{1/ 2/}			
	Police Matron			
	Assistant Custodian of Police Property and Stores			
		Associate's Degree	Bachelor's Degree	Master's Degree
		or 64 Credits		or Higher
	Academy \$1,464.87			
	Step 1. \$1,953.16	1,969.37	1,989.62	1,997.73
	Step 2. \$2,138.81	2,155.01	2,175.28	2,183.37
	Step 3. \$2,379.02	2,395.23	2,415.48	2,423.59
	Step 4. \$2,471.16	2,487.37	2,507.64	2,515.74
	Step 5. \$2,613.02	2,629.23	2,649.49	2,657.60

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

- b. Court Liaison Officer
- Forensic Investigator
- Narcotics Control Officer

1 Police Alarm Operator

2 Associate's Degree Bachelor's Degree Master's Degree
3 or 64 Credits or Higher
4 Step 1. \$2,539.94 2,556.15 2,576.42 2,584.52
5 Step 2. \$2,619.47 2,635.67 2,655.94 2,664.04
6 Step 3. \$2,702.40 2,718.61 2,738.87 2,746.97
7

8 c. Custodian of Police Property and Stores

9 Associate's Degree Bachelor's Degree Master's Degree
10 or 64 Credits or Higher
11 Step 1. \$2,619.47 2,635.67 2,655.94 2,664.04
12 Step 2. \$2,702.40 2,718.61 2,738.87 2,746.97
13 Step 3. \$2,791.68 2,807.89 2,828.14 2,836.25
14

15
16 d. Detective
17 Document Examiner
18 Police Data Communications Specialist
19 Latent Print Examiner

20 Associate's Degree Bachelor's Degree Master's Degree
21 or 64 Credits or Higher
22 Step 1. \$2,672.68 2,688.88 2,709.15 2,717.25
23 Step 2. \$2,776.91 2,793.13 2,813.38 2,821.49
24 Step 3. \$2,885.40 2,901.60 2,921.87 2,929.97
25

26 e. Police Electronic Technician
27 Computer Aided Dispatch System Specialist

28 Associate's Degree Bachelor's Degree Master's Degree
29 or 64 Credits or Higher
30 Step 1. \$2,791.68 2,807.89 2,828.14 2,836.25
31 Step 2. \$2,887.25 2,903.47 2,923.73 2,931.84
32 Step 3. \$2,982.89 2,999.11 3,019.36 3,027.47
33

34 f. Chief Document Examiner
35 Identification Systems Specialist

36 Associate's Degree Bachelor's Degree Master's Degree
37 or 64 Credits or Higher
38 Step 1. \$2,887.25 2,903.47 2,923.73 2,931.84
39 Step 2. \$2,982.89 2,999.11 3,019.36 3,027.47
40 Step 3. \$3,078.58 3,094.78 3,115.06 3,123.16
41

42 g. Police Audio Visual Specialist

43 Associate's Degree Bachelor's Degree Master's Degree
44 or 64 Credits or Higher
45 Step 1. \$2,776.91 2,793.13 2,813.38 2,821.49
46 Step 2. \$2,885.40 2,901.60 2,921.87 2,929.97
47 Step 3. \$2,998.17 3,014.38 3,034.64 3,042.75
48 Step 4. \$3,115.42 3,131.63 3,151.89 3,160.00
49 Step 5. \$3,237.26 3,253.46 3,273.72 3,281.83
50 Step 6. \$3,364.09 3,380.30 3,400.57 3,408.67
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52 2. Commencing Pay Period 14, 2013 (June 23, 2013), the biweekly base salary paid to employees
53 shall be as follows:

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a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,472.20		
Step 1.	\$1,962.93	1,979.22	1,999.57
Step 2.	\$2,149.50	2,165.79	2,186.16
Step 3.	\$2,390.92	2,407.21	2,427.56
Step 4.	\$2,483.52	2,499.81	2,520.18
Step 5.	\$2,626.09	2,642.38	2,662.74

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,552.64	2,568.93	2,589.30
Step 2.	\$2,632.57	2,648.85	2,669.22
Step 3.	\$2,715.91	2,732.20	2,752.56

c. Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,632.57	2,648.85	2,669.22
Step 2.	\$2,715.91	2,732.20	2,752.56
Step 3.	\$2,805.64	2,821.93	2,842.28

d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,686.04	2,702.32	2,722.70
Step 2.	\$2,790.79	2,807.10	2,827.45
Step 3.	\$2,899.83	2,916.11	2,936.48

e. Police Electronic Technician
Computer Aided Dispatch System Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,805.64	2,821.93	2,842.28
Step 2.	\$2,901.69	2,917.99	2,938.35
Step 3.	\$2,997.80	3,014.11	3,034.46

f. Chief Document Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,901.69	2,917.99	2,938.35
Step 2.	\$2,997.80	3,014.11	3,034.46
Step 3.	\$3,093.97	3,110.25	3,130.64

g. Police Audio Visual Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,790.79	2,807.10	2,827.45
Step 2.	\$2,899.83	2,916.11	2,936.48
Step 3.	\$3,013.16	3,029.45	3,049.81
Step 4.	\$3,131.00	3,147.29	3,167.65
Step 5.	\$3,253.45	3,269.73	3,290.09
Step 6.	\$3,380.91	3,397.20	3,417.57

3. Commencing Pay Period 1, 2014 (December 22, 2013), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/2/}
Police Matron
Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,501.64		
Step 1.	\$2,002.19	2,018.80	2,039.56
Step 2.	\$2,192.49	2,209.11	2,229.88
Step 3.	\$2,438.74	2,455.35	2,476.11
Step 4.	\$2,533.19	2,549.81	2,570.58
Step 5.	\$2,678.61	2,695.23	2,715.99

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,603.69	2,620.31	2,641.09
Step 2.	\$2,685.22	2,701.83	2,722.60
Step 3.	\$2,770.23	2,786.84	2,807.61

c. Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,685.22	2,701.83	2,722.60
Step 2.	\$2,770.23	2,786.84	2,807.61
Step 3.	\$2,861.75	2,878.37	2,899.13

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d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,739.76	2,756.37	2,777.15
Step 2.	\$2,846.61	2,863.24	2,884.00
Step 3.	\$2,957.83	2,974.43	2,995.21
			3,003.51

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e. Police Electronic Technician
Computer Aided Dispatch System Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,861.75	2,878.37	2,899.13
Step 2.	\$2,959.72	2,976.35	2,997.12
Step 3.	\$3,057.76	3,074.39	3,095.15
			3,103.46

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f. Chief Document Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,959.72	2,976.35	2,997.12
Step 2.	\$3,057.76	3,074.39	3,095.15
Step 3.	\$3,155.85	3,172.46	3,193.25
			3,201.56

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g. Police Audio Visual Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,846.61	2,863.24	2,884.00
Step 2.	\$2,957.83	2,974.43	2,995.21
Step 3.	\$3,073.42	3,090.04	3,110.81
Step 4.	\$3,193.62	3,210.24	3,231.00
Step 5.	\$3,318.52	3,335.12	3,355.89
Step 6.	\$3,448.53	3,465.14	3,485.92
			3,494.22

38 4. Commencing Pay Period 14, 2014 (June 22, 2014), the biweekly base salary paid to employees
39 shall be as follows:

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a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,509.15		
Step 1.	\$2,012.20	2,028.89	2,049.76
Step 2.	\$2,203.45	2,220.16	2,241.03
Step 3.	\$2,450.93	2,467.63	2,488.49
Step 4.	\$2,545.86	2,562.56	2,583.43
Step 5.	\$2,692.00	2,708.71	2,729.57
			2,737.93

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance

1 with MOTORCYCLE PAY provision of the labor contract.
 2 ^{2/} Upon graduation from the Academy an employee shall move to step 1.
 3

4	b.	Court Liaison Officer			
5		Forensic Investigator			
6		Narcotics Control Officer			
7		Police Alarm Operator			
8			Associate's Degree	Bachelor's Degree	Master's Degree
9			or 64 Credits		or Higher
10		Step 1.	\$2,616.71	2,633.41	2,654.30
11		Step 2.	\$2,698.65	2,715.34	2,736.21
12		Step 3.	\$2,784.08	2,800.77	2,821.65
13					
14	c.	Custodian of Police Property and Stores			
15			Associate's Degree	Bachelor's Degree	Master's Degree
16			or 64 Credits		or Higher
17		Step 1.	\$2,698.65	2,715.34	2,736.21
18		Step 2.	\$2,784.08	2,800.77	2,821.65
19		Step 3.	\$2,846.06	2,892.76	2,913.63
20					
21					
22	d.	Detective			
23		Document Examiner			
24		Police Data Communications Specialist			
25		Latent Print Examiner			
26			Associate's Degree	Bachelor's Degree	Master's Degree
27			or 64 Credits		or Higher
28		Step 1.	\$2,753.46	2,770.15	2,791.04
29		Step 2.	\$2,860.84	2,877.56	2,898.42
30		Step 3.	\$2,972.62	2,989.30	3,010.19
31					
32	e.	Police Electronic Technician			
33		Computer Aided Dispatch System Specialist			
34			Associate's Degree	Bachelor's Degree	Master's Degree
35			or 64 Credits		or Higher
36		Step 1.	\$2,876.06	2,892.76	2,913.63
37		Step 2.	\$2,974.52	2,991.23	3,012.11
38		Step 3.	\$3,073.05	3,089.76	3,110.63
39					
40	f.	Chief Document Examiner			
41		Identification Systems Specialist			
42			Associate's Degree	Bachelor's Degree	Master's Degree
43			or 64 Credits		or Higher
44		Step 1.	\$2,974.52	2,991.23	3,012.11
45		Step 2.	\$3,073.05	3,089.76	3,110.63
46		Step 3.	\$3,171.63	3,188.32	3,209.22
47					
48	g.	Police Audio Visual Specialist			
49			Associate's Degree	Bachelor's Degree	Master's Degree
50			or 64 Credits		or Higher
51		Step 1.	\$2,860.84	2,877.56	2,898.41
52		Step 2.	\$2,972.62	2,989.30	3,010.19
53		Step 3.	\$3,088.79	3,105.49	3,126.36

Step 4.	\$3,209.59	3,226.29	3,247.16	3,255.52
Step 5.	\$3,335.11	3,351.80	3,372.67	3,381.02
Step 6.	\$3,465.77	3,482.41	3,503.35	3,511.69

5. Commencing Pay Period 1, 2015 (December 21, 2014), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,543.10		
Step 1.	\$2,057.47	2,074.54	2,095.88
Step 2.	\$2,253.03	2,270.11	2,291.45
Step 3.	\$2,506.08	2,523.15	2,544.48
Step 4.	\$2,603.14	2,620.22	2,641.56
Step 5.	\$2,752.57	2,769.66	2,790.99

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,675.59	2,692.66	2,714.02
Step 2.	\$2,759.37	2,776.44	2,797.77
Step 3.	\$2,846.72	2,863.79	2,885.14

c. Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,759.37	2,776.44	2,797.77
Step 2.	\$2,846.72	2,863.79	2,885.14
Step 3.	\$2,940.77	2,957.85	2,979.19

d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,815.41	2,832.48	2,853.84
Step 2.	\$2,925.21	2,942.31	2,963.63
Step 3.	\$3,039.50	3,056.56	3,077.92

e. Police Electronic Technician
Computer Aided Dispatch System Specialist

	Associate's Degree	Bachelor's Degree	Master's Degree
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		or 64 Credits		or Higher
Step 1.	\$2,940.77	2,957.85	2,979.19	2,987.72
Step 2.	\$3,041.45	3,058.53	3,079.88	3,088.42
Step 3.	\$3,142.19	3,159.28	3,180.62	3,189.16

f. Chief Document Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,041.45	3,058.53	3,079.88	3,088.42
Step 2.	\$3,142.19	3,159.28	3,180.62	3,189.16
Step 3.	\$3,242.99	3,206.06	3,281.43	3,289.97

g. Police Audio Visual Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,925.21	2,942.31	2,963.63	2,972.17
Step 2.	\$3,039.50	3,056.56	3,077.92	3,086.45
Step 3.	\$3,158.29	3,175.36	3,196.70	3,205.25
Step 4.	\$3,281.81	3,298.88	3,320.22	3,328.77
Step 5.	\$3,410.15	3,427.22	3,448.56	3,457.09
Step 6.	\$3,543.75	3,560.83	3,582.18	3,590.70

6. Commencing Pay Period 14, 2015 (June 21, 2015), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,546.96			
Step 1.	\$2,062.61	2,079.73	2,101.12	2,109.68
Step 2.	\$2,258.66	2,275.79	2,297.18	2,305.73
Step 3.	\$2,512.35	2,529.46	2,550.84	2,559.40
Step 4.	\$2,609.65	2,626.77	2,648.16	2,656.73
Step 5.	\$2,759.45	2,776.58	2,797.97	2,806.53

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,682.28	2,699.39	2,720.81	2,729.36
Step 2.	\$2,766.27	2,783.38	2,804.76	2,813.33
Step 3.	\$2,853.84	2,870.95	2,892.35	2,900.89

c. Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,766.27	2,783.38	2,804.76	2,813.33
Step 2.	\$2,853.84	2,870.95	2,892.35	2,900.89
Step 3.	\$2,948.12	2,965.24	2,986.64	2,995.19

- d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,822.45	2,839.56	2,860.97	2,869.54
Step 2.	\$2,932.52	2,949.67	2,971.04	2,979.60
Step 3.	\$3,047.10	3,064.20	3,085.61	3,094.17

- e. Police Electronic Technician
Computer Aided Dispatch System Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,948.12	2,965.24	2,986.64	2,995.19
Step 2.	\$3,049.05	3,066.18	3,087.58	3,096.14
Step 3.	\$3,150.05	3,167.18	3,188.57	3,197.13

- f. Chief Document Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,049.05	3,066.18	3,087.58	3,096.14
Step 2.	\$3,150.05	3,167.18	3,188.57	3,197.13
Step 3.	\$3,251.10	3,268.21	3,289.63	3,298.19

- g. Police Audio Visual Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,932.52	2,949.67	2,971.04	2,979.60
Step 2.	\$3,047.10	3,064.20	3,085.61	3,094.17
Step 3.	\$3,166.19	3,183.30	3,204.69	3,213.26
Step 4.	\$3,290.01	3,307.13	3,328.52	3,337.09
Step 5.	\$3,418.68	3,435.79	3,457.18	3,465.73
Step 6.	\$3,552.61	3,569.73	3,591.14	3,599.68

B. Bi-weekly rates for employees hired on or after October 3, 2011:

1. Commencing Pay Period 1, 2016 (December 20, 2015), the biweekly base salary paid to employees shall be as follows:

- a. Police Officer^{1/2}
Police Matron
Assistant Custodian of Police Property and Stores

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	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,607.75		
Step 1.	\$2,143.66	2,161.21	2,183.14
Step 2.	\$2,344.62	2,362.17	2,384.10
Step 3.	\$2,604.65	2,622.19	2,644.10
Step 4.	\$2,704.38	2,721.93	2,743.85
Step 5.	\$2,857.93	2,875.48	2,897.41

- ^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
- ^{2/} Upon graduation from the Academy an employee shall move to step 1.

- b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,778.83	2,796.36	2,818.32
Step 2.	\$2,864.92	2,882.45	2,904.37
Step 3.	\$2,954.68	2,972.21	2,994.15

- c. Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,864.92	2,882.45	2,904.37
Step 2.	\$2,954.68	2,972.21	2,994.15
Step 3.	\$3,051.31	3,068.86	3,090.80

- d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,922.50	2,940.04	2,961.98
Step 2.	\$3,035.32	3,052.90	3,074.81
Step 3.	\$3,152.77	3,170.29	3,192.24

- e. Police Electronic Technician
Computer Aided Dispatch System Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,051.31	3,068.86	3,090.80
Step 2.	\$3,154.77	3,172.32	3,194.26
Step 3.	\$3,258.29	3,275.85	3,297.77

- f. Chief Document Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,154.77	3,172.32	3,194.26

Step 2.	\$3,258.29	3,275.85	3,297.77	3,306.55
Step 3.	\$3,361.87	3,379.40	3,401.36	3,410.13

g. Police Audio Visual Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,035.32	3,052.90	3,074.81	3,083.58
Step 2.	\$3,152.77	3,170.29	3,192.24	3,201.01
Step 3.	\$3,274.83	3,292.37	3,314.30	3,323.08
Step 4.	\$3,401.75	3,419.30	3,441.22	3,450.01
Step 5.	\$3,533.64	3,551.17	3,573.10	3,581.86
Step 6.	\$3,670.91	3,688.46	3,710.41	3,719.16

2. Commencing Pay Period 14, 2016 (June 19, 2016), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy	\$1,615.75			
Step 1.	\$2,154.38	2,172.02	2,194.06	2,202.87
Step 2.	\$2,356.34	2,373.98	2,396.02	2,404.82
Step 3.	\$2,617.67	2,635.30	2,657.32	2,666.13
Step 4.	\$2,717.90	2,735.54	2,757.57	2,766.40
Step 5.	\$2,872.22	2,889.86	2,911.90	2,920.71

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,792.72	2,810.34	2,832.41	2,841.22
Step 2.	\$2,879.24	2,896.86	2,918.89	2,927.72
Step 3.	\$2,969.45	2,987.07	3,009.12	3,017.91

c. Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,879.24	2,896.86	2,918.89	2,927.72
Step 2.	\$2,969.45	2,987.07	3,009.12	3,017.91
Step 3.	\$3,066.57	3,084.20	3,106.25	3,115.06

d. Detective
Document Examiner
Police Data Communications Specialist

1 Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$2,937.11	2,954.74	2,976.79	2,985.62
Step 2. \$3,050.50	3,068.16	3,090.18	3,099.00
Step 3. \$3,168.53	3,186.14	3,208.20	3,217.02

8 e. Police Electronic Technician
9 Computer Aided Dispatch System Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,066.57	3,084.20	3,106.25	3,115.06
Step 2. \$3,170.54	3,188.18	3,210.23	3,219.05
Step 3. \$3,274.58	3,292.23	3,314.26	3,323.08

16 f. Chief Document Examiner
17 Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,170.54	3,188.18	3,210.23	3,219.05
Step 2. \$3,274.58	3,292.23	3,314.26	3,323.08
Step 3. \$3,378.68	3,396.30	3,418.37	3,427.18

24 g. Police Audio Visual Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1. \$3,050.50	3,068.16	3,090.18	3,099.00
Step 2. \$3,168.53	3,186.14	3,208.20	3,217.02
Step 3. \$3,291.20	3,308.83	3,330.87	3,339.70
Step 4. \$3,418.76	3,436.40	3,458.43	3,467.26
Step 5. \$3,551.31	3,568.93	3,590.97	3,599.77
Step 6. \$3,689.26	3,706.90	3,728.96	3,737.76

34 3. Commencing Pay Period 1, 2017 (January 1, 2017), the biweekly base salary paid to employees
35 shall be as follows:

37 a. Police Officer^{1/ 2/}
38 Police Matron
39 Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Academy \$1,648.10			
Step 1. \$2,197.47	2,215.46	2,237.94	2,246.93
Step 2. \$2,403.47	2,421.46	2,443.94	2,452.92
Step 3. \$2,670.02	2,688.01	2,710.47	2,719.45
Step 4. \$2,772.26	2,790.25	2,812.72	2,821.73
Step 5. \$2,929.66	2,947.66	2,970.14	2,979.12

49 ^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance
50 with MOTORCYCLE PAY provision of the labor contract.

51 ^{2/} Upon graduation from the Academy an employee shall move to step 1.

53 b. Court Liaison Officer

1 Forensic Investigator
 2 Narcotics Control Officer
 3 Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,848.57	2,866.55	2,889.06
Step 2.	\$2,936.82	2,954.80	2,977.27
Step 3.	\$3,028.84	3,046.81	3,069.30

10 c. Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,936.82	2,954.80	2,977.27
Step 2.	\$3,028.84	3,046.81	3,069.30
Step 3.	\$3,127.90	3,145.88	3,168.38

18 d. Detective
 19 Document Examiner
 20 Police Data Communications Specialist
 21 Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,995.85	3,013.83	3,036.33
Step 2.	\$3,111.51	3,129.52	3,151.98
Step 3.	\$3,231.90	3,249.86	3,272.36

28 e. Police Electronic Technician
 29 Computer Aided Dispatch System Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,127.90	3,145.88	3,168.38
Step 2.	\$3,233.95	3,251.94	3,274.43
Step 3.	\$3,340.07	3,358.07	3,380.55

36 f. Chief Document Examiner
 37 Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,233.95	3,251.94	3,274.43
Step 2.	\$3,340.07	3,358.07	3,380.55
Step 3.	\$3,446.25	3,464.23	3,486.74

44 g. Police Audio Visual Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,111.51	3,129.52	3,151.98
Step 2.	\$3,231.90	3,249.86	3,272.36
Step 3.	\$3,357.02	3,375.01	3,397.49
Step 4.	\$3,487.14	3,505.13	3,527.60
Step 5.	\$3,622.34	3,640.31	3,662.79
Step 6.	\$3,763.05	3,781.04	3,803.54

C. Bi-weekly rates for employees hired prior to October 3, 2011:

Commencing Pay Period 1, 2016, employees hired prior to October 3, 2011 who make the member contribution in accordance with the provisions of Article 19, paragraph 6, of this Agreement shall receive a 5.8% pension offset payment. The pension offset payment to the employee will continue to be made as long as the employee makes the member contribution. If the employee does not make the member contribution, the 5.8% pension offset payment will no longer be paid to the employee. The pension offset payment made to such eligible employee shall be base building and pensionable.

1. Commencing Pay Period 1, 2016 (December 20, 2015), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,256.94	2,275.41	2,298.79
Step 2.	\$2,468.50	2,486.99	2,510.07
Step 3.	\$2,742.27	2,760.73	2,783.81
Step 4.	\$2,847.28	2,865.75	2,888.84
Step 5.	\$3,008.93	3,027.42	3,050.50

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,925.66	2,944.12	2,967.24
Step 2.	\$3,016.29	3,034.76	3,057.83
Step 3.	\$3,110.80	3,129.26	3,152.35

c. Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,016.29	3,034.76	3,057.83
Step 2.	\$3,110.80	3,129.26	3,152.35
Step 3.	\$3,212.54	3,231.02	3,254.11

d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,076.92	3,095.39	3,118.49
Step 2.	\$3,195.71	3,214.21	3,237.28

Step 3. \$3,319.36 3,337.81 3,360.92 3,370.15

e. Police Electronic Technician
Computer Aided Dispatch System Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,212.54 3,231.02	3,254.11	3,263.34
Step 2.	\$3,321.46 3,339.95	3,363.04	3,372.28
Step 3.	\$3,430.46 3,448.94	3,472.03	3,481.26

f. Chief Document Examiner
Identification Systems Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,321.46 3,339.95	3,363.04	3,372.28
Step 2.	\$3,430.46 3,448.94	3,472.03	3,481.26
Step 3.	\$3,539.51 3,557.97	3,581.09	3,590.32

g. Police Audio Visual Specialist

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,195.71 3,214.21	3,237.28	3,246.52
Step 2.	\$3,319.36 3,337.81	3,360.92	3,370.15
Step 3.	\$3,447.87 3,466.34	3,489.42	3,498.67
Step 4.	\$3,581.50 3,599.97	3,623.06	3,632.30
Step 5.	\$3,720.35 3,738.81	3,761.90	3,771.12
Step 6.	\$3,864.88 3,883.36	3,906.46	3,915.68

2. Commencing Pay Period 14, 2016 (June 19, 2016), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}
Police Matron
Assistant Custodian of Police Property and Stores

	Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,268.22 2,286.79	2,309.98	2,319.27
Step 2.	\$2,480.84 2,499.42	2,522.62	2,531.90
Step 3.	\$2,755.98 2,774.53	2,797.73	2,807.02
Step 4.	\$2,861.52 2,880.08	2,903.28	2,912.57
Step 5.	\$3,023.97 3,042.56	3,065.75	3,075.05

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,940.29	2,958.84	2,982.08	2,991.34
Step 2.	\$3,031.37	3,049.93	3,073.12	3,082.42
Step 3.	\$3,126.35	3,144.91	3,168.11	3,177.38

c. Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,031.37	3,049.93	3,073.12	3,082.42
Step 2.	\$3,126.35	3,144.91	3,168.11	3,177.38
Step 3.	\$3,228.60	3,247.18	3,270.38	3,279.66

d. Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,092.30	3,110.87	3,134.08	3,143.38
Step 2.	\$3,211.69	3,230.28	3,253.47	3,262.75
Step 3.	\$3,335.96	3,354.50	3,377.72	3,387.00

e. Police Electronic Technician
Computer Aided Dispatch System Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,228.60	3,247.18	3,270.38	3,279.66
Step 2.	\$3,338.07	3,356.65	3,379.86	3,389.14
Step 3.	\$3,447.61	3,466.18	3,489.39	3,498.67

f. Chief Document Examiner
Identification Systems Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,338.07	3,356.65	3,379.86	3,389.14
Step 2.	\$3,447.61	3,466.18	3,489.39	3,498.67
Step 3.	\$3,557.21	3,575.76	3,599.00	3,608.27

g. Police Audio Visual Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,211.69	3,230.28	3,253.47	3,262.75
Step 2.	\$3,335.96	3,354.50	3,377.72	3,387.00
Step 3.	\$3,465.11	3,483.67	3,506.87	3,516.16
Step 4.	\$3,599.41	3,617.97	3,641.18	3,650.46
Step 5.	\$3,738.95	3,757.50	3,780.71	3,789.98
Step 6.	\$3,884.20	3,902.78	3,925.99	3,935.26

3. Commencing Pay Period 25, 2016 (November 20, 2015), the biweekly base salary paid to employees shall be as follows:

1	a.	Police Officer ^{1/ 2/}			
2		Police Matron			
3		Assistant Custodian of Police Property and Stores			
4			Associate's Degree	Bachelor's Degree	Master's Degree
5			or 64 Credits		or Higher
6		Step 1.	\$2,279.56	2,298.22	2,321.53
7		Step 2.	\$2,493.24	2,511.92	2,535.23
8		Step 3.	\$2,769.76	2,788.40	2,811.72
9		Step 4.	\$2,875.83	2,894.48	2,917.80
10		Step 5.	\$3,039.09	3,057.77	3,081.08

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

16	b.	Court Liaison Officer			
17		Forensic Investigator			
18		Narcotics Control Officer			
19		Police Alarm Operator			
20			Associate's Degree	Bachelor's Degree	Master's Degree
21			or 64 Credits		or Higher
22		Step 1.	\$2,954.99	2,973.63	2,996.99
23		Step 2.	\$3,046.53	3,065.18	3,088.49
24		Step 3.	\$3,141.98	3,160.63	3,183.95

26	c.	Custodian of Police Property and Stores			
27			Associate's Degree	Bachelor's Degree	Master's Degree
28			or 64 Credits		or Higher
29		Step 1.	\$3,046.53	3,065.18	3,088.49
30		Step 2.	\$3,141.98	3,160.63	3,183.95
31		Step 3.	\$3,244.74	3,263.42	3,286.73

34	d.	Detective			
35		Document Examiner			
36		Police Data Communications Specialist			
37		Latent Print Examiner			
38			Associate's Degree	Bachelor's Degree	Master's Degree
39			or 64 Credits		or Higher
40		Step 1.	\$3,107.76	3,126.42	3,149.75
41		Step 2.	\$3,227.75	3,246.43	3,269.74
42		Step 3.	\$3,352.64	3,371.27	3,394.61

44	e.	Police Electronic Technician			
45		Computer Aided Dispatch System Specialist			
46			Associate's Degree	Bachelor's Degree	Master's Degree
47			or 64 Credits		or Higher
48		Step 1.	\$3,244.74	3,263.42	3,286.73
49		Step 2.	\$3,354.76	3,373.43	3,396.76
50		Step 3.	\$3,464.85	3,483.51	3,506.84

52	f.	Chief Document Examiner			
53		Identification Systems Specialist			

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,354.76	3,373.43	3,396.76	3,406.09
Step 2.	\$3,464.85	3,483.51	3,506.84	3,516.16
Step 3.	\$3,575.00	3,593.64	3,617.00	3,626.31

g. Police Audio Visual Specialist

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,227.75	3,246.43	3,269.74	3,279.06
Step 2.	\$3,352.64	3,371.27	3,394.61	3,403.94
Step 3.	\$3,482.44	3,501.09	3,524.40	3,533.74
Step 4.	\$3,617.41	3,636.06	3,659.39	3,668.71
Step 5.	\$3,757.64	3,776.29	3,799.61	3,808.93
Step 6.	\$3,903.62	3,922.29	3,945.62	3,954.94

4. Commencing Pay Period 1, 2017 (January 1, 2017), the biweekly base salary paid to employees shall be as follows:

a. Police Officer^{1/ 2/}
Police Matron

Assistant Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$2,325.15	2,344.18	2,367.96	2,377.49
Step 2.	\$2,543.10	2,562.16	2,585.93	2,595.45
Step 3.	\$2,825.16	2,844.17	2,867.95	2,877.48
Step 4.	\$2,933.35	2,952.37	2,976.16	2,985.67
Step 5.	\$3,099.87	3,118.93	3,142.70	3,152.24

^{1/} Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/} Upon graduation from the Academy an employee shall move to step 1.

b. Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,014.09	3,033.10	3,056.93	3,066.43
Step 2.	\$3,107.46	3,126.48	3,150.26	3,159.79
Step 3.	\$3,204.82	3,223.84	3,247.63	3,257.14

c. Custodian of Police Property and Stores

		Associate's Degree or 64 Credits	Bachelor's Degree	Master's Degree or Higher
Step 1.	\$3,107.46	3,126.48	3,150.26	3,159.79
Step 2.	\$3,204.82	3,223.84	3,247.63	3,257.14
Step 3.	\$3,309.63	3,328.69	3,352.46	3,361.98

1	d.	Detective			
2		Document Examiner			
3		Police Data Communications Specialist			
4		Latent Print Examiner			
5			Associate's Degree	Bachelor's Degree	Master's Degree
6			or 64 Credits		or Higher
7		Step 1.	\$3,169.92 3,188.95	3,212.75	3,222.28
8		Step 2.	\$3,292.31 3,311.36	3,335.13	3,344.64
9		Step 3.	\$3,419.69 3,438.70	3,462.50	3,472.02
10					
11	e.	Police Electronic Technician			
12		Computer Aided Dispatch System Specialist			
13			Associate's Degree	Bachelor's Degree	Master's Degree
14			or 64 Credits		or Higher
15		Step 1.	\$3,309.63 3,328.69	3,352.46	3,361.98
16		Step 2.	\$3,421.86 3,440.90	3,464.70	3,474.21
17		Step 3.	\$3,534.15 3,553.18	3,576.98	3,586.48
18					
19	f.	Chief Document Examiner			
20		Identification Systems Specialist			
21			Associate's Degree	Bachelor's Degree	Master's Degree
22			or 64 Credits		or Higher
23		Step 1.	\$3,421.86 3,440.90	3,464.70	3,474.21
24		Step 2.	\$3,534.15 3,553.18	3,576.98	3,586.48
25		Step 3.	\$3,646.50 3,665.51	3,689.34	3,698.84
26					
27	g.	Police Audio Visual Specialist			
28			Associate's Degree	Bachelor's Degree	Master's Degree
29			or 64 Credits		or Higher
30		Step 1.	\$3,292.31 3,311.36	3,335.13	3,344.64
31		Step 2.	\$3,419.69 3,438.70	3,462.50	3,472.02
32		Step 3.	\$3,552.09 3,571.11	3,594.89	3,604.41
33		Step 4.	\$3,689.76 3,708.78	3,732.58	3,742.08
34		Step 5.	\$3,832.79 3,851.82	3,875.60	3,885.11
35		Step 6.	\$3,981.69 4,000.74	4,024.53	4,034.04
36					

37 1. Employees remaining in classifications they were in immediately prior to execution of this
38 Agreement shall continue to be paid at the pay step at which they were paid immediately prior to
39 execution of this Agreement. Employees entering new classifications during the term of this
40 Agreement, where the biweekly pay rate of the maximum pay step for the new classification is
41 greater than the rate for the maximum pay step of the classification the employee previously
42 occupied, shall, upon entering these classifications, be paid at the lowest numbered pay step
43 which pays more than the biweekly base salary they previously received. Employees entering
44 new classifications during the term of this Agreement, where the biweekly pay rate of the

- 1 maximum pay step for the new classification is less than or equal to the rate of the maximum pay
2 step for the classification the employee previously occupied, shall continue to be paid at the pay
3 step at which they were paid immediately prior to entering such new classification. Employees
4 hired for employment during the term of this Agreement shall be paid at the lowest numbered pay
5 step of the classification for which they are employed.
- 6 2. Employees completing one year of active service within a pay step other than the highest pay step
7 shall advance to the next higher pay step of their classification. Employees in active service shall
8 have time spent receiving a duty disability retirement allowance counted as active service for
9 purposes of computing current and prospective pay step advancement.
- 10 3. Base salaries of employees shall be paid biweekly and shall be in compensation for the full
11 performance of the regularly scheduled hours of work for the given biweekly pay period in
12 accordance with the HOURS OF WORK provision of this Agreement. When less than the full
13 schedule of hours is worked by an employee during any such biweekly pay period, the employee's
14 biweekly base salary shall be reduced by an amount equivalent to one-eightieth (1/80) of his/her
15 biweekly base salary for each hour or fraction thereof to the nearest 0.1 of an hour during which
16 work is not performed.
- 17 4. The parties agree that where the City deems it necessary to aid recruitment, the City may make
18 reallocations or change recruitment rates during the term of this Agreement; however, in such
19 cases, the City agrees to inform the Association prior to implementing such changes.
- 20 5. The City reserves the right to make classification changes, but said changes shall not operate to
21 reduce the salary of current incumbents. These changes shall not be subject to arbitration under
22 any established grievance procedure.
- 23 6. While occupying the Police Matron classification, employees shall be entitled to the same
24 biweekly base salary paid to employees occupying the Police Officer classification; they shall be
25 paid at the numbered pay step for the Police Officer classification which corresponds to their pay
26 step in the Police Matron classification.

- 1 7. All employees shall participate in direct deposit of paychecks.
- 2 8. The parties elect not to be bound by the required frequency of wage payment provision of
3 §109.03 (1) (a), Stats., in respect to retroactive wages payable under the terms of this Agreement.
4 Retroactive wage payments under the terms of this Agreement shall be paid no later than sixty
5 days from the execution of this Agreement. For purposes of this provision, the execution date of
6 this Agreement shall be the date the resolution approving this Agreement is approved by the
7 Mayor.

8 **ARTICLE 11**

9 **LONGEVITY PAY**

- 10 1. Except as provided in subsection 3 of this Article, below, each employee covered by this
11 Agreement at the close of the calendar year who has completed at least ten (10) years of service
12 but less than fifteen (15) years of service as of that time shall be eligible to receive \$300, each
13 employee covered by this Agreement at the close of the calendar year who has completed at least
14 fifteen (15) years of service but less than twenty (20) years of service as of that time shall be
15 eligible to receive \$550, and each employee covered by this Agreement at the close of the
16 calendar year who has completed twenty (20) or more years of service as of that time shall be
17 eligible to receive \$900. An employee's "years of service," as used herein, shall mean his/her
18 active service as a member of the WERC-certified bargaining unit represented by the Association
19 or its predecessor, the Professional Policemen's Protective Association.
- 20 2. Except as provided in subsection 3 of this Article, below, payments earned under these provisions
21 shall be made as soon as is administratively practicable after December 31.
- 22 3. An employee retiring on normal pension, or resigning voluntarily from the Police Department
23 shall be entitled to the benefits provided by subsection 1 of this Article, above, prorated on the
24 basis of his/her active service in the calendar year he/she retired, computed to the nearest calendar
25 month. For purposes of prorating, an employee on the Police Department payroll for at least 14

1 days in a calendar month shall be deemed as having been on the payroll for the full calendar
2 month; in the event the employee is on the Police Department payroll less than 14 days in a
3 calendar month, then the employee shall be deemed as not having been on the payroll at all
4 during the calendar month. For purposes of determining eligibility for the benefits provided in
5 subsection 1, above, years of service shall be computed as of the effective date of the employee's
6 normal retirement or voluntary resignation. Payments earned hereunder shall be made as soon as
7 is administratively practicable after the employee's retirement or voluntary resignation; the
8 employee contribution required under subsection 5.b., below, shall be deducted from these
9 payments. All other provisions of this Article shall apply unchanged.

10 4. Except as provided in subsection 5 of this Article, below, payments made under the provisions of
11 this Article shall not be included in the determination of overtime compensation or any other
12 fringe benefits.

13 5. Employees in active service who retire from active service on normal pension shall have their
14 Longevity Pay benefits included in final average salary for purposes of computing their service
15 retirement allowance. For purposes of interpretation and construction of the provisions of this
16 Article:

17 a. The Longevity Pay benefit to which the employee is entitled to include in the Final
18 Average Salary computation shall be an amount equal to the Longevity Pay payment the
19 employee received for December 31 of the calendar year immediately preceding the
20 employee's effective date of retirement. For such employees who retire after December
21 31, 1997, and who have attained 20 years or more of service by the end of the calendar
22 year which includes their effective date of retirement, that amount shall be the longevity
23 pay payment the employee would have received had he or she remained in active service
24 for the calendar year which includes his or her effective date of retirement.

25 b. Employees shall be required to contribute to their respective City pension funds \$1.00 of
26 the Longevity Pay payment they received for that year. The contribution shall be a payroll

1 deduction made at the time the payment is made.

2 6. Employees in active service shall have time spent receiving a duty disability retirement allowance
3 counted as active service for purposes of computing current and prospective longevity benefits.

4 7. An employee who is on detached status under the Contract Administration provisions of this
5 Agreement or an employee who has returned to active duty from detached status under the
6 Contract Administration provisions of this Agreement, or a prior Agreement between the City and
7 the Association, shall be entitled to these benefits under the terms and conditions set forth if the
8 combination of his/her "years of service," as defined in paragraph 1., hereof, and his/her service
9 in detached status establish eligibility therefore.

10 8. An employee on a military leave of absence for performance of duty as a member of the State of
11 Wisconsin National Guard or a reserve component of the Armed Forces of the United States shall
12 be eligible for Longevity Pay benefits for a calendar year prorated on the basis of the employee's
13 active service with the Department in that calendar year subject to the following:

14 a. The military leave is a result of being called to, or volunteering for, active duty under the
15 authority granted to the President of the United States or the Congress of the United States
16 for a period of more than 30 calendar days;

17 b. The length of service requirements provided in section 1., above, shall determine the
18 amount of Longevity Pay benefits to which the employee is entitled;

19 c. Length of service shall be calculated as of the effective date the employee separated from
20 active service with the Department and began his/her unpaid military leave of absence.

21 d. For purposes of prorating Longevity Pay benefits, an employee on the Police Department
22 payroll for at least 14 days in a calendar month shall be deemed as having been on the
23 payroll for the full calendar month; in the event the employee is on the Police Department
24 payroll less than 14 days in a calendar month, then the employee shall be deemed as not
25 having been on the payroll at all during the calendar month.

26

1 **ARTICLE 12**

2 **SPECIAL DUTY AND TEMPORARY ASSIGNMENT PAY**

- 3 1. Each employee in the Police Officer job classification shall be paid an additional amount for time
4 spent underfilling the position of Desk Sergeant at the direction of his commanding officer. The
5 additional amount for each hour of time so spent shall be equivalent to the difference between the
6 base salary hourly rate of step one of Pay Range 808 and the Police Officer's base salary hourly
7 rate.
- 8 2. Effective Pay Period 11, 1995, employees in the Police Officer classification who are assigned or
9 continue to be assigned by the Chief to the Communication Operations Division to perform
10 dispatch duties and the two Police Officers who are assigned or continue to be assigned to the
11 Court Administration Section to perform work as court coordinators shall be entitled to receive
12 temporary assignment pay for all active service in such assignments. For purposes of this
13 paragraph only, temporary assignment pay is defined as a flat dollar amount equal to the
14 difference between the maximum bi-weekly pay rate for pay range 801 and the maximum bi-
15 weekly pay rate for pay range 804.
- 16 3. Any payment made under the provisions of this Article shall not have any sum deducted for
17 pension benefits nor shall such payments be included in the determination of pension benefits or
18 other fringe benefits.
- 19 4. Effective at the start of the first full pay period following execution of the 1998-2000 Agreement,
20 the two individuals who are currently underfilling the position of Court Liaison Officer shall be
21 appointed, through the appropriate procedures set forth by law, to that position.

22 **ARTICLE 13**

23 **MOTORCYCLE PAY**

- 24 1. Motorcycle traffic patrol duty shall also include the time spent performing the duties and
25 responsibilities associated with winter storage of the officer's assigned motorcycle. Such duties

1 shall be prescribed by the Chief of Police, who may, from time to time, change them. The duties
2 shall include, but not be limited to, frequent visual inspection, periodic recharging of the
3 motorcycle's battery, performing the prescribed shut down procedure at the beginning of winter
4 storage and a startup procedure at the end of winter storage and washing and waxing the
5 motorcycle. The duration of time spent by an employee in the performance of winter storage
6 duties shall not exceed 1½ hours per month; no employee shall devote more time to such duties
7 without obtaining prior authorization from the employee's commanding officer.

- 8 2. A motorcycle shall be stored only in a private storage area approved by the Chief. The period of
9 winter storage shall be determined by the Chief of Police.
- 10 3. For the duration of the winter storage period, an officer who maintains his/her assigned
11 motorcycle in an approved private storage area shall receive \$20.00 biweekly in addition to base
12 salary in lieu of any other compensation for the duties (and the expected amount of time devoted
13 to those duties) described in sections 1 and 2, above.
- 14 4. Except as modified by sections 1 through 3, all heretofore existing administrative procedures
15 associated with the \$20.00 biweekly payments received by employees assigned to motorcycle
16 traffic patrol duty shall remain unchanged.
- 17 5. Winter storage of City motorcycles and compensation therefore, as set forth in sections 1 through
18 4, may be terminated at any time at the sole discretion of the Chief of Police.

19 **ARTICLE 14**

20 **HOURS OF WORK**

- 21 1. The normal hours of work for employees covered by this Agreement shall consist of work shifts
22 of eight (8) consecutive hours which in the aggregate results in an average normal work week of
23 forty (40) hours.
- 24 2. Within the normal hours of work, any shift assignment of eight consecutive hours, which is of 10
25 consecutive eight-hour work shifts in duration or longer, with each eight-hour work shift starting

1 at the same time or in the case of special assignments such as vice-
2 squad with possible differing starting times for each eight-hour work shift shall be deemed to be a
3 regularly scheduled eight-hour shift assignment; except that within the normal hours of work
4 Christmas Store detail or Summerfest detail shall also constitute a regularly scheduled eight-hour
5 shift assignment. The regularly scheduled eight-hour shift assignment of employees assigned to
6 the Professional Performance Division (PPD) who perform duties traditionally performed by
7 PPD, including criminal investigations of department members and investigations of claims to
8 which the department is a party, shall be established in the same manner as that of employees
9 assigned to the vice-squad as stated above.

10 3. The regularly scheduled eight-hour shift shall be established by the Chief of Police in accordance
11 with the requirements set forth above.

12 4. Except on those occasions when an emergency situation exists, if the Department desires to
13 change the off days falling within a single pay period for a member who otherwise continues to
14 be assigned to the same schedule and off day group, the member must be given personal notice of
15 such change, at least seven days prior to the start of the pay period in question. If the Department
16 fails to give such notice, all hours worked on either of the off days in question shall be treated as
17 falling outside the regularly scheduled eight-hour shift, as provided in Article 15.

18 **ARTICLE 15**

19 **OVERTIME**

20 1. DEFINITION:

21 Overtime shall be all authorized assignments outside the regularly scheduled eight-hour shift as
22 hereinbefore defined under the Article "Hours of Work." Notwithstanding the fact that trade off
23 of work assignments or other rescheduling of work assignments authorized by the Department at
24 the request of the employee results in work assignments outside of the regularly scheduled eight-
25 hour shift, such time shall not be considered overtime.

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2. OVERTIME RATES

- a. Overtime earned as a result of training time or roll-call time shall be compensated for at base salary rates (1X).
- b. Overtime earned as a result of court time shall be compensated as follows:
 - (1) Each court appearance less than or equal to two and one-half (2½) hours in duration shall be compensated at one and one-half base salary rates (1½X); however, a minimum of two and one-half (2½) hours' pay at one and one-half base salary rates (1½X) shall be granted employees covered by this Agreement when said employees are officially required to appear in court on their own time, provided said employees are excused before completing the two and one-half (2½) hour minimum.
 - (2) Each court appearance greater than two and one-half (2½) hours in duration shall be compensated at one and one-half base salary rates (1½X) for the entire time of such appearance.
 - (3) Notwithstanding the foregoing, within any court appearance, the first hour of court-ordered lunch time shall be unpaid.
 - (4) Parking During Court Overtime Appearance
Subject to the following terms and conditions, the City will provide employees with City-paid parking at MacArthur Square parking facility (located at 841 N. James Lovell Street) when they are on authorized Police Department business during off-duty hours as a result of either a court overtime assignment or when

1 ordered to the Police Department Administration Building by a commanding
2 officer:

3 (a) If the MacArthur Square parking facility has no available parking space,
4 the City will honor parking receipts from the MATC parking facility.

5 (b) Each instance of City-paid parking shall be limited to:

6 i. Court Overtime

7 The duration of the employee's court overtime appearance
8 beginning at the time the employee is required to be in court,
9 ending at the time the employee is released by the court and
10 including a reasonable amount of time for the employee to get to
11 and from his/her parked vehicle. An employee assigned to the
12 early shift on a regular basis who receives City-paid parking
13 hereunder as a result of a court appearance during his/her off-duty
14 hours shall also be entitled to an extension of such parking until the
15 end of his/her assignment on that date if he/she is assigned to early
16 shift duty on that date and the conclusion of the court appearance
17 falls within two hours of the start of his/her shift.

18 ii. Authorized Departmental Business at Police Administration
19 Building

20 The duration of the employee's appearance at the Police
21 Administration Building beginning at the time the employee is
22 required to be there, ending at the time the employee is released by

1 the Department and including a reasonable amount of time for the
2 employee to get to and from his/her parked vehicle.

- 3 (c) In order to receive City-paid parking benefits, the employee shall,
4 immediately following the conclusion of a court appearance, present the
5 court overtime time card for that appearance and the designated parking
6 facility receipt covering the time period of the appearance to a supervisory
7 police officer designated by the Police Department Administration. The
8 overtime card shall indicate the duration of the court appearance. Based
9 on the overtime card, the designated supervisory officer shall authorize the
10 payment of the parking fee to cover the time period of the court
11 appearance and a reasonable amount of time for the employee to get to
12 and from his/her vehicle and the court. The time allowed to get to and
13 from the employee's parked vehicle and the court shall be the same as in
14 provided in Departmental Order #8947, adopted November 27, 1984.
15 This Order provides that each instance of City-paid parking shall be
16 limited to the duration of the employees' court overtime appearance and
17 include actual time up to 30 minutes prior to the start of the court overtime
18 and no more than 30 minutes after the conclusion of the court overtime.
19 City-paid parking benefits associated with an employee's appearance at
20 the Police Department Administration Building during off-duty hours on
21 authorized Departmental business pursuant to order of a commanding
22 officer shall be administered in accordance with procedures established for

1 that purpose by the Police Department Administration.

2 (d) The City shall be held harmless against any and all claims, actions and
3 lawsuits relating to theft or personal property damage brought against the
4 City by employees using parking facilities pursuant to the parking
5 allowance benefits provided herein. The City shall be held harmless
6 against any and all claims, lawsuits, actions, damages and judgments due
7 to the employee's operation of his or her private vehicle at parking
8 facilities which are subject to the parking allowance benefits provided
9 herein. Nothing herein would operate to relieve the City of any liability it
10 may have arising from its actions or omissions or preclude the employee
11 from pursuing any rights or claims he/she may have under Wisconsin
12 State Statute 895.46.

13 c. Overtime earned as a result of an authorized eight-hour shift assignment which falls
14 outside the regularly scheduled eight-hour shift in whole or in part and which because of
15 the nature of the work performed does not fall within 2.a. or 2.b., above, shall be
16 compensated at one and one-half (1½X) the base salary rate, except that if an employee's
17 regularly scheduled eight-hour shift, as established by the HOURS OF WORK provision
18 of this Agreement, is changed, then all time worked on the new regularly scheduled
19 eight-hour shift shall be compensated at (1X) the base salary rate.

20 d. Overtime earned as a result of an authorized assignment outside of the regularly scheduled
21 shift which does not fall within 2.a., 2.b. or 2.c., above, shall be compensated at one and
22 one-half (1½X) the base salary.

23 3. OVERTIME PAYMENTS

24 a. Definitions

1 (1) Compensatory Time Off Balance (CTB)

2 The term “compensatory time off balance (CTB)”, as used in subsection 3 of this
3 Article, shall mean the unused amount of overtime the employee has earned that
4 was compensated in time off instead of cash.

5 (2) Overtime Earned

6 The term “overtime earned,” as used in subsection 3 of this Article, shall mean the
7 amount of overtime worked times the rate at which it is compensated; for example,
8 one hour of overtime worked that is compensated at straight time rates (1X)*¹
9 under this Article shall equal one hour of overtime earned and one hour of overtime
10 worked that is compensated at a rate of time and one-half (1½X) under this Article
11 shall equal 1½ hours of overtime earned.

12 b. Payment

13 All overtime earned for work performed during the term of this Agreement, shall be paid
14 for in cash except that:

15 (1) If an employee’s compensatory time off balance (CTB) recorded on the most
16 current Police Department Personnel Status Report is less than 225 hours, the
17 employee may elect to be compensated in time off instead of cash for each
18 instance of overtime work performed after issuance of the most current Status
19 Report until issuance of the next Status Report which indicates the employee’s
20 CTB is equal to or greater than 225 hours.

21 (2) An employee may use compensatory time off on dates he/she has requested
22 provided the employee gives his/her commanding officer reasonable advance
23 notice of the dates requested and the dates are determined available by the
24 commanding officer in accordance with the needs of the Police Service. The

¹ *Less than two and one half hours of Court Overtime worked shall equal two and one half hours of overtime earned at 1.5X Base Salary.

1 processing of requests for use of compensatory time off shall be on a first-come,
2 first-served basis. Decisions made by the employee's commanding officer with
3 respect to the availability of the dates the employee has requested shall be subject
4 to all of the provisions of subsections 3.b. (3) and (4).

5 (3) The parties recognize and shall implement the U.S. Department of Labor's position
6 that prior to denying a request to use accrued compensatory time, and even when
7 granting the request would bring operations below prescribed staffing levels, an
8 employer must first attempt operational alternatives to fill its prescribed staffing
9 levels by using replacement officers at premium overtime rates when required by
10 the FLSA. Accordingly, the City, working with and through the Milwaukee
11 Police Association, has established a system which guarantees that no one is
12 denied compensatory time off when prescribed staffing levels can be met through
13 a replacement (paid at FLSA premium rates where they apply). If a police officer
14 is denied a request to use compensatory time on the regularly scheduled shift that
15 the officer has requested, whether on the basis of prescribed staffing levels or for
16 any other reason(s), the provisions enumerated as subsections (a) through (k) at
17 the end of this paragraph will be utilized in order to obtain, when at all possible, a
18 suitable replacement for the officer, excepting under the following circumstances
19 in which the below-described duties fall within the officer's regularly scheduled
20 shift:

21 (aa) where that police officer is required to testify at a hearing, trial, or
22 other proceeding on behalf of the City (including, *inter alia*, Fire and Police
23 Commission meetings or hearings, grievance arbitrations, or lawsuits) to the
24 exclusion of any other police officer, and where he or she has not been
25 subpoenaed to testify;

26 (bb) where a police officer is mandated to appear at a charging

1 conference in the office of the District Attorney, or before any other public
2 prosecutor, and where his or her involvement in the arrest or other pertinent
3 events mandates that the police officer appear to the exclusion of any other
4 police officer; and

5 (cc) in those circumstances where the police officer (excluding those
6 assigned to the Patrol Bureau and excepting those police officers assigned
7 to the Patrol Support Division), possesses unique technical skills which are
8 required to be made available to the Police Department during a particular
9 period of time. In the event that an officer is denied compensatory time off
10 (or is initially granted compensatory time off and is subsequently denied)
11 under this subsection (cc), s/he shall be compensated at the rate of 1-1/2x
12 (or 2x if cancelled within 24 hours of the start of the compensatory time
13 previously granted) for all hours of that shift for which compensatory time
14 off had been requested if the following conditions are satisfied prior to
15 notification by the Department that s/he would be required to work during
16 that time:

- 17 1. the officer made arrangements for a replacement; and
- 18 2. both the officer requesting compensatory time off and the replacement
19 executed and filed with the Department the forms specified in Article
20 15 Section 3.b.(3)(1), of this paragraph, below.

21 The Chief of Police shall develop a form, which will be posted at each work
22 location throughout the Police Department, upon which employees seeking
23 replacements may identify themselves and the pertinent date(s). The availability of
24 this form shall not preclude the use of replacements obtained by police officers
25 through other means. The following conditions will apply to replacements obtained
26 under this subsection. If these conditions are fulfilled, the replacement will work

1 in place of the employee who has requested the use of compensatory time off and
2 that request shall be granted.

3 (a) Arrangements for a replacement must be made and confirmed at least 48
4 hours in advance of the start of the compensatory time which is to be taken
5 off.

6 (b) The replacement worker is within the same “box” as shown on the
7 “Milwaukee Police Department Organizational Chart” attached hereto as
8 page 1 of Appendix G (as may be in effect, modified or changed from
9 time to time by the Department or the Fire and Police Commission) as the
10 employee exercising his/her right to use compensatory time off, except as
11 specifically provided on page 2 of Appendix G or unless the employee’s
12 commanding officer in his or her discretion approves a replacement
13 obtained by the employee from a different “box.” In the event that the
14 Department or the Fire and Police Commission modifies the
15 organizational chart, the parties will immediately engage in collective
16 bargaining to provide for reasonably comparable access to replacement
17 workers.

18 (c) The replacement must have more than one (1) year of service from date of
19 hire and must have completed field training.

20 (d) The replacement must be of the same rank as the employee requesting use
21 of compensatory time off.

22 (e) The replacement will be permitted to work as a replacement only on a day
23 when he/she would otherwise be on a regular day off.

- 1 (f) An employee is ineligible to work as a replacement for more than two (2)
2 regular off days in a pay period.
- 3 (g) An employee is ineligible to work as a replacement for more than four (4)
4 hours during a shift that immediately precedes or follows that employee's
5 regular work shift, not to exceed two (2) occasions per pay period.
6 However, if, because of staggered shifts, the shift of the officer who is
7 being replaced ends or begins one hour before or after the shift of the
8 replacement officer, such shift shall be deemed to "immediately" precede
9 or follow the replacement's regular work shift. When this occurs, the
10 replacement shall work the one-hour of gap (for a maximum of five (5)
11 hours work), which gap time shall be compensated as if it was regular
12 replacement time, as specified in subsection (h), immediately below.
- 13 (h) The regular shift replacement hours will be compensated in cash at
14 straight-time (1X) rates (except for the four (4) contractual holidays
15 specified at Article 32 paragraph 1 of this Agreement which will be paid at
16 1½X Base Salary). Time worked as a replacement under this subsection
17 shall be counted as "hours worked" for FLSA purposes, so long as the
18 requirements of the FLSA apply to the City.
- 19 (i) The replacement will not receive out-of-shift premium.
- 20 (j) The replacement shall be subject to all of the obligations applicable to any
21 employee who is regularly scheduled for duty.
- 22 (k) If the replacement reports sick on a day when he/she is scheduled to work

1 as a replacement, he/she will be ineligible thereafter to work as a
2 replacement for a period of 90 days. If the replacement reports injured
3 off-duty on a day when he/she is scheduled to work as a replacement, the
4 replacement will be ineligible thereafter to work as a replacement for a
5 period of 90 days unless: (1) the off-duty injury occurred subsequent to
6 the time at which the replacement agreed to serve in that capacity; and (2)
7 the replacement provides medical substantiation of the off-duty injury.

8 (1) A replacement will, at the time of his/her selection, execute on a
9 form prescribed by the Chief of Police his/her agreement to serve as a
10 replacement in accordance with the terms and conditions of this
11 Agreement. The officer taking compensatory time off who arranged for
12 the replacement will also execute this form.

13 (4) An officer, at his/her option and under preexisting practices, may also seek a “body-for-
14 body” trade as allowable under 29 C.F.R. § 553.31 (“Substitution”) in order to use
15 compensatory time off when desired. This shall not be a prerequisite to the procedure set
16 forth in subsection 3.b.(2) and (3) for obtaining a replacement.

17 c. Compensatory Time Off Segments

18 (1) Subject to the terms and conditions provided for in subsection 3.b.(2) of this
19 Article, above, and except as provided in 3.c.(2), below, an employee authorized
20 to use earned compensatory time off must use it in units of either eight-hour days
21 or four-hour segments.

22 (2) Subject to the terms and conditions provided for in subsection 3.b.(2) of this

1 Article, above, an employee may request to use earned compensatory time off in
2 units of one (1) hour for purposes of significant personal importance. Such
3 requests will be granted at the discretion of the supervisor consistent with the
4 needs of the service and shall not be denied arbitrarily or capriciously. It is
5 understood that the needs of the service are of preeminent importance in weighing
6 such requests.

7 4. All overtime shall be at the option of the Chief of Police.

8 5. Application of the provisions contained in this Article shall not involve pyramiding of overtime.
9 During a period of time there are two (2) concurrent overtime rates, the following procedure
10 shall be used to determine the rate for that period:

11 a. If both rates are at time and one-half (1½X), the employee is paid at a rate of time and
12 one-half (1½X).

13 b. If one of the rates is time and one-half (1½X) and the other straight-time (1X), the
14 employee is paid at a rate of time and one-half (1½X).

15 c. If both rates are straight-time (1X), the employee is paid at a straight-time (1X) rate.

16 d. For purposes of construction and interpretation of this provision, a court appearance
17 involving the three and three quarter hour court overtime minimum payment shall be
18 deemed a two and one-half-hour period of time and one-half (1.5X) overtime beginning
19 with the start of such court appearance.

20 6. The hourly pay used in the computation of overtime shall be equal to one-eightieth (1/80) of the
21 employee's current biweekly base salary as provided for in the BASE SALARY provision of this
22 Agreement.

- 1 7. Overtime shall be compensated for each actual hour or nearest 0.1 of an hour of authorized
2 overtime worked.
- 3 8. Any payment made under the provisions of this Article shall not have any sum deducted for
4 pension benefits nor shall such payments be included in the determination of pension benefits or
5 other fringe benefits.
- 6 9. The terms and conditions agreed to between the parties in respect to Police Band overtime
7 (except as stated below), court overtime parking and negative comp time balances, which are set
8 forth respectively in City/MPA Memoranda of Understanding dated: September 14, 1983
9 (Police Band Overtime), October 12, 1983, and November 16, 1983 (Court Overtime Parking)
10 and December 15, 1983 (Negative Comp Time Balances) shall be incorporated into the
11 provisions of this Article and be made a part of this Agreement as Appendix B. The terms and
12 conditions of the Memorandum of September 14, 1983 (Police Band Overtime) shall be amended
13 to provide that the Compensatory Time Off Bank (CTB) time is the same as provided in
14 subsection 3.b.(1) of this Article.
- 15 10. Miscellaneous Overtime Provisions
- 16 a. Roll Call
- 17 Existing roll-call time practices will be maintained for the term of this Agreement or any
18 agreed-upon extension thereof. Effective August 11, 1985, and for so long as employees
19 are covered by the Fair Labor Standards Act (FLSA) during the term of this Agreement,
20 or any agreed upon extension thereof, the 18-minute roll-call period shall be reduced to a
21 12-minute period with all overtime earned during such 12-minute period compensated at
22 time and one-half (1½X) the base salary rate. If and when employees are no longer

1 covered by the FLSA, the roll-call period shall be increased to an 18-minute period and
2 overtime earned as a result of roll-call shall be compensated at base salary rates (1X).
3 Identification Technicians who are assigned to perform street duties shall attend roll call
4 and receive roll call pay.

5 b. Compensatory Time Off

6 If and when the City is required by law to pay cash for overtime work performed that
7 could otherwise have been paid for in compensatory time off under the provisions of this
8 Agreement, the City may modify overtime provisions to assure that overtime
9 compensation (whether in cash, compensatory time, or both) for all overtime work
10 performed shall not exceed 1½X the employee's base rate of pay.

11 **ARTICLE 16**

12 **FIRE AND POLICE COMMISSION OVERTIME**

13 1. Definition

14 Fire and Police Commission Overtime shall be defined as time spent by an employee outside of
15 his/her regularly scheduled eight-hour work shift, (as such eight-hour work shift is defined under
16 the HOURS OF WORK Article of this Agreement) under subpoena at a trial proceeding
17 conducted by the Board of Fire and Police Commissioners (FPC); provided such FPC trial
18 proceeding resulted from either a citizen complaint filed with the FPC, or an appeal from
19 discipline administered by the Chief of Police, and provided further that the employee so
20 subpoenaed was involved in the incident which gave rise to the complaint or the discipline. The
21 extent of involvement occasioning an employee's appearance at a FPC trial proceeding, where
22 such appearance was solely for the dispositional phase of that proceeding, shall, in addition to
23 covering involvement in the incident which gave rise to the complaint or the discipline, cover any

1 other involvement such employee had in the course of his/her employment in the Police
2 Department with the defendant(s) in such complaint or discipline. The term, "FPC trial
3 proceeding," as used herein, shall also include FPC conciliation proceedings.

4 2. Limitations

5 a. Fire and Police Commission Overtime shall not include overtime assignments made by the
6 Chief of Police. Overtime assignments made by the Chief of Police shall be covered by
7 Article 15 of this Agreement entitled OVERTIME.

8 b. An employee shall not be entitled to any compensation for an FPC trial proceeding during
9 the time period he/she is suspended from duty with pay.

10 c. An employee shall be required to turn over to the Police Department Administration all
11 witness fees he/she received as a result of a FPC trial proceeding for which the employee
12 received Fire and Police Commission Overtime pay, and make no subsequent claim for
13 this money whatsoever.

14 3. Fire and Police Commission Overtime Rates

15 a. Fire and Police Commission Overtime earned as a result of an appearance at a FPC trial
16 proceeding that was not limited solely to the dispositional phase of the trial proceeding,
17 shall be compensated at:

18 (1) Base salary rates (1X) for all time spent at such appearance when the
19 appearance is less than or equal to two hours in duration; however, a
20 minimum of two hours' pay at base salary rates (1X) shall be granted an
21 employee when he/she is subpoenaed to appear at such FPC trial proceeding
22 on his/her own time, reports thereto, and is excused before completing the
23 two-hour minimum.

24 (2) Base salary rates (1X) for the first two hours of such appearance and at time
25 and one-half (1 1/2X) the base salary rate for all time in excess of the first
26 two hours of such appearance, when such appearance is greater than two

1 hours in duration.

2 b. Fire and Police Commission Overtime earned as a result of an appearance at a FPC trial
3 proceeding that was solely for the dispositional phase of the trial proceeding, shall be
4 compensated at a flat rate equal to two (2) hours of pay computed at the employee's base
5 salary rate (1X) in effect at the time of the appearance. The flat amount provided
6 hereunder shall not be construed as a limitation on the length of an employee's appearance
7 at such dispositional phase.

8 4. Fire and Police Commission Overtime Payments

9 Fire and Police Commission Overtime earned under the provisions of this Article shall be
10 compensated for in cash or compensatory time off in accordance with, and subject to, the
11 provisions of subsection 3 set forth in Article 15 of this Agreement. Fire and Police Commission
12 Overtime earned, that is compensated for in compensatory time off shall count towards the
13 employee's CTB and be recorded on the Police Department Personnel Status Reports. For
14 purposes of interpretation and construction of the provisions of this subsection, each instance of
15 Fire and Police Commission Overtime worked of less than two hours' duration at a FPC trial
16 proceeding, that was not limited solely to the dispositional phase, shall equal two hours of Fire
17 and Police Commission Overtime earned and each instance of Fire and Police Commission
18 Overtime worked at an FPC trial proceeding that was limited solely to the dispositional phase
19 shall equal two hours of Fire and Police Commission Overtime earned.

20 5. Employees receiving compensation under the provisions of this Article for an appearance at a
21 FPC trial proceeding shall be covered by the provisions of subsection 2.b.(4) set forth in the
22 Overtime Article of this Agreement for that appearance.

23 6. Application of the provisions contained in this Article shall not involve pyramiding of Fire and
24 Police Commission Overtime, nor shall it involve pyramiding with compensation provided under
25 the Overtime Article of this Agreement. For purposes of interpretation and construction of the
26 provisions of this subsection, the terms and conditions set forth in subsection 5 of the Overtime

- 1 Article shall be applicable.
- 2 7. The hourly pay used in the computation of Fire and Police Commission Overtime shall be equal
3 to 1/80th of the employee's biweekly base salary in effect at the time of the FPC trial proceeding
4 for which such compensation is being provided.
- 5 8. Except for compensation received under subsection 9 of this Article, any payment made under the
6 provisions of this Article shall not have any sum deducted for pension benefits nor shall such
7 payments be included in the determination of pension benefits or other fringe benefits.
- 8 9. An employee under subpoena to a FPC trial proceeding during the period which falls within
9 his/her regularly scheduled eight-hour work shift shall be entitled to his/her regular base salary
10 for that period; provided that such employee is not on paid leave, was actually scheduled to work
11 or worked a portion of such shift. Eligibility for compensation under this subsection, and witness
12 fee reimbursement requirements, shall be subject to the same terms and conditions applicable to
13 Fire and Police Commission Overtime that are set forth in subsections 1 and 2 of this Article.
- 14 10. Administration
- 15 a. The Executive Director of the FPC, or his/her designee, shall record the employee's
16 appearance at a FPC trial proceeding, noting the time the employee was required to report
17 to such proceeding and the time the employee was excused from such appearance. The
18 Executive Director, or his/her designee, shall also note if the employee was subpoenaed
19 solely for the dispositional phase of the trial proceeding. This information shall be
20 forwarded to the Police Department Administration. As a condition of eligibility for
21 receipt of the compensation provided hereunder, an employee must submit his/her
22 subpoena, or clear facsimile thereof, to the Executive Director (or his/her designee) at the
23 time the employee reports to the trial proceeding.
- 24 b. Administration and control of the provisions of this Article shall be under the City which
25 shall have the authority to establish such rules and procedures that it deems necessary to
26 administer the benefits provided by this Article.

1 **ARTICLE 17**

2 **INFORMATION RECOMMENDED TO BE FURNISHED TO ASSOCIATION**

- 3 1. The City will recommend to the Annuity and Pension Board of the Employees' Retirement
4 System of Milwaukee, hereinafter referred to as Board, that it supply actuarial information to the
5 Association or its actuary upon receiving a written request herefor for the purpose of costing out
6 proposals by the Association for pension changes for collective bargaining conditioned upon the
7 Board's actuary having such information available.
- 8 2. The City will recommend to the Board that the Board or the Board's actuary supply to the
9 Association or any actuary acting on behalf of said Association, any and all information which
10 said Association actuary requests for purposes of costing out proposals upon which the
11 Association may wish to collectively bargain on with the City.
- 12 3. All costs or expenses involved in supplying information either under Subsections 1 or 2 above to
13 the City or to the Board involved under Subsections 1 or 2 above shall be paid for by the
14 Association in the manner required either by the City or the Board in connection with the
15 supplying of such information.
- 16 4. Excluded from Subsections 1 or 2 shall be such matters of a private or confidential nature so
17 determined by the Board as may be supplied to the Board by individual employees or retirees.

18 **ARTICLE 18**

19 **RETENTION OF PENSION AND ANNUITY RIGHTS**

20 The City agrees not to diminish any contractual pension and annuity rights presently vested in any
21 employee including any rights enumerated herein.

22 **ARTICLE 19**

23 **PENSION BENEFITS**

24 Pension benefits for an employee covered by this Agreement who is a member of the Employee's

1 Retirement System of Milwaukee (ERS) shall be those benefits defined in Chapter 36 of the City
2 Charter (ERS Act) that are applicable to a "policeman". Except for
3 the following provisions, these pension benefits shall continue unchanged during the term of this
4 Agreement:

5 1. Chapter 36 of the Milwaukee City Charter regarding pension benefits for employees
6 covered by this Agreement who are members of the Employee's Retirement System of
7 Milwaukee (ERS) may be amended to the extent necessary for such plan to remain
8 qualified under Section 401.a. and 501.c. of the Internal Revenue Code of 1986 as
9 amended. In the event the IRS rules that the Charter amendments have become invalid,
10 then the Charter Ordinance will reflect back to the old language of the Charter.

11 2. The City agrees that it will never seek to increase the age/service requirements applicable
12 to employees in active service and enrolled in the Employee's Retirement System as a
13 "policeman" prior to December 20, 2015, that are provided for under section 36-05-1-f of
14 the ERS Act. Effective Pay Period 1, 2016, employees newly eligible for service credit as
15 a "policeman" in the Employee's Retirement System will be eligible for normal service
16 retirement benefits no earlier than age 50 with 25 years of service as a "policeman".

17 3. Subject to the conditions contained therein, the parties agree to abide by the pension
18 provisions of the October 29, 1999 Final Global Settlement Agreement for Active Police
19 Officers, as amended by Charter Ordinance.

20 If any portion of the Global Pension Settlement Agreement or implementing Charter
21 Ordinance is held invalid, or if compliance with it is restrained by operation of law or by
22 any court of competent jurisdiction, the parties shall immediately enter into collective
23 bargaining for the purpose of arriving at a mutually satisfactory replacement for such
24 portion of the Global Pension Settlement Agreement or Charter Ordinance.

25 This paragraph shall in no way affect or restrict other benefits unrelated to pension
26 benefits in the Global Settlement Agreement.

- 1 4. Creditable service for active military service, as provided in 36-04-c, shall be extended to
2 members of the MPA who participate in the combined fund and who retire on a service
3 retirement on and after January 1, 2003.
- 4 5. Effective June 19, 2016, when a retirement application is filed by an employee covered by
5 this Agreement who seeks a Duty Disability Retirement Allowance, the application shall
6 be referred to the Medical Council established under s. 36-15-12 of the Milwaukee City
7 Charter. The Medical Council shall determine and certify whether the applicant is
8 permanently and totally incapacitated for duty in accordance with the requirements of
9 Chapter 36 of the Milwaukee City Charter. In the event the Medical Council does not
10 have a specialist in the area of the employee's injury, it shall refer an employee to a
11 physician for an examination, the referral will be made to a Tier 1 specialist (to the extent
12 the City's Health Plan Administrator provides for Tier 1 rankings) where a Tier 1
13 specialist exists. In any reexamination authorized by Chapter 36 of the Milwaukee City
14 Charter of such retired beneficiary, the beneficiary shall be referred to the Medical
15 Council for reexamination and such Medical Council shall make the determination and
16 certification required under the provisions of Chapter 36 of the Milwaukee City Charter
17 for reexaminations.
- 18 6. Effective Pay Period 1, 2016, employees enrolled in the Employee's Retirement System as
19 "policeman" prior to October 3, 2011, shall contribute 7% of their earnable compensation
20 toward the employee share of their pension.

21
22 The City and the Association are currently parties to litigation in Milwaukee County Circuit Court (Case
23 No. 15CV008634) that will affect the parties' ability to implement the provisions of paragraph 6, above.

24 The parties have an agreement regarding the conclusion of that litigation that includes the following:

- 25 1. If the City prevails in its position in the litigation, it will, as soon as administratively
26 practicable, withhold from each employee the member contribution referenced in

1 paragraph 6, above.

- 2 2. If the Association prevails in its position in the litigation, the City will continue to make
3 the member contribution specified in sec. 36-08-7-b of the Charter, and paragraph 6,
4 above, will be disregarded and ineffective.

5 **ARTICLE 20**

6 **LIFE INSURANCE**

7 1. Amount of Life Insurance Coverage

8 Eligible employees shall be enrolled in, at no cost, basic life insurance coverage in an amount
9 equal to \$55,000, so long as they remain in active service. Employees shall be eligible to
10 purchase additional life insurance, in 50% increments of the employee's base salary, at no cost to
11 the City, in an amount not to exceed three (3) times the employee's base salary. However, in no
12 instance shall the amount of the additional life insurance exceed \$300,000.

13 2. Adjustment of Coverage

14 The amount of life insurance coverage to which an employee is entitled shall be adjusted annually
15 on January 1 of the calendar year to reflect changes in the employee's annual base salary rate.
16 The term, "Annual Base Salary Rate," as used herein, shall be defined as an amount equivalent to
17 the employee's biweekly base salary, as his biweekly base salary is defined and determined under
18 the BASE SALARY provision of this Agreement, divided by fourteen (14) and then multiplied by
19 three hundred and sixty-five (365).

20 3. Conditions and Eligibility for Election of Coverage

- 21 a. Subject to the terms and conditions provided in subsection 3.b. through 3.c. of this Article,
22 below, an employee shall be enrolled in basic life insurance coverage provided in
23 subsection 1., above, on the 1st of the month following the completion of 180 consecutive
24 calendar days of active service as a full-time (40-hour per week) employee following
25 his/her initial date of employment with the City.

- 1 b. An employee re-employed subsequent to a separation from active service, for whatever
2 reason, must re-establish his/her eligibility for life insurance coverage on the same basis
3 that would be applicable to a new employee having the same starting date that the re-
4 employed employee had following re-employment.
- 5 c. An employee who has previously waived additional life insurance coverage provided by
6 the City, either hereunder or otherwise, while employed with the City or a City Agency
7 (the term, "City Agency" being as defined in subsection 36.02(8) of the Milwaukee City
8 Charter, 1971 compilation, as amended) shall be permitted to elect additional life
9 insurance coverage only on such terms and conditions as are established and maintained
10 from time to time by the City and/or its life insurance carrier.

11 4. Cost of Additional Life Insurance Coverage

12 Employees eligible for the basic life insurance coverage described under Subsection 1 of this
13 Article, above, who elect additional life insurance coverage as described in subsection 1, shall pay
14 to the City an amount equal to a cost per thousand, per month, at age banded rates, for each
15 \$1,000 of coverage in excess of the basic \$55,000. These payments shall be accomplished by
16 periodic deductions from employees' biweekly paychecks. The City shall make all necessary
17 payments for the basic life insurance coverage described in Subsection 1. of this Article, above.
18 Employees who have enrolled in additional life insurance coverage may also purchase life
19 insurance for spouses and dependents at no cost to the City.

20 5. Conditions and Limitations on Benefits

- 21 a. Life insurance benefits shall be subject to the terms and conditions contained in the
22 contract between the City and its life insurance carrier.

23 6. Right of City to Change Carrier

- 24 7. It shall be the right of the City to select and, from time to time, to change the carrier(s), subject to
25 a sixty (60) day advance notice to the MPA, that provide the benefits set forth above. The City
26 shall, at its sole option, have the right to provide these life insurance benefits on a self-insured

1 basis.

2 8. Retiree Life Insurance Benefits

3 a. Amount of Life Insurance Coverage

4 (1) To be eligible for retiree life insurance benefits, employees, regardless of age, must
5 have maintained at least 50% of their base salary as additional life insurance
6 coverage at the time of retirement to continue to be part of the City's life insurance
7 program. All elections for additional life insurance coverage must be in multiples
8 of 50% of the base salary at the time of retirement, not to exceed the additional
9 insurance percentage elected as an active employee at the time of retirement.

10 (2) Upon attaining age 65, and having maintained additional life insurance coverage,
11 as described in 1.a., of this subsection, from retirement to age 65, the city shall
12 provide \$10,000 of life insurance coverage.

13 (3) Retirees may reduce additional life insurance coverage to any multiple of 50% of
14 the base salary at the time of retirement at any time.

15 b. Cost of Coverage

16 (1) Until a retiree attains age 65, a retiree maintaining coverage, as described in
17 subsection 7.a.(1) of this Article, above, shall pay 100% of the premium cost
18 associated with such coverage. The retiree shall have such cost deducted from
19 his/her monthly pension check.

20 (2) Upon attaining age 65, the city will assume 100% of the premium cost associated
21 with the coverage, as described in subsection 7.a.(2) of this Article, above,. A
22 retiree may elect to maintain his/her additional life insurance but shall pay 100% of
23 the premium cost associated with such coverage minus the city provided life
24 insurance coverage, as described in subsection 7.a.(2) of this Article, above,.

25

1 **ARTICLE 21**

2 **HEALTH INSURANCE**

3 1. Benefits

4 a. Health Care Coverage

5 For Calendar Years 2013, 2014, 2015, 2016, and 2017 the City will provide health care
6 coverage.

7 b. Basic Dental Plan

8 Basic Dental Plan insurance benefits shall be the same as the benefits provided for in the
9 DENTAL SERVICES GROUP CONTRACT FOR THE CITY OF MILWAUKEE,
10 effective October 17, 1981 executed April 26, 1982, except that:

11 The age limit at which the orthodontic benefits provided for
12 under the "Orthodontics" Section of said DSG CONTRACT
13 cease for participants shall be changed from age 19 to age 25;
14 all other terms and conditions applicable to orthodontic
15 benefits shall remain unchanged.

16 The dental insurance coverage for an eligible employee electing coverage
17 under the Basic Dental Plan shall be in lieu of the coverage provided by
18 Prepaid Dental Plans (PDP).

19 c. Prepaid Dental Plans (PDP)

20 Employees shall have the right to select coverage under a Prepaid Dental Plan (PDP)
21 approved by the City in lieu of the coverage provided by the Basic Dental Plan.

22 d. Provisions Applicable to All Plans:

23 (1) The City will not pay for any services or supplies that are unnecessary according to
24 acceptable medical procedures.

25 (2) The City shall have the right to require employees to execute a medical
26 authorization to the applicable Group to examine employee medical and/or dental

1 records for auditing purposes.

2 (3) The City shall have the right to establish methods, measures and procedures it
3 deems necessary to restrict abuses and/or excessive costs in application of the
4 benefits provided under subsections 1.a. through 1.c., above.

5 (4) The City, in conjunction with its insurance carrier, shall have the right to develop
6 and implement any other cost containment measures it deems necessary.

7 (5) An employee's health care/dental coverage provided by this Article shall terminate
8 on the last day of the calendar month in which the employee is removed from the
9 Police Department payroll; provided however, that when an employee is suspended
10 from duty without pay, such coverage shall not terminate on the last day of the
11 calendar month in which the suspension begins if the suspension ends prior to the
12 last day of the next following calendar month. The Police Department
13 Administration will provide written advance notice to an employee indicating the
14 date on which his/her health care/dental coverage will be terminated.
15 Notwithstanding the foregoing, an employee's health care coverage shall not
16 terminate so long as he/she and/or his/her dependent(s) are eligible for and
17 receiving health care coverage under the specific provisions of this Agreement that
18 are applicable to individuals not on the Department payroll. Except for
19 suspensions (as provided above) this exception does not extend the termination
20 date of an employee's dental coverage beyond the last day of the calendar month in
21 which the employee is removed from the Department payroll.

22 (6) An annual Health Risk Assessment (HRA), which shall include basic biometrics, a
23 written health risk assessment questionnaire and a blood draw, shall be
24 administered on an annual basis.

25 (7) Both a Wellness and Prevention Program and Committee shall be implemented. A
26 description of both the program and the committee is appended hereto as Appendix

1 I.

2 2. Eligibility for Benefits

3 a. Employees in Active Service

4 (1) Employees in active service shall be entitled to health care coverage offered by the
5 City, at their option, so long as they remain in active service.

6 (2) Dental Benefits

7 Employees in active service shall be entitled to the dental benefits provided in
8 subsections 1.b. or 1.c. of this Article so long as they remain in active service. All
9 employees, while in active service, who are enrolled in a dental plan provided by
10 subsections 1.b. or 1.c. shall have the same enrollment status that they maintain for
11 their health care coverage. Individuals not in active service shall not be eligible for
12 dental benefits.

13 b. Duty Disability

14 (1) Except as provided in b.(2), below, employees in active service who commence
15 receiving duty disability retirement allowance between January 1, 2013 and
16 December 31, 2017, as such allowance is defined in Section 36.05(3) of the ERS
17 Act, shall be entitled to the health care coverage provided in subsection 1.a. of this
18 Article, above, between January 1, 2013, and December 31, 2017, so long as they
19 continue to receive such duty disability retirement allowance and so long as they
20 are under age 65. If a duty disability retiree eligible for health care coverage dies
21 prior to attaining age 65, the duty disability retiree's surviving spouse shall be
22 eligible for health care coverage until the last day of the month in which the
23 deceased duty disability retiree would have attained age 65.

24 (2) An employee in active service who commences receiving a duty disability
25 retirement allowance of 90% of his/her current salary between January 1, 2013, and
26 December 31, 2017, as such allowance is defined in Section 36.05(3) of the ERS

1 Act, shall be entitled to the health care coverage provided in subsection 1.a. of this
2 Article, above, between January 1, 2013, and December 31, 2017, so long as he/she
3 continues to receive such duty disability retirement allowance. If a duty disability
4 retiree eligible for health care coverage dies prior to attaining age 65, the duty
5 disability retiree's surviving spouse shall be eligible for health care coverage until
6 the last day of the month in which the deceased duty disability retiree would have
7 attained age 65.

8 c. Employees Who Retire between January 1, 2013, and December 31, 2017.

9 Employees in active service who retire on normal pension between January 1, 2013, and
10 December 31, 2017, with at least 15 years of creditable service, shall be entitled to the
11 health care coverage provided in subsection 1.a. of this Article, above, between January 1,
12 2013, and December 31, 2017, so long as they are less than age 65. If an employee
13 eligible for health care coverage dies following his/her retirement on normal pension, but
14 prior to attaining age 65, the retiree's surviving spouse shall be eligible for health care
15 coverage until the last day of the month in which the deceased retiree would have attained
16 age 65.

17 d. Duty Death

18 A surviving spouse who becomes eligible to receive a pension under the provisions of
19 Section 36.05(5) of the ERS Act, on or after January 1, 2013, shall be entitled to the
20 benefits provided in subsection of 1.a. of this Article between January 1, 2013, and
21 December 31, 2017, so long as the surviving spouse continues to receive such pension and
22 is less than age 65.

23 3. Cost of Coverage

24 a. Employees in Active Service

25 (1) For Calendar Years 2013, 2014, 2015, 2016, and 2017

26 (a) The employee premium contribution shall be 12% of the premium cost

1 based on plan selected and enrollment status, i.e. either single, employee and
2 dependent(s), employee and spouse, or family. The amount of employee
3 premium contribution shall be deducted from the employee's pay check on a
4 semi-monthly basis.

5 i. An employee shall also contribute an additional \$20.00 per month over
6 and above the amount specified in 3.a.(1)(a)., above, for each adult
7 (maximum of two, excluding dependent children) who chooses not to
8 fully participate in and complete the HRA.

9 ii. For an employee in the single or one of the family plans and his or her
10 spouse (if applicable) who participate fully in the HRA and who do
11 smoke (as determined by the HRA), the employee contribution shall be
12 12% per month for single, employee and dependent(s), employee and
13 spouse, or family plan enrollment.

14 iii. For an employee in the single or one of the family plans and his or her
15 spouse (if applicable) who participate fully in the HRA and who do not
16 smoke (as determined by the HRA), the employee contribution shall be
17 12% minus \$10 per month for single or employee and dependent(s)
18 enrollment and 12% minus \$20 per month for employee and spouse and
19 family enrollment.

20 (b) The amount of employee wellness fee, as specified in 3.a.(1)i, ii, or iii,
21 above, shall be deducted from the employee's pay check on a monthly basis.
22 Any subscriber costs for enrollment in excess of the above-stated amounts
23 shall be paid by the City.

24 (c) The maximum City contributions provided above shall be determined by the
25 employee's effective plan and enrollment status.

26 (2) An employee who exhausts his/her sick leave during the term of this Agreement

1 shall be permitted to maintain health care coverage for the plan he/she was covered
2 under on the date his/her sick leave was exhausted for up to six (6) months
3 immediately following that date so long as the employee is unable to return to
4 work because of medical reasons. For calendar years 2013, 2014, 2015, 2016, and
5 2017, the City's contribution toward the cost of maintaining health care coverage
6 shall be as provided in subsection 3.a.(1) of this Article, above. This provision
7 shall not cover retirees (including disability retirements).

8 b. Duty Disability

9 (1) For Calendar Years 2013, 2014, 2015, 2016, and 2017

10 Depending on the individual's single/family enrollment status, the cost of coverage
11 for individuals receiving a duty disability retirement allowance shall be as
12 provided for in subsection 3.a.(1) of this Article, above.

13 c. Employees Who Retire Between January 1, 2013 and December 31, 2017

14 (1) For eligible employees who retire between January 1, 2013 and December 31,
15 2017, the City will make monthly contributions towards meeting the monthly
16 subscriber cost for single or family enrollment in the plan elected by the retiree as
17 follows:

18 (a) Single Enrollment Status

19 For a retiree with single enrollment status, the City will contribute an
20 amount up to the percentage of the subscriber cost for single enrollment in
21 the Highest Cost Plan that is determined by the formula provided in
22 subsection 3.c.(1)(c) during the period after retirement the retiree is less
23 than age 60 and an amount up to 100% of the subscriber cost for single
24 enrollment in the Highest Cost Plan during the period after retirement the
25 retiree is at least age 60 but less than age 65.

26 (b) Other Than Single Enrollment Status

1	
2	At least 236 work days, but
3	less than 244 work days.....76%
4	
5	At least 244 work days, but
6	less than 253 work days.....77%
7	
8	At least 253 work days, but
9	less than 261 work days.....78%
10	
11	At least 261 work days, but
12	less than 270 work days.....79%
13	
14	At least 270 work days, but
15	less than 278 work days.....80%
16	
17	At least 278 work days, but
18	less than 285 work days.....81%
19	
20	At least 285 work days, but
21	less than 291 work days.....82%
22	
23	At least 291 work days, but
24	less than 298 work days.....83%
25	
26	At least 298 work days, but
27	less than 304 work days.....84%
28	
29	At least 304 work days, but
30	less than 311 work days.....85%
31	
32	At least 311 work days, but
33	less than 317 work days.....86%
34	
35	At least 317 work days, but
36	less than 324 work days.....87%
37	
38	At least 324 work days, but
39	less than 330 work days.....88%
40	
41	At least 330 work days, but
42	less than 336 work days.....89%
43	
44	At least 336 work days, but
45	less than 343 work days.....90%
46	
47	At least 343 work days, but
48	less than 349 work days.....91%
49	
50	At least 349 work days, but
51	less than 356 work days.....92%
52	
53	At least 356 work days, but

1	less than 362 work days.....93%
2	
3	At least 362 work days, but
4	less than 369 work days.....94%
5	
6	At least 369 work days, but
7	less than 375 work days.....95%
8	
9	At least 375 work days, but
10	less than 381 work days.....96%
11	
12	At least 381 work days, but
13	less than 388 work days.....97%
14	
15	At least 388 work days, but
16	less than 394 work days.....98%
17	
18	At least 394 work days, but
19	less than 400 work days.....99%
20	
21	At least 400 work days.....100%
22	

23 Unused Sick Leave is expressed in eight-hour work days and represents the amount
 24 of earned and unused sick leave credited to an employee's sick leave account on the
 25 effective date of his/her retirement.

26 City Contribution is expressed as a percentage of the effective Highest Cost Plan
 27 subscriber cost for the enrollment status applicable to the retiree and represents the
 28 maximum contribution made by the City on behalf of such retiree.

29 If the per capita subscriber cost for enrollment in the plan selected by the retiree
 30 exceeds the maximum City contribution for retirees provided, the retiree shall have
 31 the amount of such excess cost deducted from his/her pension check.

32 (2) Surviving Spouse

33 The provisions of subsection 3.c.(1) shall be applicable to a surviving spouse
 34 eligible for retiree health care coverage under subsections 2.b or 2.c. of this Article.

35 An eligible surviving spouse without eligible dependents shall be covered by
 36 subsection 3.c.(1)(a); in all other circumstances he/she shall be covered by
 37 subsection 3.c.(1)(b). For purposes of interpretation and administration, the age the

1 deceased retiree would have been 65 shall determine the City contribution.

2 d. Duty Death

3 Depending on single/family enrollment status, the cost of coverage for the surviving
4 spouse of an employee receiving a duty death pension, under either Section 36.05(5) of
5 the ERS Act or Chapter 35.01(34) of the Milwaukee City Charter, shall be as follows:

6 During calendar years 2013, 2014, 2015, 2016, and 2017, the City will contribute an
7 amount toward meeting the subscriber cost for enrollment in the plan elected of up to
8 100% of the monthly subscriber cost of either single or family enrollment in the
9 Highest Cost Plan. If the subscriber cost for enrollment in the plan elected exceeds the
10 maximum City contribution provided, the employee shall have the amount of excess
11 cost deducted from his/her paycheck on a monthly basis.

12 e. Cost of Health Insurance After Conversion From Duty Disability

13 Upon conversion from a duty disability retirement allowance to a service retirement
14 allowance, the cost of the retiree health care coverage to which he/she is entitled
15 hereunder until he/she attains age 63 shall be as provided under subsection 3.a. of
16 this Article. The health care coverage shall be in lieu of the health care coverage
17 provided under subsection 3.c. Thereafter, until attainment of age 65, the cost of
18 such coverage shall be as provided under subsection 3.c. of this Article, except that
19 the individual's unused sick leave as of the effective date his/her duty disability
20 retirement allowance commenced shall be used to compute the City-paid retiree
21 health care coverage to which he/she is entitled hereunder.

22 4. Cost of Coverage -- Dental Plan Only

23 For calendar years 2013, 2014, 2015, 2016, and 2017, the City will contribute an amount up to
24 \$13.00 per month for single enrollment and an amount up to \$37.50 per month for family
25 enrollment towards meeting the subscriber cost of the dental plan. If the subscriber cost for single
26 or family enrollment in the Dental Plan exceeds the maximum City contribution provided, the

1 employee shall have the amount of such excess cost deducted from his/her paycheck on a monthly
2 basis.

3 5. Self-Administration Offset

4 The per capita subscriber costs associated with the health care or dental coverage provided by
5 each of the plans listed in subsection 1., above, includes amounts allocable to the administrative
6 costs of the carriers providing such coverage. If the City elects to self-administer the Basic
7 Dental Plan, then effective with the calendar month during which this election becomes effective,
8 and so long as it continues in effect, the maximum City contributions provided in subsection 4,
9 above, for employees covered by such a self-administered plan shall be reduced by an amount
10 equal to 100% of the difference between the monthly administrative costs associated with such
11 plan prior to the effective date it became self-administered and the monthly administrative costs
12 associated with the plan when it is self-administered, capitated for each subscriber in the plans on
13 the basis of single or family enrollment status. While in effect, this provision shall not increase an
14 employee's payroll deductions required to meet the costs of his/her dental insurance benefits
15 beyond the deductions that would be required under subsections 4 and 8 of this Article, if the
16 provision was not in effect.

17 6. Non-duplication

- 18 a. If more than one City employee is a member of the same family, as that term is defined in
19 provisions of the Plans defined in subsection 1. of this Article, the coverage shall be
20 limited to one family plan.
- 21 b. A retiree shall be ineligible to receive the retiree health care coverage provided hereunder
22 when receiving health care coverage from other employment or from the employment of
23 the retiree's spouse if the health care coverage received by the spouse cover the retiree.
- 24 c. City health care coverage cost contributions provided hereunder to retirees shall be in lieu
25 of any other City retiree health care coverage contributions provided by ordinance,
26 resolution or by other means, while retirees are receiving the health care coverage

1 hereunder.

2 d. In the event an employee becomes eligible for Medicare benefits prior to attaining age
3 65, the City will contribute an amount up to the City's maximum contribution provided in
4 subsection 3.c.(1), of this Article towards the cost of coverage for the City's Medicare
5 Supplemental Plan.

6 7. Employees on Leave of Absence

7 Employees in active service may elect to be covered by the health care coverage in subsection 1.a.
8 of this Article, above, while on an authorized leave of absence. Individuals on an authorized
9 leave of absence shall pay 100% of the cost associated with their coverage. The rates for such
10 coverage shall be determined by the City and may be adjusted from time to time. This provision
11 shall be applicable only during the first 12 months of an employee's authorized leave of absence.

12 8. An employee who retires on pension during the term of this Agreement shall be entitled to the
13 health care coverage provided during the term of this Agreement so long as he or she is less than
14 age 65. After this Agreement expires, such an individual, so long as he or she is less than age 65,
15 shall be entitled to:

16 (1) The same health care coverage benefits concurrently provided employees in active
17 service covered by the effective Agreement between the City and the Association as is in
18 effect from time to time (it is understood that the exclusion of retirees from coverage
19 under dental insurance benefits, as set forth above, shall continue unchanged). If a retiree
20 eligible for health care coverage dies prior to age 65, the retiree's surviving spouse shall
21 be eligible for health care coverage until the last day of the month in which the deceased
22 retiree would have attained age 65; and

23 (2) The same City/retiree health care coverage cost sharing formula that was provided for
24 such retiree by this Agreement.

25 This paragraph shall only cover the kinds of retirements for which health care coverage is
26 provided by this Agreement.

1 9. Effective Date

2 Except where specifically provided otherwise herein, the provisions of this Article shall be
3 deemed to be in force and effect beginning January 1, 2013, and ending December 31, 2017.

4 10. Subject to the conditions contained therein, the parties agree to abide by the retiree health care
5 coverage provisions of the October 29, 1999 Final Global Settlement Agreement for Active
6 Police Officers.

7 If any portion of the Global Pension Settlement Agreement or implementing Charter Ordinance is
8 held invalid, or if compliance with it is restrained by operation of law or by any court of
9 competent jurisdiction, the parties shall immediately enter into collective bargaining for the
10 purpose of arriving at a mutually satisfactory replacement for such portion of the Global Pension
11 Settlement Agreement or Charter Ordinance.

12 This paragraph shall in no way affect or restrict other benefits unrelated to retiree health insurance
13 benefits in the Global Settlement Agreement.

14 **ARTICLE 22**

15 **SICK LEAVE**

16 1. Definition: "Sick Leave" shall mean all necessary absence from duty because of illness, bodily
17 injury, or exclusion from employment because of exposure to contagious disease.

18 2. Eligibility for sick leave with pay for employees newly appointed to City employment shall begin
19 after completion of six months active service in the Police Department, but sick leave credit shall be
20 earned from date of appointment.

21 3. Employees shall earn sick leave with pay at the rate of one and one-quarter (1¼) working days for
22 each month of active service or 4.6 working hours for each two weeks of active service. Sick leave
23 with pay earned by employees shall be credited to their sick leave account. Employees may utilize
24 sick leave with pay credited to their accounts during periods of sick leave for the period of time they
25 would have worked in accordance with the regularly scheduled hours of work as established under

- 1 the HOURS OF WORK provision of this Agreement.
- 2 4. Regardless of the sick leave credit earned the maximum amount of sick leave with pay which
3 employees may utilize from their accounts for any one period of continuous sick leave shall not
4 exceed 365 calendar days. Interruption of such period of sick leave shall only be considered if the
5 employee resumes his/her regular duty.
- 6 5. Whenever an employee requests sick leave with pay he or she shall immediately notify his or her
7 commanding officer of this fact. Such notification may be by telephone. Each instance of sick
8 leave that the employee fails to comply with the requirements of this subsection shall result in the
9 employee losing his/her entitlement to any sick leave with pay for that instance.
- 10 6. Except as otherwise provided herein, sick leave may be permitted without requiring the employee to
11 submit medical substantiation from a private physician, provided that the employee completes Form
12 PS-16 (Application for Sick Leave), and submits same to his or her commanding officer. An
13 employee may be required by his or her commanding officer to provide acceptable medical
14 substantiation from a private physician or dentist for each absence, regardless of duration, if the
15 commanding officer is informed or believes that the employee is misusing sick leave. The City
16 shall not be responsible for the payment of any fee charged by the physician or dentist to provide
17 the acceptable medical substantiation.
- 18 7. When medical substantiation from an employee's private physician is required, the failure of the
19 employee to comply with this requirement shall permit the City to deny that employee the sick
20 leave benefits provided hereunder until he/she is in compliance with such requirement.
- 21 8. The sick leave account for an employee returning to active service from duty disability retirement
22 shall be the employee's unused sick leave credit or 30 working days of sick leave, whichever is
23 greater.
- 24 9. Employees reporting absent on sick leave shall be governed by the rules and regulations and
25 standard operating procedures of the Police Department pertaining thereto in effect on the execution
26 date of this Agreement.

1 10. Attendance Incentive Program

2 a. The Sick Leave Control Incentive Program shall be in effect beginning Trimester 1, 2013,
3 and ending, at the end of Trimester 3, 2017. Nothing herein shall be construed as requiring
4 the City to continue the program for time periods after Trimester 3, 2017.

5 b. The trimester periods for each calendar year are defined as follows:

6 Trimester 1 - Pay Period 1-9

7 Trimester 2 - Pay Period 10-18

8 Trimester 3 - Pay Period 19-26 or Pay Period 19-27, whichever is appropriate.

9 c. An employee shall be eligible for a trimester sick leave incentive benefit only if:

10 (1) During the full term of the trimester, the employee did not use any paid sick leave, did
11 not receive injury pay for the full term of that trimester, was not on an unpaid leave of
12 absence, was not AWOL, was not tardy, was not suspended from duty for disciplinary
13 reasons and did not take any unpaid time off the payroll; and

14 (2) During the full term of the trimester, the employee was in active service; and

15 (3) At the beginning of the trimester, the employee had an amount of earned and unused
16 sick leave credit in his/her sick leave account of 20 days; and

17 (4) The employee was represented by the MPA at the end of the trimester period.

18 d. In a Trimester period set forth in subsection a. and b., above, that an employee is eligible for
19 an attendance incentive program benefit, the commanding officer shall determine which one
20 of the two types of attendance incentive benefits listed below the eligible employee shall
21 receive (at the commanding officer's discretion, the employee may make this determination
22 in accordance with procedures established for that purpose by the Department):

23 (1) A special attendance incentive payment

24 An employee receiving a special sick leave incentive payment, shall be entitled to
25 receive a lump-sum cash payment equivalent to eight hours of his/her base salary
26 computed on the basis of his/her hourly base salary rate in effect on the last day of the

1 trimester for which the payment was earned. Such payment shall not be deemed part
2 of the employee's base salary and shall not have any sum deducted for pension
3 benefits nor shall it be included in determination of pension benefits or any other
4 benefits and/or compensation provided by the City. Attendance incentive payments
5 provided hereunder shall be made as soon as is administratively practicable following
6 the close of the Trimester Period in which they were earned.

7 (2) A special incentive leave

8 An employee receiving a special incentive leave, shall earn one eight-hour day off
9 with pay. Such day off with pay must be used by the employee in the next succeeding
10 trimester. An employee may use such day off with pay on a date he/she has requested
11 provided the employee gives his/her commanding officer reasonable advance notice of
12 the date requested and the date is determined available by the commanding officer in
13 accordance with the needs of the Department. The processing of employee requests
14 for time off earned under the attendance incentive control program shall be on a first-
15 come, first-served basis. Decisions by the employee's commanding officer with
16 respect to the availability of the date the employee has requested shall be final.

17 **ARTICLE 23**

18 **FUNERAL LEAVE**

- 19 1. DEFINITION: Funeral leave as provided herein is for absence from duty because of the death of a
20 family member or relative.
- 21 2. Employees covered by this Agreement shall be granted leave of absence of the length requested by
22 the employee as follows:
- 23 a. Not to exceed (3) three days with pay, in case of death of the employee's wife, husband,
24 child, father, mother, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-
25 law, son-in-law, daughter-in-law, or grandchild ;

- b. Not to exceed one (1) day with pay in case of death of the employee's grandparents; and
- c. Not to exceed three (3) days with pay in case of death of the employee's step-mother, step-father or step-children by virtue of the employee's current spouse; during the employee's lifetime, eligibility to use step-parent funeral leave benefits shall be limited to one (1) step-father and one (1) step-mother, regardless of the number of step-parents.

An employee eligible for the leave with pay provided hereunder may only use that leave during the seven (7) consecutive calendar day time period immediately following the date of the death that occasioned the employee's request for the leave.

- 3. In the event of the death of any other relative, employees shall be permitted to change their next regular day off so they may attend the funeral.
- 4. At his/her option, an employee who is granted funeral leave during a scheduled vacation period may elect to either extend his/her vacation period by the number of funeral leave days granted or have the vacation days that were changed to funeral leave days rescheduled at a later date as a segmented vacation. The employee shall notify the Police Department Administration of his/her decision with respect to such election prior to the end of the vacation period in which the Funeral Leave was granted.
- 5. Employees requesting a leave under the provisions of this Article shall be governed by the Rules and Regulations of the Police Department.

ARTICLE 24

ILLNESS IN FAMILY

- 1. A leave of absence, with pay, for one day may be granted by a commanding officer to any member of his/her command in case of serious illness in his/her immediate family or other extraordinary emergency.
- 2. Employees reporting an absence under the provisions of Subsection 1, above, shall be governed by the Rules and Regulations of the Police Department.

1 **ARTICLE 25**

2 **INJURY PAY**

- 3 1. When employees, covered by this Agreement, sustain injuries within the scope of their employment
4 for which they are entitled to receive worker's compensation temporary disability benefits, as
5 provided by Chapter 102 of the Wisconsin Statutes (Worker's Compensation Act), they may receive
6 80% of their base salary as "injury pay" instead of such worker's compensation benefits for the
7 period of time they may be temporarily totally or temporarily partially disabled because of such
8 injuries. Such injury pay shall not be granted for more than 365 calendar days for any one
9 compensable injury or recurrence thereof. A compensable injury associated with or arising from
10 one or more separate incidents occurring prior to the incident constituting its immediate cause shall
11 be deemed a recurrence and shall not give rise to additional injury pay entitlement. The 80%
12 provision shall become effective January 1, 1985, and shall cover employees receiving injury pay
13 benefits on or after that date regardless of the date on which the compensable injury, or recurrence
14 thereof, occurred.
- 15 2. In providing injury pay in an amount equal to 80% of the employee's base salary, the employee
16 agrees to allow the City to make a payroll adjustment to his/her biweekly paycheck deducting an
17 amount equal to 20% of his/her base salary for that portion of the pay period he/she received injury
18 pay and make no subsequent claim for said amount whatsoever. Such deduction shall be
19 administered so as not to reduce employee pension benefits. For purposes of interpretation of the
20 provisions of this Article, the term base salary as used herein shall mean the employee's base salary
21 pay rate in effect during the pay period he/she is claiming injury pay as that base salary rate is
22 established in the BASE SALARY Article of this Agreement.
- 23 3. After "injury pay" benefits have been exhausted, employees shall have the option of accepting sick
24 leave benefits or accepting worker's compensation temporary disability benefits. This option, which
25 shall be in writing, may be terminated without prejudice to temporary total or temporary partial
26 disability benefits under the Worker's Compensation Act thereafter, but such termination shall not

- 1 be retroactive and any sick leave already used at the time of such termination of option shall not be
2 restored to the employee.
- 3 4. Questions involving eligibility for injury pay shall be determined under the applicable law and the
4 substantive and procedural rules of the Department of Workforce Development relative to Worker's
5 Compensation and in the event of a dispute between the City and the employee relative to such
6 eligibility, the Department of Workforce Development and the courts upon the statutorily prescribed
7 review thereof shall be the sole and final arbiters of such dispute.
- 8 5. In all third-party claims or actions, the City shall not be limited in its recovery to the amount of
9 temporary disability benefits which would otherwise have been payable under the Worker's
10 Compensation Act, but shall instead be entitled to recover the amount of injury pay received by the
11 employee. In the event the City recovers an amount of injury pay received by the employee, the
12 City shall restore the employee's number of calendar days (equivalent amount of recovery) for said
13 injury.
- 14 6. Whenever an employee sustains a compensable injury, he or she shall immediately notify his or her
15 commanding officer of this fact. Each instance of injury pay that the employee fails to comply with
16 the requirement of this subsection shall result in the employee losing his/her entitlement to any
17 injury pay for that instance.
- 18 7. Employees reporting absent due to a compensable injury shall be governed by the Rules and
19 Regulations and Standard Operating Procedure of the Police Department pertaining thereto.
- 20 8. If the Internal Revenue Service (IRS) determines that the injury pay benefits provided hereunder are
21 taxable as wages, then beginning with the effective date of such determination, the City will no
22 longer require the 20% employee deduction from injury pay benefits provided for in subsections 1.
23 and 2. of this Article, above.
- 24 9. In no case shall temporary disability benefits and injury pay be allowed for the same period of time.
- 25 10. Employees appointed to the Police Officer position classification shall not be entitled to the injury
26 pay benefits provided hereunder for any injury they may sustain while on duty prior to the start of

1 field training during the period of time they are assigned to the Police Training Academy for recruit
2 training. Such employees shall instead be covered by State of Wisconsin Workers' Compensation
3 Act (WCA) temporary disability benefits during such period, including all applicable terms and
4 conditions provided for in the WCA. The provisions of subsections 6, 7 and 9, above, shall be
5 applicable to employees governed by this subsection.

6 11. During the period of an employee's absence from duty due to a duty-incurred injury, the employee
7 shall be permitted to leave his/her residence or place of confinement so long as he/she has first
8 obtained a written statement from his/her personal physician stating that such travel will further
9 his/her recuperation and the employee has first presented his/her personal physician's statement to
10 his/her commanding officer or shift commander. Whenever an employee authorized to leave
11 his/her residence or place of confinement, leaves the confines of Milwaukee County, he/she shall
12 provide his/her commanding officer written advance notice of this departure indicating on the notice
13 the time period he/she will be out of Milwaukee County, location(s) where he/she can be reached
14 and, if a location has an address and/or telephone number, the address and/or telephone number of
15 the location(s). While outside the confines of Milwaukee County, the employee shall be required to
16 notify his/her commanding officer of his/her whereabouts by telephone of any changes in the
17 locations indicated on the advance notice. During any fifteen (15) day period, an employee shall
18 not be permitted to remain outside the confines of Milwaukee County for more than 14 consecutive
19 calendar days. Except as provided herein and in subsection 6 of the VACATION Article of this
20 Agreement, Rule 5, Section 7 of the Milwaukee Police Department Rules and Regulations shall
21 remain unchanged and in full force and effect.

22 * * *

23 The fact that the parties have entered into an agreement preserving the status of Article 25 shall not
24 be used by either party as evidence or argument in pending proceedings to revoke the City of
25 Milwaukee's self-insured status. In the event of a final determination by a competent tribunal, both
26 parties shall abide by the decision and negotiate any modifications either party feels are necessary in

1 the successor agreement.

2 **ARTICLE 26**

3 **TERMINAL LEAVE**

- 4 1. An employee retiring on City pension under either the Employees' Retirement System of
5 Milwaukee plan or the Policemen's Annuity and Benefit Fund plan (but excluding retirement on
6 deferred pension when employee has less than 25 years' service or actuarially reduced pension, as
7 they are defined in both plans) shall, upon retirement, be entitled to receive a lump sum payment
8 equivalent to one eight-hour workday's base salary for each one eight-hour day of the employee's
9 earned and unused sick leave up to a maximum of fifty-five (55) such equivalent eight-hour
10 workdays of base salary. The term "eight-hour workday's base salary," as used herein, is defined as
11 an amount equivalent to the employee's biweekly base salary, as defined and determined by the
12 BASE SALARY Article of this Agreement, divided by 10.
- 13 2. When a terminal leave payment is paid to a deferred retiree with 25 or more years' service, the
14 payment will be made on the deferred retiree's effective date of separation based on his/her pay rate
15 and sick leave accumulation in effect at that time.
- 16 3. An employee shall be eligible to receive the terminal leave pay benefit only once during his/her
17 lifetime.
- 18 4. Terminal leave payments shall not be construed as being part of employee's base salary and shall
19 not be included in the computation of any fringe benefits enumerated in this Agreement.
- 20 5. Terminal leave payments shall not have any sum deducted for pension benefits nor shall such
21 payments be included in any computation establishing pension benefits or payments.

22 **ARTICLE 27**

23 **MILITARY LEAVES**

- 24 1. Short Term Military Leaves of Absence (Reserve or National Guard Duty)--Less Than 90 Days Per
25 Calendar Year

1 a. Subject to the terms and conditions provided in subsections l.b. through l.d. of this Article,
2 below, employees shall be entitled to time off with pay when they are required to take a
3 leave of absence for: (i) military training duty and/or (ii) military duty in the State of
4 Wisconsin because of riot or civil disturbance.

5 b. Maximum Amount of Time Off With Pay

6 (1) Continuous Service

7 If either military training duty leave or military duty on account of civil disturbance is
8 limited to a single period during the calendar year, then such leave shall be granted
9 with pay not to exceed fifteen (15) successive calendar days (including Saturdays,
10 Sundays and legal holidays) during a calendar year.

11 (2) Intermittent Service

12 If either military training duty leave or military duty on account of civil disturbance is
13 taken on an intermittent basis during the calendar year, then such leave with pay shall
14 not exceed eighty (80) hours during the calendar year.

15 (3) Combined Maximum

16 During each calendar year of this Agreement, the amount of time off with pay for
17 military leaves of absence provided hereunder that is taken by an employee on a
18 continuous service basis, together with the amount taken on an
19 intermittent service basis, shall be in aggregate not exceed eighty (80) hours in
20 aggregate for military training duty and eighty (80) hours in aggregate for military
21 duty in the State of Wisconsin because of riot or civil disturbance.

22 c. All employees who, because of honorable service in any of the wars of the United States, are
23 eligible for veterans' preference for employment by the City and/or as provided in Section
24 45.35(5) of the Wisconsin Statutes (as it may be amended from time to time), shall receive
25 full City pay plus all military pay for duty covered under subsection l.b. of this Article,
26 above. In all other cases, the employee agrees to allow a payroll adjustment to his/her

1 biweekly pay check, deducting an amount equal to his/her military pay for such duty (up to a
2 maximum equal to his/her City pay received under subsection 1.b. of this Article, above),
3 and to make no subsequent claim for it whatsoever. Such deduction shall be administered so
4 as not to reduce employee pension benefits.

5 d. Return to City Employment from Short-Term Military Leave

6 The time off with pay for short-term military leaves provided hereunder shall be granted
7 only if the employee taking such leave reports back for City employment at the beginning of
8 his/her next regularly scheduled eight-hour work shift after the expiration of the last
9 calendar day necessary to travel from the place of training or civil disturbance duty to
10 Milwaukee following such employee's release from military duty.

11 2. Long Term Military Leaves of Absence -- 90 Days or Longer Per Calendar Year

12 a. Employees who enlist or are inducted or ordered into active service in the Armed Forces of
13 the United States or the State of Wisconsin, pursuant to an act of the Congress of the United
14 States or the Legislature of the State of Wisconsin or an order of the Commanders-in-Chief
15 thereof, shall be granted a leave of absence during the period of such service.

16 b. Upon completion and release from active duty under honorable conditions and subject to the
17 terms and conditions provided in subsection 2.c., below, employees on military leaves of
18 absence shall be reinstated into the positions they held at the time of taking such leave of
19 absence or to a position of like seniority, status, pay and salary advancement, provided,
20 however, that they are still qualified to perform the duties of their positions or similar
21 positions.

22 c. The rights to reinstatement provided in subsection 2.b. of this Article, above, shall be
23 terminated unless the employee satisfies the following conditions:

24 (1) Reinstatement from Military Reserve or National Guard Duty

25 (a) Initial Enlistment With At Least Three Consecutive Months of Active Duty

26 An employee who is a member of the Reserve or National Guard component of

1 the Armed Forces of the United States and is ordered to an initial period of
2 active duty for training of not less than three consecutive months shall make
3 application for re-employment within 31 days after: (i) such employee's release
4 from active duty from training after satisfactory service, or (ii) such employee's
5 discharge from hospitalization incident to such active duty for training or one
6 year after such employee's scheduled release from such training, whichever is
7 earlier.

8 (b) All Other Active Duty

9 Subject to Section 673b, Title 10, United States Code, an employee not covered
10 under subsection 2c(1)(a) of this Article, above, shall report back for work with
11 the City: (i) at the beginning of the employee's next regularly scheduled work
12 shift after the expiration of the last calendar day necessary to travel from the
13 place of training to the place of employment following such employee's release
14 from active duty, or (ii) such employee's discharge from hospitalization incident
15 to such active duty for training or one year after such employee's scheduled
16 release from such training, whichever is earlier.

17 For purposes of interpretation and construction of the provisions of subsections 2c(1)(a) and
18 2c(1)(b) of this subsection, full-time training or any other full-time duty performed by a
19 member of the Reserve or National Guard component of the Armed Forces of the United
20 States shall be considered active duty for training.

21 (2) Other Military Service with Active Duty Of At Least 90 Consecutive Days

22 An employee inducted or enlisted into active duty with the Armed Forces of the
23 United States for a period of at least 90 consecutive days, where such active duty is
24 not covered by subsection 2c (1), above, shall, upon satisfactory completion of
25 military service, make application for re-employment within 90 days after: (i) such
26 employee's release from active duty, or (ii) such employee's discharge from

1 hospitalization incident to such active duty or one year after such employee's
2 scheduled release from active duty, whichever is earlier.

3 (3) Exclusions From Reinstatement Benefits

4 In the event an individual granted a leave of absence for military service under this
5 Article fails to meet the requirements provided in subsections 2c (1) or 2c (2) of this
6 Article, above, or the employee's military service is not covered under these two
7 subsections, the City shall be under no obligation or requirement to reinstate such
8 individual to City employment.

9 3. Military Funeral Leaves of Absence

10 Employees shall be allowed to attend military funerals of veterans without loss of pay when a
11 request for the leave is made by a proper veterans' organization that the service of such officer or
12 employee is desired for the proper conduct of a military funeral.

13 4. Induction Examinations

14 Employees shall be entitled to time off with pay for time spent taking physical or mental
15 examinations to determine their eligibility for induction or service in the Armed Forces of the
16 United States; such time off with pay shall be granted only for examinations conducted by a United
17 States military agency.

18 5. Administration

19 The Chief of Police shall have the authority to establish such rules and procedures that he/she
20 deems necessary to administer the military leave benefits provided by this Article. These rules and
21 procedures shall cover, but not be limited to, requirements that employees provide the Chief of
22 Police with reasonable advance notice of any contemplated military leave and the appropriate
23 military orders and papers that fully document such military leave.

1 **ARTICLE 28**

2 **VACATIONS**

3 1. **Definitions**

4 The following definitions shall be used solely for the purpose of computing the current and
5 prospective vacation benefits:

6 a. **Anniversary Date:** The date an employee completes twelve (12) months of active service
7 following appointment to the City of Milwaukee as a regular employee. After the
8 completion of the first twelve (12) months of active service an employee's vacation
9 anniversary date shall not change.

10 b. **Active Service:** The time spent as a regular employee on the City of Milwaukee payroll
11 including the performance of assigned duties for the City and paid time not worked. In
12 order for paid time to count as active service for vacation purposes, such time, together with
13 any authorized unpaid leaves of absence must be continuous from the date of appointment.
14 Active service shall also include the time spent by an employee who takes a military leave.
15 In the event of an employee's resignation, discharge or retirement from City employment,
16 active service shall cease as of the employee's last day at work.

17 c. **Year of Service:** The duration of time in active service.

18 2. Eligibility for vacation shall begin after the completion of twelve (12) months of active service
19 following appointment. An employee whose service is expected to continue so as to complete a
20 year's active service may, after six months of service and at the sole discretion of
21 the Chief of Police be allowed to take vacation time within the year of appointment. However, if
22 the employee leaves the service of the City before the completion of the initial 12-month period,
23 that vacation shall be deemed unearned and payments made during the vacation shall be deducted
24 upon termination of employment.

25 3. An employee shall earn vacation time at the following rates:

26 a. Rates For Calendar Years 2013, 2014, 2015, 2016, and 2017

- 1 (1) Eight (8) hours for each calendar month of active service since an employee's last
2 anniversary date up to a maximum of eighty (80) hours per calendar year for an
3 employee with less than seven (7) years of active service.
- 4 (2) Twelve (12) hours for each calendar month of active service since an employee's last
5 anniversary date up to a maximum of one hundred twenty (120) hours per calendar
6 year for an employee with at least seven (7) years but less than twelve (12) years of
7 active service.
- 8 (3) Sixteen (16) hours for each calendar month of active service since the employee's last
9 anniversary date, up to a maximum of one hundred sixty (160) hours per calendar year
10 for an employee with at least twelve (12) years but less than twenty (20) years of
11 active service .
- 12 (4) Twenty (20) hours for each calendar month of active service since an employee's last
13 anniversary date up to a maximum of two hundred (200) hours per calendar year for
14 an employee with at least twenty (20) years of active service.
- 15 b. For purposes of pro-rating, an employee in active service for at least fourteen (14) days in a
16 calendar month shall be deemed as having been in active service for the full calendar month;
17 in the event the employee is in active service for less than 14 days in a calendar month, then
18 the employee shall be deemed as not being in active service at all during the calendar month.
- 19 c. The time period during which an employee earns vacation with pay for a calendar year shall
20 be limited to the employee's period of active service between his/her anniversary date for
21 that calendar year and his/her immediate preceding anniversary date. The amount of
22 vacation time taken during a calendar year, except for separation from service as provided in
23 subsection 5 below, shall be limited to the maximums noted in this subsection, above.
24 These maximums are not guarantees; an employee is not entitled to any greater vacation
25 with pay in a calendar year than that which he/she has earned for that calendar year.
- 26 4. Employees must use vacation time during the calendar year for which such vacation time is earned;

1 employees who do not use all of their entitled vacation time within the calendar year for which it
2 was earned shall lose all rights to the unused time off.

3 5. Vacation time taken before the full amount has been earned shall be considered time owed the City
4 until it is earned. Any employee who leaves the service of the City due to resignation, retirement,
5 termination, discharge, layoff or death will have the compensation for vacation time owed the City
6 deducted from the final paycheck. In the event the employee's last pay check is for an amount less
7 than the amount of compensation owed the City, a deduction shall also be made from the
8 employee's next preceding pay check that covers the balance of compensation owed the City. Any
9 employee who leaves the service of the City due to resignation, retirement, layoff or death or who
10 takes military leave will be paid for earned vacation time that has accumulated. If an employee
11 returns to duty prior to his/her next following anniversary date, any vacation time earned and taken
12 hereunder shall be offset against the employee's earned vacation time for the calendar year in which
13 that anniversary date falls. Discharge employees are not entitled to pay for accumulated vacation
14 time.

15 6. An employee on authorized injury leave as a result of a duty-incurred injury may use vacation
16 scheduled during the period of such leave provided the Police Department Administration receives a
17 written advance request to use the vacation, which indicates the time and place of the vacation, and
18 provided further, the employee's private physician has authorized use of this vacation. Injured
19 employees not using vacation scheduled during the period of their leave shall have their unused
20 vacation rescheduled by the Police Department Administration when they return to duty, if it is
21 possible to do so, before the end of the calendar year. In the event the Police Department
22 Administration is unable to reschedule all of the employee's remaining unused vacation before the
23 end of the calendar year, the employee shall be entitled to receive a lump sum payment equivalent
24 to the dollar value of the remaining unused vacation at the end of the calendar year, computed on
25 the basis of the employee's base salary rate in effect at the time for which the vacation was
26 originally scheduled. This lump sum payment shall be made as soon as is administratively

1 practicable following the end of the calendar year. The lump sum payment shall not be construed as
2 being part of the employee's base salary and shall not be included in the computation of any fringe
3 benefits enumerated in this Agreement. The lump sum payment shall not have any sum deducted
4 for pension benefits nor shall it be included in any computation establishing pension benefits or
5 payments. When authorized by the Police Department Administration, an employee may elect to
6 carry over into the next succeeding calendar year any remaining unused vacation that the Police
7 Department Administration was unable to reschedule by the end of the calendar year, instead of the
8 lump sum payment provided above. The vacation carried over shall be used by March 1 of the
9 following calendar year or the employee will lose all rights to it, including all rights to the lump
10 sum payment provided above. The scheduling of carried-over vacation shall be subject to
11 availability of the dates requested by the employee, require prior approval by the employee's
12 Commanding Officer and in no way affect the scheduling of other employees' vacations.

13 7. Employees on authorized sick leave shall have their vacation that was scheduled during such leave
14 rescheduled by the Police Department Administration when they return to duty if it is possible to do
15 so before the end of the calendar year. In the event the Police Department Administration is unable
16 to reschedule all of the employee's remaining unused vacation before the end of the calendar year,
17 the City, upon the employee's return to duty, will restore to the employee's sick leave account an
18 amount of time equal to the amount of unused vacation.

19 8. Employees in active service shall have time spent receiving a duty disability retirement allowance
20 included as years of service for purposes of computing current and prospective vacation benefits.

21 9. Segmented Vacation Periods

22 a. An employee may segment up to all of the portion of his/her maximum annual vacation time
23 entitlement earned under paragraph 3 that exceeds eighty (80) hours into units of one (1),
24 two (2), three (3) or four (4) consecutive eight-hour work days. The aggregate amount of an
25 employee's segmented vacation for a calendar year shall be deemed a segmented vacation
26 period. All other vacation benefits to which an employee is entitled shall be taken in five (5)

1 consecutive eight-hour workday units in accordance with existing Departmental practices.

2 b. A segmented vacation period may be used during the time period from January 1 through
3 and including December 31 of a calendar year.

4 c. An employee requesting a segmented vacation period in a calendar year shall, prior to
5 March 15 of such calendar year, notify his/her commanding officer in writing of this fact on
6 a form provided by the City, setting forth thereon the number of segmented days requested.
7 Notification requirements as to the specific dates requested by the employee for his/her
8 segmented vacation shall be as set forth in subsection 9.d., below. An employee failing to
9 comply with this requirement shall not be permitted a segmented vacation period during
10 such calendar year. The Police Department Administration shall have the authority to limit
11 the aggregate number of segmented vacation days requested in the time period provided for
12 in subsection b., above, if it determines that granting additional requests for segmented
13 vacation periods will result in insufficient manpower being available to meet the needs of
14 the Police Service.

15 d. For each unit of segmented vacation, the employee shall provide his/her commanding officer
16 with reasonable advance notice indicating the date(s) on which the employee wants to use
17 such unit of segmented vacation; such advance notice shall be provided in writing no later
18 than 72 hours prior to the first day of the segmented unit of vacation. Except for requested
19 segmented vacation dates occurring on or before March 15 of the calendar year, no
20 requested dates for segmented vacation will be processed by the Department until all non-
21 segmented vacations for that calendar year have been selected by every employee in the
22 Association bargaining unit. All segmented days must be scheduled or requested on or
23 before October 15th of the calendar year; provided, however, that subject to the approval of
24 an employee's commanding officer, the October 15 deadline may be waived because of
25 emergency, or other extraordinary circumstance, affecting the employee. An employee
26 failing to comply with requirements of this subsection shall have his/her unused segmented

1 vacation time scheduled for him/her by his/her commanding officer.

- 2 e. All requests made by employees for scheduling units of segmented vacation that are
3 submitted in accordance with the time limit and notice requirements provided above shall be
4 processed on a first-come, first-served basis, subject to the availability of the dates requested
5 determined by the employee's commanding officer. No request will be granted that results
6 in another employee losing any non-segmented vacation dates he/she had previously
7 selected in accordance with Departmental practices established for that purpose. In the
8 event an employee's request for scheduling a unit of segmented vacation is in compliance
9 with all of the time limit and advance notice requirements provided above, but the
10 employee's commanding officer has determined that some or all of the dates requested by
11 the employee for that unit are unavailable, it shall be the responsibility of the employee to
12 schedule available substitute dates with his/her commanding officer.

13 10. The vacation with pay benefits computed under the provisions of this Article shall be the full and
14 only vacation benefits to which employees covered by this Agreement shall be entitled during
15 calendar years 2013, 2014, 2015, 2016, and 2017.

16 11. The assignment and scheduling of vacations with pay shall be controlled by the Chief of Police.
17 However, in exercising those controls, supervisors charged with the responsibility of scheduling
18 vacations shall not be prohibited from tentatively agreeing to allow members to rearrange their
19 scheduled off days in order to change the starting date of a non-segmented vacation, if projected
20 staffing needs would appear to permit such a rearrangement. If it is necessary to revoke the
21 tentative approval granted due to staffing needs, the member shall be given notice no later than
22 seven days prior to the first day the member is tentatively scheduled to be absent.

23 **ARTICLE 29**

24 **TIME OFF FOR JURY DUTY**

25 1. Employees covered by this Agreement shall be granted time off with pay for jury duty when they

- 1 are legally summoned for jury duty, subject to the terms and conditions provided for in subsections
2 2 through 6, inclusive, of this Article, below.
- 3 2. When an employee is legally summoned to report for jury duty he/she shall:
- 4 a) Immediately notify his/her commanding officer and promptly submit to him/her a written
5 report, in "matter of" form, showing the date he/she is required to report for such jury duty;
6 and
- 7 b) Complete City of Milwaukee form C-139 (Application for Jury Duty Pay) and County of
8 Milwaukee form 2448R16 (Official Jury Notice), and forward both documents to the Police
9 Department Administration Bureau-Payroll Section; and
- 10 c) Submit a Certification of Jury Service form to the Police Department Administration
11 Bureau--Payroll Section at the end of his/her jury duty. Copies of this form may be obtained
12 from the Circuit Court Calendar Clerk.
- 13 3. While on authorized jury duty employees shall be considered by the Police Department to be
14 working the day shift and shall be permitted to change their off-duty days (regular off and vacation
15 days) subject to approval from the Police Department Administration. If the employee's off-duty
16 days are changed, the employee shall be required to turn over all jury duty payments he/she receives
17 (excluding official travel pay) to the City; in the event the employee's off-duty days are not changed
18 he/she shall be entitled to retain the jury duty
19 payments he/she receives for jury duty performed on his/her off-duty days, but shall be required to
20 turn over to the City all other jury duty payments he/she receives (excluding official travel pay).
- 21 4. Employees shall not be eligible for overtime while on jury duty, even if such duty extends beyond
22 eight hours in one day; nor shall they be eligible for overtime for work performed outside their
23 regularly scheduled work shift that is the result of changes made pursuant to subsection 3. of this
24 Article, above.
- 25 5. On days when the employee is normally scheduled to work, no greater amount of time off for jury
26 duty shall be granted than is necessary. If an employee is called for jury duty on such day and

1 reports thereto without receiving a jury assignment for that day, or if he/she is engaged in jury duty
2 for part of such day, he/she shall immediately notify his/her commanding officer of this fact by
3 telephone and report back to work for the remainder of his/her work day. If the employee is
4 engaged in jury duty for part of a day that falls on a work day, then such requirement to report back
5 to work shall not be applicable on days where the amount of time remaining in the employee's
6 regularly scheduled eight-hour shift for that day, together with travel time from the jury duty site to
7 the employee's duty assignment location, does not allow for a work period of reasonable length; in
8 this circumstance, the employee shall still be required to notify his/her commanding officer in
9 accordance with the requirement set forth above. The criteria used in determining what constitutes
10 reasonable length shall be based on present Police Department practices covering jury duty;
11 notwithstanding the foregoing, an employee released from jury duty prior to 12:00 noon on a work
12 day must report back to work for the remainder of his/her work day.

13 **ARTICLE 30**

14 **PAID LUNCH**

15 Present practices are continued for the duration of this Agreement.

16 **ARTICLE 31**

17 **TIME OFF IN LIEU OF HOLIDAYS**

- 18 1. Employees shall be entitled to receive up to ninety-six (96) hours off with pay in lieu of holidays
19 per fiscal year, one eight-hour period of which shall be designated by the Chief of Police to
20 commemorate Dr. Martin Luther King's birthday.
- 21 2. Employees in active service less than a fiscal year shall be entitled to time off in lieu of holidays
22 with pay prorated on the basis of their length of service during the fiscal year. Time off in lieu of
23 holidays shall be earned at a rate of eight (8) hours per calendar month for each calendar month in a
24 calendar year that the employee was on the Police Department payroll. For purposes of
25 interpretation of this provision, an employee on the Police Department payroll for at least 14 days in

1 a calendar month shall be deemed as having been on the Police Department payroll for the full
2 calendar month; in the event the employee is on the Police Department payroll for less than 14 days
3 in a calendar month, then the employee shall be deemed as not having been on the payroll at all
4 during such calendar month.

5 3. Except as provided in subsection 4 of this Article, below, such time off with pay shall be used by
6 the employee in the fiscal year in which they are earned; employees who do not use all of their
7 entitled time off in lieu of holidays within the fiscal year in which it was earned shall lose all right
8 to the unused time off.

9 4. If an employee is unable to use all of the time off in lieu of holidays with pay to which the
10 employee is entitled during a fiscal year because of an extended period of authorized sick leave that
11 does not allow the Chief of Police to reschedule some or all of the employee's unused time off in
12 lieu of holidays in that fiscal year, then the City, upon the employee's return to duty in the next
13 fiscal year, will restore to the employee's sick leave account an amount of time equal to the amount
14 of such unused time off in lieu of holidays with pay that the Chief of Police was unable to
15 reschedule. This provision shall only cover time off in lieu of holidays that is not integrated into the
16 employee's regular work schedule. (In the case of an employee assigned to a District Station on an
17 eight-hour shift basis whose regular work schedule is five days on-duty, two days off-duty,
18 followed by four days on-duty, two days off-duty, etc., this provision would cover the 32 hours off
19 in lieu of holidays per fiscal year that are not integrated into the employee's regular work schedule
20 and would not cover any of the 64 hours off in lieu of holidays per fiscal year that are integrated
21 into the employee's regular work schedule.)

22 5. The scheduling of work days off in lieu of holidays with pay shall be controlled by the Chief of
23 Police.

1 **ARTICLE 32**

2 **HOLIDAY PREMIUM PAY**

- 3 1. Except as provided in paragraph 2, employees who are assigned to duty on July 4, December 25,
4 January 1 and/or Labor Day (first Monday in September) of a calendar year shall be compensated in
5 cash at a rate of one and one-half (1½) their base salary for all such assigned duty worked from
6 12:00 a.m. through 11:59 p.m., inclusive, during such days.
- 7 2. An employee may elect to receive such holiday compensation in compensatory time off in lieu of
8 cash, subject to the following terms and conditions:
- 9 a. The employee's compensatory time off balance (CTB) recorded on the most current Police
10 Department Personnel Status Report must be less than 225 hours;
 - 11 b. Compensatory time off earned by an employee on a holiday listed above shall be included in
12 his/her CTB;
 - 13 c. The procedures governing the use of compensatory time off earned on holidays shall
14 be the same as those provided in the OVERTIME Article of this Agreement for use
15 of compensatory time off; and
 - 16 d. An employee may elect to receive compensatory time off in lieu of cash for work performed
17 during roll-call time on a holiday listed above, only if he/she elects compensatory time off
18 for all roll-call time worked during the Pay Period in which the holiday occurred (this is
19 consistent with existing Departmental procedures governing eligibility for election of
20 compensatory time off for roll-call time overtime).
- 21 3. For administrative purposes, all time so worked shall be computed to the nearest 0.1 of an hour. For
22 purposes of interpretation and construction of this Article, the compensation herein provided shall
23 only be granted for authorized duty occurring on the actual calendar dates that the four (4) holidays
24 listed above fall; no such compensation will be granted for duty on any other calendar date on
25 which these four (4) holidays may officially be celebrated or observed pursuant to law.
- 26 4. Application of the provisions enumerated herein shall not involve pyramiding of the compensation

1 described herein. No employee shall receive overtime benefits and/or shift or weekend differential
2 benefits in addition to holiday premium pay.

- 3 5. Any payment made in addition to the employee's base salary under the provisions of this Article
4 shall not have any sum deducted for pension benefits nor shall such payments be included in
5 determining pension benefits or other fringe benefits.

6 **ARTICLE 33**

7 **UNIFORM AND EQUIPMENT**

- 8 1. Uniform and equipment benefits for employees shall be as follows:

9 a. Initial Allowance

- 10 (1) Employees in the Police Officer job classifications shall, upon appointment, receive an
11 initial uniform and equipment issue, the specific items of which shall be determined
12 by the Chief of Police. These specific items shall remain the property of the City and
13 shall revert to the Police Department upon the employee's severance from service from
14 and after January 1, 1991.
- 15 (2) Effective as soon after September 14, 1987, as administratively practicable, one silver
16 badge patch for the windbreaker shall be included in the initial issue.
- 17 (3) Effective upon the execution date of the 2010-2012 Agreement, a uniform outer
18 carrier shall be included in the initial issue, which shall replace the initial issue of a
19 sweater.

20 b. Replacement Allowance

- 21 (1) Employees Occupying Classifications Other Than Detective, Chief Document Examiner,
22 Police Audio Visual Specialist, Latent Print Examiner, Identification Systems Specialist,
23 Document Examiner and Identification Technician
- 24 (a) The City shall replace articles of initial allowance of uniform and equipment
25 prescribed by the Chief of Police and, in addition, up to two shirts or one

1 uniform outer carrier and one turtleneck shirt or any combination thereof
2 totaling two items per year, whenever such articles have been condemned on
3 account of normal wear and tear. At his/her option the employee may have
4 either a summer short sleeve shirt or a winter long sleeve shirt or a turtleneck
5 shirt replaced. The Chief of Police shall issue a requisition to a vendor selected
6 by the Standards and Procurement Division for each replacement article
7 required. Whenever an article has been replaced through requisition, the
8 employee shall be required to present the requisitioned article to the Police
9 Academy for approval and the employee shall be required to turn in the
10 condemned article at the Police Academy. (Note: The intent of this Article shall
11 be as provided in a clarifying Negotiating Note between the City and the
12 Association dated October 7, 1977).

13 (b) The City shall provide employees a uniform and equipment maintenance
14 allowance of \$300 per annum.

15 (c) Payments made under subsection 1.b.(1)(b) of this Article shall be paid in
16 December of the year in which they were earned. Pro-rata adjustment to the
17 nearest calendar month on the basis of length of service shall be made for
18 employees occupying applicable classifications for less than a full calendar year.
19 For purposes of prorating, an employee on the payroll and occupying such
20 classifications for at least 14 days in a calendar month shall be deemed as
21 occupying such classification for the full calendar month; in event the employee
22 occupies the classification for fewer than 14 days in a calendar month, the
23 employee shall be deemed as not occupying the classification at all during that
24 calendar month.

25 (2) Detectives, Chief Document Examiner, Police Audio Visual Specialist, Latent Print
26 Examiner, Identification Systems Specialist, Document Examiner and, Identification

1 Technician

2 (a) The City shall provide employees occupying the classification of Detective,
3 Chief Document Examiner, Police Audio Visual Specialist, Latent Print
4 Examiner, Identification Systems Specialist, Document Examiner and
5 Identification Technician a clothing allowance of \$450 per annum.

6 (b) Payments made under subsection 1.b.(2)(a) of this Article shall be paid in
7 December of the year in which they were earned. Pro-rata adjustment of the
8 foregoing allowances to the nearest calendar month on the basis of length of
9 service shall be made for employees occupying the classifications of Detective,
10 Chief Document Examiner, Police Audio Visual Specialist, Latent Print
11 Examiner, Identification Systems Specialist and Document Examiner and
12 Identification Technician, for less than a full calendar year. For purposes of
13 prorating, an employee on the payroll and occupying the classification of
14 Detective, Chief Document Examiner, Police Audio Visual Specialist, Latent
15 Print Examiner, Identification Systems Specialist Document Examiner and
16 Identification Technician, for at least 14 days in a calendar month, shall be
17 deemed as occupying such classification for the full calendar month; an
18 employee occupying the classification of Detective, Chief Document Examiner,
19 Police Audio Visual Specialist, Latent Print Examiner, Identification Systems
20 Specialist, Document Examiner and Identification Technician, for fewer than
21 14 days in a calendar month shall be deemed as not occupying the classification
22 at all during that calendar month.

23 2. Subject to the following terms and conditions, the City will provide each employee in the Detective
24 classification with one (1) windbreaker:

25 a. For employees appointed to the Detective classification, the windbreaker shall be
26 provided upon appointment as Detective.

- 1 b. The specifications of the windbreaker shall be prescribed by the Chief of Police.
- 2 c. The windbreaker shall be deemed "initial issue" for Detectives and replacement shall
3 be made in accordance with the provisions of paragraph 1.b.(1)(a) of this Article.
- 4 3. During the term of this Agreement, each member of the bargaining unit shall be compensated for
5 items of uniform and equipment prescribed by the Police Department which are either (1) directly
6 or indirectly destroyed in the line of duty, or (2) stolen from the member while such member is on
7 duty. The provisions of item (2) of this paragraph shall only be applicable to claims made in
8 relation to incidents of theft where there is no negligence on the part of the member. The Chief of
9 Police shall assess the amount of damage, and he or she shall assess the amount of loss resulting
10 from incidents of theft compensable hereunder. For purposes of interpretation and construction, the
11 term "items of uniform and equipment prescribed by the Police Department" as used herein shall
12 only cover those items that were compensable under the terms of the UNIFORM AND
13 EQUIPMENT Article of the 2007-2009 City/MPA Agreement. Additionally, the Chief may, at his
14 or her discretion, approve other items of Uniform and Equipment as compensable hereunder and
15 shall assess the amount of damage or loss for such items.
- 16 4. The following provisions shall apply to soft body armor which is a part of the Department's initial
17 issue for appointments occurring on or after the May 18, 1989, or a replacement under paragraphs
18 1.b.(1)(a) or 3. of this Article occurring on or after May 18, 1989:
- 19 a. As part of initial issue or replacement allowance that is provided under the provisions of this
20 Article, the Department will provide an employee with standard issue soft body armor, the
21 specifications of which shall be determined and prescribed by the Chief of Police. The
22 threat level for standard issue soft body armor prescribed by the Chief shall not be less than
23 threat level II (as this threat level standard is defined and determined as of May 18, 1989), or
24 its equivalent.
- 25 b. In lieu of the standard issue, an employee may elect soft body armor with a threat level IIIA
26 classification; such election shall be in writing in a manner prescribed by the Department.

1 The threat level IIIA soft body armor elected shall be provided by the Department and shall
2 conform to specifications prescribed by the Chief of Police.

3 c. Employees in active service appointed prior to May 18, 1989, who did not have the option to
4 elect soft body armor with a threat level higher than threat level II shall have a one-time-
5 only opportunity to elect threat level IIIA soft body armor (employees making this election
6 shall be required to turn in the soft body armor they were issued at the time of their
7 appointment). Such election shall be in writing in a manner prescribed by the Department.
8 Employees eligible to make an election must do so before June 30, 1989.

9 d. The Department shall meet the cost of soft body armor provided hereunder.

10 5. Payments made under the provisions of this Article shall not be construed as being part of the
11 employee's base salary and shall not be included in the computation of any fringe benefits
12 enumerated in this Agreement. Any payment made under the provisions of this Article shall not
13 have any sum deducted for pension benefits nor shall such payments be included in any
14 computation establishing pension benefits or payments.

15 6. Notwithstanding any other provision of this Article, during a calendar month employees shall not be
16 entitled to receive benefits under both subsections 1.b.(1) and 1.b.(2); instead eligibility for receipt
17 of benefits under either of these two subsections shall be predicated on the length of service therein,
18 the subsection with greater service determining the benefit (in the event the length of service is
19 identical the employee shall be entitled to elect the subsection under which his/her benefits shall be
20 determined).

21 7. At the discretion of the Chief of Police, an employee may not be granted benefits provided by this
22 Article where circumstances render the situation inappropriate.

23 * * * * *

24 NOTE: As provided for the City/MPA Memorandum of Understanding relative to soft body armor
25 executed May 19, 1989, implementation of paragraph 4 of this Article is contingent upon
26 City Attorney approval requirements therein.

1 **ARTICLE 34**

2 **SAFETY GLASSES**

3 The City will provide safety glasses for police officers who are required to wear glasses for
4 corrective purposes under the same provisions under which these glasses are provided for other City
5 employees. Such glasses shall remain the property of the City of Milwaukee.

6 **ARTICLE 35**

7 **AUTO ALLOWANCE**

- 8 1. A member of the Department may use his/her privately owned vehicle for Departmental business
9 only under express authorization from his/her commanding officer. When such use is authorized,
10 the City will indemnify the officer for any property damage sustained by his/her automobile and
11 shall represent the officer and shall be responsible for any judgment, damages and costs entered
12 against the officer for acts arising out of his/her official capacity while acting within the scope of
13 his/her employment.
- 14 2. When an employee is authorized by his/her commanding officer to use his/her private vehicle on
15 Departmental business, in accordance with Departmental procedures established for that purpose,
16 and the vehicle sustains damage during such use, the employee shall submit a written report of the
17 damages to his/her commanding officer before the end of the work shift in which the damages
18 occurred. The report shall include a description of the damages, the date and time of occurrence,
19 and the cause. Reasonable costs of damages to the officer's vehicle will be reimbursed by the City
20 provided the employee submits documentation of such cost to his/her commanding officer no later
21 than seven (7) calendar days following the occurrence of the damage and further provided that the
22 City is subrogated to the extent of its property damage payment in the event the officer recovers
23 those damages from any third party. If bona fide medical circumstances applicable to the employee
24 preclude compliance with the above time limits, the employer shall authorize a reasonable extension
25 of these time limits.

1 **ARTICLE 36**

2 **LOCKERS**

- 3 1. Except as provided in subsection 2, below, the City will provide each employee covered by this
4 Agreement with individual locker space.
- 5 2. The City shall not have to provide employees with individual locker space at locations where
6 sufficient existing space is not available or where providing individual locker space would require
7 extensive remodeling or construction. If individual locker space is not available to accommodate
8 every employee, then individual locker space shall be assigned on a seniority basis identical to that
9 which governs selection of vacations within the district or bureau. Employees not assigned to
10 individual lockers shall be assigned shared lockers.
- 11 3. If the City constructs new buildings, space shall be allotted for locker rooms containing lockers for
12 each individual employee.
- 13 4. The City shall continue to retain the right of inspection provided the employees whose lockers are
14 inspected are present during such inspection and the City shall continue to be held blameless against
15 loss, theft or damage.
- 16 5. Members who use Department lockers shall be permitted to use private locks and shall secure their
17 lockers at all times. The Department will not establish a master key system so long as paragraphs
18 one through four, above, of this Article remain the same as those in the 1995-1997 City-Union labor
19 agreement.

20 **ARTICLE 37**

21 **SPECIAL UNIT PAY**

- 22 1. Employees assigned by the Chief of Police to any of the following special units shall receive an
23 amount in addition to base salary equivalent to \$240 per annum: the Bomb Squad Unit, the
24 Underwater Investigation Unit. An employee may not receive more than \$240 per annum
25 regardless of the number of special units he/she may belong to at any one given time. Effective for

1 calendar year 2014, paid in 2015, the Special Unit Pay payment shall increase to \$350. Effective
2 2015, with payments in 2016, the Arson Investigators and the Honor Guard will be added to the list
3 of special units. Effective Pay Period 14, 2016, with payments in 2017, the Tactical Enforcement
4 Unit shall be added to the list of special units.

5 2. Payments made under the provisions of this Article shall be paid after December 31 of the year in
6 which they were earned. Pro rata adjustment to the nearest calendar month on the basis of service
7 in a Special Unit will be made for those employees who were assigned to a Special Unit for less
8 than a full calendar year. For purposes of pro rating, an employee assigned to the Bomb Squad, the
9 Underwater Investigation Unit, the Arson Investigation Unit, the Honor Guard, or the Tactical
10 Enforcement Unit for at least 14 days in a calendar month shall be deemed as having been assigned
11 to a Special Unit for the full calendar month; in the event the employee is assigned to a Special Unit
12 less than 14 days in a calendar month, the employee shall be deemed as not having been assigned to
13 a Special Unit at all during the calendar month.

14 3. Payments made under the provisions of this Article shall not be construed as being part of
15 employees' base pay and shall not be included in the computation of any fringe benefits enumerated
16 in this Agreement.

17 4. Any payment made under the provisions of this Article shall not have any sum deducted for pension
18 benefits nor shall such payments be included in any computation establishing pension benefits or
19 payments.

20 **ARTICLE 38**

21 **UNDERWATER INVESTIGATION UNIT PAY**

22 Effective upon implementation of the 2013-2017 Labor Agreement provisions of this Article have been
23 incorporated into Article 37.

1 **ARTICLE 39**

2 **EDUCATIONAL PROGRAM**

- 3 1. Subject to the terms and conditions provided in subsections 2 through 6, below, upon attainment of
4 necessary credits or degree, an employee’s base salary shall be as identified in Article 10 of this
5 Agreement.
- 6 2. No employee will be eligible for Educational Pay unless he/she has a minimum of one year of
7 active service on the police force.
- 8 3. Courses for which credits or degrees are earned for which payment shall be made shall be limited to
9 courses of study in which the credits have been successfully earned from an educational institution
10 accredited by any of the following regional accreditation associations:
- 11 North Central Association of Colleges and Schools
 - 12 Middle States Association of Colleges and Schools
 - 13 New England Association of Schools and Colleges, Inc.
 - 14 Northwest Association of Colleges and Schools
 - 15 Southern Association of Colleges and Schools
 - 16 Western Association of Schools and Colleges
- 17 4. Employees who have earned a Baccalaureate and/or Advanced Degree shall request that the degree
18 granting collegiate institutions send a report to the Milwaukee Police Department with a statement
19 as to the date on which the degree was conferred, the major field of study pursued, and that the
20 institution was a member in good standing of an association listed in 3., above, at the time the
21 degree was granted.
- 22 5. It shall be the sole responsibility of the employee to provide the Police Department Administration
23 with evidence of successful completion of the course work for which Educational Pay is being
24 sought; such evidence shall be as prescribed by the Chief of Police and shall include, but not be
25 limited to, official transcripts, degree/diploma, and the date(s) credits were earned and degrees were
26 conferred. The employee shall be solely responsible for any costs associated with providing this

1 evidence.

2 **ARTICLE 40**

3 **TUITION AND TEXTBOOK REIMBURSEMENT**

- 4 1. Tuition and textbook reimbursement shall be in accordance with the Veteran's Administration
5 benefits and Safe Streets Act benefits pertaining thereto. In no event shall there be any duplication
6 of these benefits paid the employee.
- 7 2. If an employee is ineligible to receive tuition and/or textbook reimbursement under the provisions
8 of Subsection 1 of this Article, the City will reimburse tuition and textbook costs incurred by the
9 employee up to a combined maximum (tuition and textbook costs added together) of \$1,200.00 per
10 calendar year during the term of this Agreement (any portion of the combined maximum may be
11 used for short courses which are less than three weeks in duration) subject to the terms and
12 conditions hereinafter provided.
- 13 3. All courses of study for which reimbursement is requested by an employee under the provisions of
14 Subsection 2 of this Article shall be job related and approved by the Police Chief before any such
15 reimbursement is paid to the employee by the City. Coursework approved to be on City time by
16 both the Chief of Police and the Department of Employee Relations may be on City time.
- 17 4. In order to qualify for reimbursement under Subsection 2 of this Article, above, employees must
18 submit an application for reimbursement to a City-designated administrator on a form provided by
19 the City no later than four (4) weeks following the starting date of the course for which
20 reimbursement is requested.
- 21 5. In order to qualify for reimbursement under Subsection 2 of this Article, above, employees shall
22 present evidence to a City designated administrator of successful completion for those Police
23 Department approved courses of study that they are requesting reimbursement. Such evidence shall
24 be submitted in writing to the aforesaid administrator within eight (8) weeks following completion
25 of such Police Department approved courses of study and shall consist of the final grade report for

1 each such Police Department approved course of study. A Police Department approved course of
2 study shall be deemed successfully completed if:

- 3 a. A grade of "C" or higher is received and such course of study is an undergraduate course of
4 study; or
- 5 b. A grade of "B" or higher is received and such course of study is a graduate course of study;
6 or
- 7 c. When grades are not given or the course of study taken is a non-credit one then the
8 employee must present to aforesaid City designated administrator within the time limit
9 above described a written statement from the course's instructor that the employee has
10 satisfactorily completed the course of study.

11 6. Payment of reimbursement described in Subsection 2 of this Article shall be made as soon as is
12 administratively practicable after the reimbursement application and evidence of successful
13 completion of the Police Department approved courses of study for which such reimbursement is
14 being requested is received by aforesaid City designated administrator.

15 7. Any payment made under the provisions of this Article shall not have any sum deducted for pension
16 benefits nor shall such payments be included in the determination of pension benefits or other fringe
17 benefits.

18 8. Employees must remain in service for a six-month period after receiving Tuition and Textbook
19 Reimbursement from the City or the amount reimbursed will be deducted from the employee's final
20 paycheck.

21 **ARTICLE 41**

22 **SENIORITY FOR LAYOFF PURPOSES**

- 23 1. In the event of a layoff of members of the bargaining unit, the order of layoff shall be inversely
24 related to length of service. (The last employee hired shall be the first employee laid off).
- 25 2. In the event of a recall to work, the order of return shall be directly related to length of service.

1 (The last employee laid off shall be the first employee returned to work).

2 3. Length of service, for the purpose of this Article, is to be measured from the date of original hire in
3 the Police Department with police powers.

4 4. Should the City find it necessary to lay off members of the bargaining unit, it shall give the
5 Association notice not less than four (4) weeks prior to the effective date of the layoff of the
6 initially affected employee. The City and the Association shall meet within three (3) working days
7 of the notice to discuss layoffs. The City at this meeting shall provide the Association with a
8 current seniority list of the Police Department.

9 5. Seniority shall be broken if an employee:

- 10 a. Retires
 - 11 b. Resigns from the police service
 - 12 c. Is discharged and the discharge is not reversed
 - 13 d. Is not recalled from layoff for a period of three (3) years
 - 14 e. Is recalled from a layoff and does not report for work within three (3) calendar weeks
 - 15 f. Does not return at the expiration of a leave of absence.
- 16

17 6. Employees of the same rank having the same starting date shall have their seniority status
18 determined by their position on the eligibility list from which they were appointed.

19 7. In the event of a layoff, the City shall not transfer any employee covered by this Agreement out of
20 the Police Department to any other City Department.

21 **ARTICLE 42**

22 **AGENCY SHOP**

23 1. The City agrees to allow the Association an "Agency Shop," as permitted by the provisions of
24 Section 111.70 (h) of the Wisconsin Statutes.

25 2. No member of the bargaining unit is required to join the Association. However, membership in the
26 Association is open to all members of the bargaining unit who choose to join and comply with the
27 constitution and by-laws of the Association. No person will be denied membership in the
28 Association because of race, ethnic origin, sex or religious affiliation.

29 3. As a condition of continuing employment, all members of the bargaining unit shall bear their fair

- 1 share of the costs of collective bargaining by paying to the Association a monthly sum equal to the
2 regular monthly dues of members of the Association.
- 3 4. The City will deduct dues payments of Association members and fair-share payments of non-
4 members from their bi-weekly paycheck and remit these sums to the Association Treasurer within
5 ten (10) calendar days after the payday from which the deduction was made.
- 6 5. Dues or fair-share deductions for new employees in the Association bargaining unit will be made
7 from their first paycheck.
- 8 6. The City will not deduct the dues of any employee in a two-week pay period unless the employee is
9 a member of the Association bargaining unit for at least seven calendar days in such pay period.
- 10 7. Changes in dues or fair-share amounts to be deducted shall be certified by the Association to the
11 City Labor Negotiator at least four (4) weeks before the start of the pay period the changed
12 deduction is to be effective.
- 13 8. The MPA shall, at its sole cost and expense, fully indemnify, defend and hold harmless the City, its
14 officers, agents and employees against any and all claims, suits, actions or liability
15 of judgments for damages (including, but not limited to, expenses for reasonable legal fees
16 and disbursements of the City, if any) arising from any objections to or contesting of the
17 validity of any dues or fair-share deductions or the interpretation, application or
18 enforcement of this provision.
- 19 9. The Association will fully and fairly represent all members of the bargaining unit regardless of
20 whether they are members of the Association.
- 21 10. The City reserves the right to stop, withhold, or modify dues deductions for employees or positions
22 in question until resolved by mutual agreement or by the Wisconsin Employment Relations
23 Commission.

1 **ARTICLE 43**

2 **DUES CHECK-OFF**

- 3 1. Except as provided in subsection 5, below, the provisions of this Article shall cover employees only
4 if the AGENCY SHOP provision of this Agreement is determined by a competent court or tribunal
5 to be inoperative; in which event this provision shall be deemed a mutually satisfactory replacement
6 for the AGENCY SHOP provision and the provisions of subsection 2. of the WAIVER OF
7 FURTHER BARGAINING Article of this Agreement shall not apply.
- 8 2. Employees may authorize the City to deduct Association dues from their paychecks by executing an
9 authorization card, such authorization card prescribed by the City, and submitting it to a City-
10 designated administrator.
- 11 3. Check-off shall become effective two pay periods following the date the employee's executed
12 authorization card is received by the City-designated administrator. If any employee wishes to
13 withdraw from check-off, he shall pay a fee of \$2.00 to the City Treasurer and obtain a revocation
14 card in accordance with procedures established for that purpose by the City. Such withdrawal will
15 become effective four pay periods after filing.
- 16 4. The Association shall file a report with the City Comptroller's Office certifying the amount of
17 employee dues deduction that is uniformly required of all employees represented by the
18 Association. Changes in uniform employee dues deductions shall be certified by the Association
19 and filed with the City Comptroller's Office at least 15 calendar days before the start of the pay
20 period the new uniform dues deduction schedule is to become effective.
- 21 5. An employee newly appointed to City employment on or after the execution date of this Agreement
22 may authorize the City to deduct Association initiation dues from his/her paycheck by executing an
23 authorization card prescribed by the City for this purpose and submitting it to a City-designated
24 administrator within 60 calendar days following his/her appointment date. Initiation dues check-off
25 shall become effective with the third pay period following the date the authorization card is received
26 by the City administrator and shall be made in four (4) equal installments spread over four (4) pay

1 periods. Once authorized, an employee may not withdraw from the check-off except for separation
2 from active service. The Association shall file a report with the City Comptroller's Office certifying
3 the amount of employee initiation dues that are uniformly required of all new employees
4 represented by the Association. Changes in uniform initiation dues shall be certified by the
5 Association and filed with the City Comptroller's Office at least 15 calendar days before the start of
6 the pay period the new uniform dues deduction schedule is to become effective.

- 7 6. So long as the Union complies with all of the requirements of Common Council Resolution File No.
8 960930, the City shall deduct from the biweekly earnings of employees in the bargaining unit the
9 employees' voluntary political contributions and submit such deduction to the Union on a biweekly
10 basis. The political check form shall be as provided by the Union and in compliance with the
11 Federal Election Commission requirements.

12 **ARTICLE 44**

13 **BULLETIN BOARDS**

14 The City will furnish bulletin boards at each district station and bureau. The material being placed
15 upon such boards shall consist of official announcements of the Association, announcements of social
16 events, Association election campaign material (provided that such material is non-controversial),
17 results of Association elections, calls for Association elections;
18 and any other matter approved by the Association, provided such other matter is non-controversial. It
19 shall be the duty of the Association to keep the boards current and to remove obsolete material; the
20 Association shall assign one or more stewards at each location for this purpose. The parties shall
21 interpret this article in a manner consistent with the final determination of the Wisconsin Employment
22 Relations Commission in Case 442 No. 55600 MP-3346.

23 **ARTICLE 45**

24 **NEGOTIATIONS**

25 Either party to this Agreement may select for itself such negotiator or negotiators for purposes of

1 carrying on conferences and negotiations under the provisions of Section 111.70, Wisconsin Statutes, as
2 such party may determine. No consent from either party shall be required in order to name such
3 negotiator or negotiators.

4 **ARTICLE 46**

5 **LIMITATIONS UPON ASSOCIATION ACTIVITY**

- 6 1. No Association member or officer shall conduct any Association business on City time except as
7 specified in this Agreement or as authorized by the Chief of Police, City Labor Negotiator, or the
8 Labor Policy Committee of the Common Council. Nothing in this subsection shall preclude
9 obtaining employee signatures on grievance forms or meetings to discuss grievances on City time
10 when authorized by commanding officer.
- 11 2. No Association meeting shall be held on City time nor on City property.

12 **ARTICLE 47**

13 **ASSOCIATION NEGOTIATING TIME**

- 14 1. The Association shall provide the City Labor Negotiator with the names of the members of its
15 Executive Board and the names of those Board members who will comprise the Association
16 Negotiating Committee.
- 17 2. Subject to the terms and conditions hereinafter provided, members of the Association Negotiating
18 Committee shall be entitled to paid time off computed at straight time (1x) rates for authorized
19 City/Association negotiating meetings. The amount of paid time off provided shall be limited to the
20 length of each authorized City/Association negotiating meeting, including reasonable travel time
21 from site of employment to site of meeting, but in no event shall payment be made for time greater
22 than eight (8) hours per day.
- 23 3. For each authorized City/Association Negotiating Meeting, the Association shall provide the City
24 Labor Negotiator with the names of the Association bargaining committee members attending the
25 meeting that are to be covered by the provisions of this Article. These names shall be provided

1 sufficiently in advance of the meeting to permit the City Labor Negotiator to give reasonable
2 advance notice to the Chief of Police of the meeting.

3 4. Reimbursement

4 a. Each month, the Association shall reimburse the City an amount equivalent to the base
5 salary paid members under the provisions of this Article during such month.

6 b. Each month, the Association shall also reimburse the City an amount equivalent to the
7 overtime premium (½x) paid employees required to work overtime as a result of members
8 utilizing paid time off under the provisions of this Article during such month. The Police
9 Department Administration shall determine the amount of overtime premium owed the City.

10 c. The paid time off benefits provided hereunder shall be suspended and made inapplicable
11 whenever the Association is in non-compliance with the reimbursement requirements
12 provided by subsections 4a. and 4b. of this Article, above.

13 d. This subsection shall not apply to the first 300 hours of paid time off used in each year of
14 this Agreement.

15 5. The City Labor Negotiator shall interpret and administer the provisions of this Article.

16 **ARTICLE 48**

17 **BANK OF HOURS FOR ASSOCIATION ACTIVITY**

18 The Association shall advise the City of the names of the members of its Executive Board. Such
19 members, in aggregate, shall be entitled to a maximum of 4,500 hours per calendar year paid time off
20 subject to the following terms and conditions:

21 1. Such paid time off shall be limited to Association membership meetings, Executive Board
22 meetings, Steward meetings, to serve as requested in representing Association members and
23 for the attendance at authorized meetings of City Boards, Commissions and Committees.

24 2. Except for authorized meetings of City Boards, Commissions and Committees, the
25 Association shall provide the Chief of Police with written notice of each such meeting and

1 the members to be released on account thereof. Seven days' notice shall be provided for all
2 but two meetings during a calendar year. For two meetings, written notice of not less than
3 24 hours may be given. In the event that notice meeting the requirements herein is not
4 given, the Chief of Police shall not be obligated to release members for a meeting.

5 3. For each authorized meeting of a City Board, Commission or Committee, the Association
6 shall provide the Chief of Police with written advance notice of not less than 24 hours for
7 such meeting and the Executive Board members to be released on account thereof.

8 4. Employees on overtime assignment shall not be entitled to paid time off under the
9 provisions of this Article.

10 5. Reimbursement

11 a. Each month, the Association shall reimburse the City an amount equivalent to the base
12 salary paid members under the provisions of this Article during such month.

13 b. Each month, the Association shall also reimburse the City an amount equivalent to the
14 overtime premium (1/2X) paid employees required to work overtime as a result of
15 members utilizing paid time off under the provisions of this Article during such
16 month. The Police Department Administration shall determine the amount of
17 overtime premium owed the City.

18 c. The paid time off benefits provided hereunder shall be suspended and made
19 inapplicable whenever the Association is in non-compliance with the reimbursement
20 requirements provided by subsection 5a. and 5b. of this Article, above.

21 **ARTICLE 49**

22 **CONTRACT ADMINISTRATION**

23 The City will allow the Association up to three full-time positions of Police Liaison Officer. These
24 positions shall at all times be subject to the following terms and conditions:

25 1. Within 30 calendar days following the execution date of this Agreement, the Association shall

1 provide the City with a written notice indicating the names of the three employees it wants to
2 designate as Police Liaison Officers. In the event the Association subsequently wants to replace an
3 individual it has designated as a Police Liaison Officer with another employee, it shall provide the
4 City with a written notice indicating: the names of the replacement employee and the employee to
5 be replaced, along with the effective date of such replacement. Such notice to be provided the City
6 not less than 30 calendar days prior to the effective date of the replacement. An employee
7 designated by the Association for a Police Liaison Officer position shall not be permitted to serve in
8 that position until the City receives a written statement from the employee indicating that he/she
9 volunteered to serve as a Police Liaison Officer.

10 2. Upon the City's receipt of the written notices required in subsection 1 of this Article, above, the
11 individuals designated by the Association as a Police Liaison Officer will be relieved of present
12 duties and be assigned by the City to assist the Association in conferences with other employees and
13 supervisors, and to participate in meetings called by management or otherwise authorized under this
14 Agreement. A Police Liaison Officer shall assist the parties in maintaining harmonious
15 relationships during the term of this Agreement, shall devote an amount of time to these activities
16 equal to that for which the City compensates him/her and shall conduct other Association activities
17 in such a way that they will not be construed as City-supported activities.

18 3. The City shall provide the base salary for two employees occupying positions of Police Liaison
19 Officer which shall be equivalent to the base salary they would be entitled to receive under the
20 BASE SALARY provision of this Agreement had they remained employed in the Police
21 Department in the classifications they occupied immediately prior to becoming Police Liaison
22 Officers. The two employees occupying the positions of Police Liaison Officer shall receive \$150
23 biweekly in addition to their base salary as compensation in lieu of overtime pay, uniform/clothing
24 maintenance or replacement allowance, motorcycle pay and all other allowances or pay received by
25 a member of the Milwaukee Police Department. An employee who has served as a Police Liaison
26 Officer, who retires from active service on a service retirement after January 1, 2004, shall have the

1 \$150 biweekly payment compensation he or she received in and after Pay Period 1, 2004, included
2 in his or her final average salary for purposes of computing his or her service retirement allowance.
3 For purposes of interpretation and construction of the provisions of this Article, such employee is
4 entitled to include in the Final Average Salary compensation the total amount of the \$150 biweekly
5 payments the employee received in any twelve (12) month period. With respect to the third Police
6 Liaison Officer, the Association shall provide the base salary and the \$150 biweekly compensation
7 described above.

8 4. The Association shall pay to the City, on a quarterly basis, an amount equal to one-half (1/2) the base
9 salary payments (before taxes) made by the City to two Police Liaison Officers and an amount
10 equal to 100% of the base salary (before taxes) and \$150 biweekly payments made by the City to
11 one Police Liaison Officer.

12 5. A Police Liaison Officer shall be covered by the following provisions of this Agreement, and the
13 benefits they provide, under the same terms and conditions applicable to employees covered by this
14 Agreement:

- 15 LONGEVITY IN RANK PAY
- 16 CERTIFICATION PAY
- 17 PENSIONS AND RELATED MATTERS
- 18 LIFE INSURANCE
- 19 HEALTH INSURANCE
- 20 SICK LEAVE
- 21 INJURY PAY
- 22 TERMINAL LEAVE
- 23 VACATIONS
- 24 WORK DAYS OFF IN LIEU OF HOLIDAYS
- 25 MILITARY LEAVE
- 26 EDUCATIONAL PROGRAM
- 27 TUITION AND TEXTBOOK REIMBURSEMENT
- 28

29 The benefits provided by the provisions of this Agreement listed above shall be the only
30 benefits that the Police Liaison Officer is entitled to.

31 6. A Police Liaison Officer shall have no police powers but shall receive from the City such direction
32 of their activities and the accounting thereof as is hereinafter provided.

33 7. A Police Liaison Officer shall, subject to the approval of the Fire and Police Commission, be

- 1 detached from the Police Department and assigned to the Common Council-City Clerk.
- 2 8. A Police Liaison Officer shall under no circumstances be eligible for any salary payment for any
3 work performed:
- 4 a. Beyond eight hours in any one day.
 - 5 b. Beyond forty hours in any one week.
 - 6 c. On a holiday.
 - 7 d. On an off-day.
 - 8 e. On a vacation day
 - 9
- 10 9. A Police Liaison Officer in the above five situations shall be considered as being on a flexible
11 schedule.
- 12 10. The base salary and benefits provided to a Police Liaison Officer shall be under the administration
13 of the City Clerk. The scheduling of the vacation and holiday benefits provided in subsection 5. of
14 this Article, above, shall be controlled by the City Clerk. The hours of work for a Police Liaison
15 Officer shall be under the Administration and control of the City Clerk.
- 16 11. Police Liaison Officers shall be under the complete control, direction and supervision of the City
17 Clerk and at all times remain employees of the City.
- 18 12. A Police Liaison Officer shall perform such duties as are noted below:
- 19 a. Assist in processing any problems pertaining only to matters involving interpretation,
20 application and enforcement of this Agreement.
 - 21 b. Submit a report of their activities to the City Clerk each week.
- 22 13. Absent prior authorization from the Chief of Police, no Association business shall be conducted by
23 a Police Liaison Officer with members of the Police Department during members' duty hours.
- 24 14. A Police Liaison Officer shall in no way interfere, infringe upon or question any disciplinary action
25 of the Chief of Police or the Fire and Police Commission; nor shall he/she interfere, infringe upon,
26 or question any powers, functions, duties and responsibilities of the Chief of Police and the Fire and
27 Police Commission as are provided by State Statutes and Charter Ordinances.
- 28 15. If necessary, the City Clerk shall request that the City Service Commission exempt a Police Liaison
29 Officer from civil service under Section 63.27, Wisconsin Statutes, and approve his/her title and pay

1 rate.

- 2 16. If necessary, the City Clerk shall request that the Fire and Police Commission approve detachment
3 of a Police Liaison Officer from the Police Department with reinstatement rights to the position
4 he/she held in the Police Department prior to his/her detachment, and that upon his/her return to the
5 Police Department, he/she be permitted to count time spent as a Police Liaison Officer for the sole
6 purpose of meeting the length of service requirements when qualifying to take promotional exams.
7 A Police Liaison Officer who meets the qualifications established for a promotional exam may take
8 such exam while he/she is a Police Liaison Officer. In the event a Police Liaison Officer is
9 nominated by the Chief of Police for promotion while a Police Liaison Officer and he/she wishes to
10 accept the nomination, the Police Liaison Officer must indicate acceptance of nomination in writing
11 to the Chief of Police and at the same time, provide notice to the Chief of Police of his/her
12 resignation from the position of Police Liaison Officer. The resignation from the position of Police
13 Liaison Officer shall be effective on the same date the promotion is effective. Such written notice
14 must be received by the Chief of Police no more than 15 calendar days after the date on which the
15 Police Liaison Officer is notified of his/her nomination. Failure to comply with the notification
16 requirement shall automatically nullify the nomination and the Police Liaison Officer's name shall
17 be removed from the eligible list and he/she shall not be eligible to be promoted from that list.
- 18 17. Except as specifically provided otherwise herein, all costs associated with a Police Liaison Officer
19 shall be borne by the Association and under no circumstances shall the City be required to
20 reimburse the Association for said costs.
- 21 18. The Association agrees that in the event of litigation against the City, its agents or employees,
22 arising out of the Contract Administration Provision, the Association will co-defend and indemnify
23 and hold harmless the City, its agents or employees for any monetary award and all costs levied by
24 a court as a result of such litigation, including attorney fees. Notwithstanding any provision of this
25 Agreement, the City shall not be required to negotiate a replacement for the Contract
26 Administration provision, or part of it, in the event the provision is modified by operation of law or

1 by any tribunal of competent jurisdiction if compliance with or enforcement of this provision, or a
2 part of this provision, should be restrained by such tribunal.

3 19. The President of the Association and the City Clerk shall meet at least every three months to discuss
4 and resolve any concerns the City Clerk may have regarding the administration of this Article.

5 **ARTICLE 50**

6 **BARGAINING UNIT INFORMATION**

7 1. On a quarterly basis, the City will provide the Association with the name, rank, payroll number
8 district or bureau assignment, and home address of all employees the Association is authorized to
9 represent by virtue of this Agreement and will keep such information current.

10 2. The City will provide the Association with the following information (except as noted otherwise,
11 the information to be provided shall be limited to information that is current and prospective as of
12 such execution date):

13 a. Police Department Bi-Weekly Roster List

14 The Roster List information provided will only cover employees represented by the
15 Association and will be provided in two formats: (1) payroll number sequence and (2)
16 alphabetic sequence. The information provided will consist of the following data fields:
17 payroll number, name, home address, biweekly pay rate, badge number, appointment date,
18 maximum pay step attainment year, assignment code and title code. At its sole discretion,
19 the Department may, from time to time, supplement these data fields that may be available;
20 in such cases, the Association will be advised of this fact and will be provided with
21 appropriate explanatory material describing the additional data fields. Roster list data will
22 be provided to the Association on a bi-weekly basis with a bi-weekly list of payroll changes
23 (additions and deletions) for Association represented employees.

24 The City payroll system is converting from a payroll number basis to a social security
25 number basis. Accordingly, the roster list data provided to the Association will include

1 payroll number data field and sequence format only for so long as this information is readily
2 available on the payroll system. Thereafter, the social security number data field and
3 sequence format shall supplant the payroll number data.

4 b. Police Department Personnel Status Report

5 The Personnel Status report data provided to the Association will cover only Association-
6 represented employees. This information will consist of the year-to-date totals for the last
7 pay period of the fiscal year (usually Pay Period 26). The Association will be provided with
8 Personnel Status Report data at the end of each subsequent fiscal year, when such data is
9 available on the report.

10 c. Annual Vacation Seniority List

11 The Association will be provided with one copy of the annual Vacation Seniority List as
12 soon as is administratively practicable following its publication in January or February of
13 each calendar year.

14 d. Health-Dental Insurance Data

15 In February and August of each calendar year, Employee Benefits Administration will
16 generate a report for the Association containing a count of the Association-represented
17 employees in active service at that time that are enrolled in each health and dental insurance
18 carrier offered these employees by the City. This report shall indicate single or family
19 enrollment status and shall include a summary of the counts in each plan by single/family
20 enrollment status.

21 e. Worker Compensation Reports

22 The Association shall be provided the EB-49 short form (no attachments) generated by the
23 Employee Benefits Administration for each lost-time injury of an Association-represented
24 employee. These forms shall be provided as soon as administratively practicable following
25 the occurrence of the injury which gave rise to the EB-49 being generated.

26 f. The Association shall be supplied with a seniority roster for each classification within the

1 Association. Thereafter, the roster shall be supplied during the last pay period of each
2 calendar year.

3 g. Each pay period the Police Department shall provide a copy of the "Overtime By Location"
4 report to the Association.

5 The foregoing information will be made available to the Association at a designated mail drop
6 established for this purpose by the Police Department and located in the Personnel Section (Room
7 705A Police Administration Building). Access to the mail drop will be limited to authorized
8 Association representatives between the hours of 8:00 a.m. and 4:00 p.m., Monday through Friday,
9 excepting holidays.

10 3. The Police Department shall provide a copy of the "LISTING OF TIME OWED AND ALLOWED"
11 for the Milwaukee Police Department to the Association. Such report shall be sent to the
12 Association with the same frequency as it is sent to work locations.

13 4. Administration and control of the provisions of this Article shall be under the City Labor
14 Negotiator.

15 **ARTICLE 51**

16 **UNPAID LEAVE OF ABSENCE FOR ASSOCIATION BUSINESS**

17 1. The City will permit a member of the Association to take an unpaid leave of absence for a period of
18 one year for service with a labor organization with which it maintains a contractual relationship.

19 2. Such unpaid leave of absence may be renewable for an additional year and the sole obligation of the
20 City shall be to restore the individual on leave of absence to the first open position in the title the
21 individual held provided that the individual can meet the requirements of this position and that there
22 are no employees on layoff with greater seniority at the time the individual makes his requests for
23 reinstatement.

24 3. No benefits shall accrue to the individual during the term of such unpaid leave of absence.

25 4. The Association Executive Board, through their President or his designee, shall notify the City

1 Labor Negotiator in writing at least 14 calendar days prior to the effective commencement date of
2 the leave. Employees making application for return from leave of absence shall notify the City
3 Labor Negotiator in writing at least 14 calendar days prior to the date they are requesting return to
4 duty. Such leave shall be granted subject to the employee complying with all Departmental rules
5 and procedures regarding leaves of absence and return to duty.

6 **ARTICLE 52**

7 **UNPAID MATERNITY**

8 1. Female Maternity/Childrearing Leave

9 a. Unpaid Maternity Leave

10 (1) Length of Leave

11 Maternity leave shall be granted solely for the purposes of a medical disability
12 associated with pregnancy. A female employee shall be entitled to an unpaid
13 maternity leave of absence beginning on the date her attending physician determines
14 she is no longer fit for duty on account of medical reasons associated with her
15 pregnancy and ending no later than 135 consecutive calendar days following the date
16 of delivery resulting from such pregnancy.

17 (2) Notification Requirements

18 Maternity leave shall be granted an employee effective upon her attending physician
19 attesting in writing to the employee's lack of fitness for duty on account of medical
20 reasons associated with her pregnancy. Within seven (7) consecutive calendar days
21 following the date of her delivery, the employee shall provide written notice to the
22 Department Administration indicating thereon the date of delivery. No later than 45
23 consecutive calendar days following that date, the employee shall see to it that her
24 attending physician provides the Department Administration with a written statement
25 indicating the status of the employee's fitness for return to duty.

1 (3) Extension of Maternity Leave

2 At his/her discretion, the employee's attending physician may extend the term of
3 maternity leave beyond the 135-day post-delivery maximum, described above, for
4 medical reasons associated with such pregnancy until such time as he/she determines
5 that the employee is fit for return to duty. In this event the attending physician shall
6 submit the reasons for such extension, and its expected duration, in writing to the
7 Department Administration prior to the date on which such 135-day post-delivery
8 maximum occurs.

9 (4) Fitness for Duty

10 When the employee's attending physician determines that she is fit for return to duty,
11 the employee shall see to it that her attending physician provides the Department
12 Administration with a written statement, within 48 hours of such determination,
13 indicating the date on which the employee is fit for return to duty. This requirement
14 shall apply regardless of whether the determination occurs prior to the 135-day post-
15 delivery maximum or during an authorized extension therefrom; if the determination is
16 made prior to the 135-day maximum, the employee shall be permitted to continue her
17 maternity leave until the date on which the 135-day maximum is reached.

18 b. Unpaid Childrearing Leave

19 When requested, a female employee shall be entitled to an unpaid childrearing leave of
20 absence of not more than 130 consecutive calendar days, beginning on the date her
21 maternity leave ends. Such leave shall be granted solely for the purpose of childrearing.

22 c. The leave provided by subsections 1.a. and 1.b. of this Article, above, shall be without pay
23 except that the employee may use her accumulated sick leave during the maternity portion
24 of such leave so long as her attending physician determines that she is unfit for duty on
25 account of medical reasons associated with her pregnancy. An employee may use the
26 accumulated vacation, holiday time or compensatory time off, to which she is entitled to

1 receive under the VACATION, HOLIDAY and OVERTIME Articles of this Agreement
2 during such leave. Except when maternity leave is extended for medical reasons, as
3 hereinbefore provided, the unpaid portion of such leaves, together with the paid portion,
4 shall not exceed the time limits provided for in subsections 1.a. and 1.b., above. Under no
5 circumstances shall an employee be entitled to the benefits provided under the SICK
6 LEAVE and INJURY PAY Articles of this Agreement during a period of a childrearing
7 leave nor shall she be entitled to the benefits under such INJURY PAY Article during a
8 period of a maternity leave.

- 9 d. A female employee making application for maternity or childrearing leave shall provide the
10 Police Department Administration with written advance notice, in a manner prescribed by
11 the Administration, and indicate thereon the expected starting date for such leave, the
12 approximate date of delivery and anticipated return to duty.

13 2. Male Childrearing Leave

- 14 a. When requested, a male employee shall be entitled to an unpaid childrearing leave of
15 absence for up to 130 consecutive calendar days beginning on the date the employee's
16 spouse gave birth to a child. Such leave shall be granted solely for the purpose of
17 childrearing.
- 18 b. Such leave shall be without pay except that the employee may use the accumulated vacation,
19 holiday time and compensatory time off to which he is entitled to receive under the
20 VACATION, HOLIDAY and OVERTIME Articles of this Agreement during such leave.
21 The unpaid portion of such leave together with the paid portion shall not exceed 130
22 consecutive calendar days. Under no circumstances shall an employee be entitled to receive
23 the benefits provided under the SICK LEAVE and INJURY PAY Articles of this Agreement
24 during a period of a childrearing leave.
- 25 c. A male employee making application for a childrearing leave shall provide the Police
26 Department Administration with written advance notice, in a manner prescribed by the

1 Administration, and indicate thereon the starting date of such childrearing leave and the
2 anticipated date such leave will end.

3 3. Unpaid Childrearing Leaves of Absence Involving Adopted Children

4 a. When requested, an employee shall be granted an unpaid special childrearing leave of up to
5 130 consecutive calendar days in the event such employee legally adopts a child under age
6 five and the terms of the adoption require the presence of one adoptive parent with the child.
7 The employee shall be required to provide documentation of such adoption to the Police
8 Department Administration. Such leave shall begin on the effective date of placement of the
9 adopted child in the employee's home.

10 b. Such leave shall be without pay except that the employee may use the accumulated vacation,
11 holiday time and compensatory time off to which he/she is entitled to receive under the
12 VACATION, HOLIDAY and OVERTIME Articles of this Agreement during such leave.
13 The unpaid portion of such leave, together with the paid portion, shall not exceed 130
14 consecutive calendar days. Under no circumstances shall an employee be entitled to receive
15 the benefits provided under the SICK LEAVE and INJURY PAY Articles of this Agreement
16 during a period of a special childrearing leave.

17 c. An employee making application for a special childrearing leave for adoption purposes shall
18 provide the Police Department Administration with written advance notice, in a manner
19 prescribed by the Administration and indicate thereon the starting date of such special
20 childrearing leave and the anticipated date such leave will end.

21 4. Reinstatement

22 a. Unpaid Leave of Absence Less Than 90 Days

23 An employee requesting a return to duty from an authorized leave of absence provided
24 hereunder that is of less than 90 consecutive calendar days in duration shall submit such
25 request in writing to the Police Department Administration sufficiently in advance of the
26 date on which return to duty is requested to allow for either normal processing of payroll

1 records prior to reinstatement to duty from an unpaid leave status (maternity leave) or, for
2 this processing and the Departmental medical examination required in subsection 4.c. of this
3 Article, below, (childrearing leave). An employee meeting the requirements of subsection
4 4.c. shall be reinstated to the position classification he/she occupied immediately prior to
5 such leave as of the date he/she requested return to duty.

6 b. Unpaid Leave of Absence Equal to Or Greater Than 90 Days

7 An employee requesting a return to duty from an authorized leave of absence provided
8 hereunder that is of 90 consecutive calendar days in duration or longer shall submit such
9 request in writing to the Police Department Administration sufficiently in advance of the
10 date on which return to duty is requested to allow for either normal processing of payroll
11 records prior to reinstatement to duty from an unpaid leave status (maternity leave) or, for
12 this processing and the Departmental medical examination required in subsection 4.c. of this
13 Article, below. An employee meeting the requirements of subsection 4.c., below, shall be
14 reinstated to the position classification he/she occupied immediately prior to such leave as
15 follows:

- 16 (1) If a vacancy exists in such position classification on the date such employee requests
17 return to duty, then the employee's reinstatement shall be effective on that date.
- 18 (2) If no vacancy exists in such position classification on the date such employee requests
19 return to duty, then the employee's reinstatement shall be effective on the first date
20 following the requested date that such vacancy occurs.

21 c. Departmental Medical Certification Requirement

22 Prior to his/her return to duty from an authorized childrearing leave provided hereunder the
23 employee shall be required to provide medical certification from their personal physician
24 establishing the employee's fitness for return to duty. Fitness for return to duty requirements
25 from unpaid maternity leave status shall be as provided for in subsection 1.a.(4).

26 5. Administration

- 1 a. During his/her probationary period an employee in the Police Officer job classification shall
2 not be eligible for the child-rearing benefits provided herein. This requirement shall not
3 apply to the maternity portion of the leave provided by subsection 1.a. of this Article, above.
- 4 b. Off-duty employment for an individual during a leave of absence provided hereunder shall
5 be governed by the provisions of the OFF-DUTY EMPLOYMENT Article of this
6 Agreement; the terms and conditions under which such off-duty employment is permitted
7 shall be the same as those applicable to employees in active service.
- 8 c. No benefits, including salary step increments, shall accrue to the individual during the
9 unpaid portion of such leave.
- 10 d. An employee who has been reinstated to duty from an unpaid childrearing leave granted for
11 the birth, or adoption, of his/her child shall not be permitted an additional period of unpaid
12 childrearing leave for that child.

13 **ARTICLE 53**

14 **OFF-DUTY EMPLOYMENT**

- 15 1. Except as otherwise herein provided, employees covered by this Agreement shall devote
16 their whole time and attention to the service of the Police Department and they are expressly
17 prohibited from engaging in any other business or occupation. Employees covered by this
18 Agreement shall be permitted to work up to thirty-two (32) hours maximum biweekly (but no more
19 than 20 in any one calendar week) on a non-cumulative basis in another business or occupation
20 provided that such employment is approved by the Chief of Police; and provided further that such
21 employment does not occur while the employees are on sick leave or duty-incurred injury leave or
22 during a period of an existing emergency; and provided further that such employment does not
23 interfere with the rights of the Chief of Police to schedule or assign overtime. During non-
24 segmented vacation periods, employees shall be permitted to work up to forty (40) hours maximum
25 per week in another business or occupation, subject to the provisions of this subsection.

- 1 2. The Chief of Police shall have the right to establish Rules and Regulations to administer and control
2 the off-duty employment benefits provided in Subsection 1 of this Article.
- 3 3. For information purposes only, once per calendar year, the Department shall provide the
4 Association with a list of jobs that were approved in the previous calendar year pursuant to this
5 Article.

6

7 **ARTICLE 54**

8 **DUTY ASSIGNMENT**

9 An employee shall, upon appointment and after taking and subscribing his or her oath of office, be
10 assigned to night duty in a police district designated by the Chief of Police. Employees shall be
11 assigned to day duty according to seniority in their respective ranks and positions. A day duty
12 assignment is any assignment that begins after 5:00 am and prior to 11:00 am. A night duty assignment
13 is any assignment that begins no earlier than 11:00 am and no later than 12:00 am. Temporary
14 exceptions to such shift assignments may be made in accordance with existing Departmental practices.

15 **ARTICLE 55**

16 **POLITICAL LEAVES OF ABSENCE**

- 17 1. Subject to the provisions of 5 United States Code sections 1501-08, as amended, if and when an
18 employee chooses to run for political office, he or she shall notify the Chief of Police of his or her
19 intention and, if there is a contest, may file a request for a leave of absence:
- 20 a. Any such request for leave of absence shall be granted and shall take effect no later than the
21 date on which the nomination papers are filed for the political office in question.
- 22 b. While engaged in political activity, the person, i.e., candidate, shall not communicate with
23 any person who is serving in the Milwaukee Police Department who is subordinate to that
24 person for any political purpose whatsoever.
- 25 c. It shall be improper for such persons to require or request the political service or political

1 support of any subordinate.

2 d. Such person shall not use the influence of his/her office for political purposes.

- 3 2. The requirement that an employee file for a leave of absence after deciding to run for political office
4 shall not apply if the political office is a non-partisan, part-time position.

5 **ARTICLE 56**

6 **COPIES OF MEMOS AND ORDERS**

- 7 1. The Chief of Police will provide the Milwaukee Police Association with a copy of all Departmental
8 memos and orders issued on or after January 1, 1985, affecting wages, hours and conditions of
9 employment that do not pertain to confidential police matters. Insofar as is administratively
10 practicable, any such memos and orders will be available for pickup by the MPA at the Police
11 Department Personnel Bureau immediately following their issue; any such memos and orders not
12 picked up will be mailed to the MPA on the Friday following their issue.
- 13 2. In addition to the memos and orders provided to the Association under subsection 1, above, the
14 Association shall be provided copies of the Rules and Regulations and copies of Job Descriptions
15 and Position Responsibilities for job classifications listed in Article 2, Recognition. Current copies
16 of the items listed in this subsection will be provided to the Association. As they occur, updates
17 of these items shall be made available to the Association under the same terms and conditions set
18 forth in subsection 1, above.

19 **ARTICLE 57**

20 **JOINT LABOR/MANAGEMENT COMMITTEES**

- 21 1. Effective September 1, 1987, a joint labor/management committee shall be established to discuss
22 matters relating to uniforms, equipment and safety. These discussions shall include, but not be
23 limited to: body armor replacement, body armor vendor (effective May 26, 1989), full sized cars, air
24 bags, protective gloves, masks for CPR and larger squad car fire extinguisher. The committee shall
25 consist of two (2) representatives designated by the Chief of Police, two (2) representatives

- 1 designated by the Association and a mutually agreed upon facilitator, hired for the purpose of
2 working with committee members to resolve issues under discussion. The facilitator will be funded
3 through the Division of Labor Relation's budget.
- 4 2. Effective May 26, 1989, a new Joint Labor-Management Committee shall be established. The
5 committee shall discuss under filling and shall consist of two representatives designated by the
6 Chief of Police and two representatives designated by the MPA.
- 7 3. Effective the month next following the execution date of this Agreement, a joint labor/management
8 committee shall be established to discuss the status of the Appendices to the successor agreement to
9 the 1998-2000 City/MPA Agreement. The committee shall consist of two (2) representatives
10 designated by the Chief of Police and two (2) representatives designated by the MPA.
- 11 4. Effective the month next following the execution date of this Agreement, a joint labor/management
12 committee shall be established to discuss long term disability, health and dental benefits as well as
13 cost containment measures. Effective at the execution of this Agreement this committee shall
14 include discussions regarding HMO coverage for retirees living outside HMO coverage zones. The
15 committee shall consist of two representatives designated by the Association and two
16 representatives designated by the City.
- 17 5 Effective the month following the execution date of the 2004-2006 Agreement, a joint labor
18 management committee shall be established to discuss the Early Intervention Program. The
19 committee shall consist of two representatives designated by the Association and two
20 representatives designated by the Chief of Police.
- 21 6. The committees' recommendations, if any, shall be by consensus and shall be made to the City
22 Labor Negotiator. Such recommendations shall be advisory only and shall not be binding on the
23 parties.

1 **ARTICLE 58**

2 **LEGAL EXPENSES LIABILITY**

- 3 1. When the City receives a claim for payment in accordance with and that meets the requirements of
4 Wis. Stat. § 895.35(2) made by or on behalf of an employee represented by the Association, the
5 City will request that such claim be placed on a Common Council Committee agenda within one
6 hundred and eighty (180) days following receipt of the claim. However, the parties understand that
7 such request may not be made within 180 days if there are processing delays caused by the
8 employee or by the employee’s legal counsel.
- 9 2. When the City receives a claim for payment in accordance with Wis. Stat. § 895.35(1) made by or
10 on behalf of an employee represented by the Association, the City will request that such claim be
11 placed on a Common Council Committee agenda within one hundred and eighty (180) days
12 following receipt of the claim. However, the parties understand that such request may not be made
13 within 180 days if there are processing delays caused by the employee or by the employee’s legal
14 counsel.
- 15 3. The parties agree that the arbitrator or permanent umpire’s authority with respect to this Article
16 shall be limited to whether or not the City requested that a claim be placed on a Common Council
17 Committee agenda within the time periods described in subsections 1 or two, herein.
- 18 4. This Article is effective for all new claims received after the execution date of the Agreement.

19 **ARTICLE 59**

20 **AID TO CONSTRUCTION OF PROVISIONS OF AGREEMENT**

- 21 1. It is intended by the parties hereto that the provisions of this Agreement shall be in harmony with
22 the duties, obligations and responsibilities which by law are delegated to the Common Council, the
23 Fire and Police Commission and the Chief of Police and these provisions shall be interpreted and
24 applied in such manner as to preclude a construction thereof which will result in an unlawful
25 delegation of powers unilaterally delegated to them.

- 1 2. The City shall administer and control the Articles and provisions of this Agreement.
- 2 3. The parties hereto recognize that those rules and regulations established and enforced by the Fire
3 and Police Commission and/or the Chief of Police, which affect the wages, hours, and working
4 conditions of the police officers included in the collective bargaining unit covered by this
5 Agreement are subject to the collective bargaining process pursuant to Section 111.70, Wisconsin
6 Statutes.
- 7 4. The provisions of this Agreement are binding upon the parties for the term thereof. The Association
8 having had an opportunity to raise all matters in connection with the negotiations and proceedings
9 resulting in this Agreement is precluded from initiating any further negotiations for the term thereof
10 relative to matters under the control of the Common Council, the Chief of Police or the Board of
11 Fire and Police Commissioners, including rules and regulations established by the Board of Fire and
12 Police Commissioners and the Chief of Police.
- 13 5. During the term of this Agreement prior to the establishment of new rules or regulations, or changes
14 in existing rules or regulations that do not fall within the City's unfettered management functions,
15 the Association shall be afforded the opportunity to negotiate with the Chief of Police as follows:
- 16 Whenever the Chief of Police proposes to establish a new rule, or make a change in an
17 existing rule, if such proposal in its operation will affect wages, hours or conditions of
18 employment of members of the bargaining unit represented by the Milwaukee Police
19 Association, hereinafter referred to as "Association," he or she shall present his or her
20 written proposal to the President of the Association. At a mutually agreed to time, not more
21 than 30 days following such presentment, the Chief of Police shall meet in good faith with
22 the representatives of the Association with the intent to reach an agreement consistent with
23 the Chief of Police's powers, duties, functions, and responsibilities under law. If no
24 agreement is reached between the Chief of Police and the Association within 30 days of
25 such initial meeting, the Chief of Police may establish the proposed new rule or the
26 proposed change in an existing rule unilaterally, subject to the prior approval to the Board of

1 the Fire and Police Commissioners. In case of emergency, the emergency to be determined
2 by the Chief of Police, the Chief shall have the right to establish or modify a rule or rules
3 unilaterally and such rule or rules shall become effective immediately. The Chief shall
4 immediately inform the Board of Fire and Police Commissioners, in writing, of the rule
5 change and the reason therefore and said rule shall remain effective until the next meeting of
6 the Board.

- 7 6. Any rules or regulations of the Milwaukee Police Department affecting wages, hours, or conditions
8 of employment promulgated by the Chief of Police after negotiation but without agreement may be
9 tested relative to whether they violate the specific provisions of this Agreement as well as the
10 propriety of their application in accordance with the provisions of this Agreement pertaining to
11 grievances and arbitration.

12 **ARTICLE 60**

13 **NOTICES**

- 14 1. All notices required to be sent by the Association to the City shall be sent in writing by certified
15 mail to the City Labor Negotiator.
- 16 2. All notices required to be sent by the City to the Association shall be sent in writing by certified
17 mail to the offices of the Association.
- 18 3. Subject to their mutual consent, the City and Association may waive the certified mail requirements
19 provided above where they deem it appropriate.
- 20 4. If either party to this Agreement intends to file an action against the other party with the WERC, it
21 shall provide the other party with a copy of the documents filed with the WERC in the matter at the
22 same time it serves notice of its action pursuant to applicable legal requirements. If the action is
23 filed by the Association, such copy shall be provided to the City Labor Negotiator; if it is filed by
24 the City, such copy shall be provided to the president of the Association.

1 **ARTICLE 61**

2 **ASSIGNMENTS MADE CONSISTENT WITH EMPLOYEE'S MEDICAL CAPABILITIES**

- 3 1. If an employee is ineligible for the disability benefits provided by the ERS Act, or by Chapter 35 of
4 the Milwaukee City Charter, in accordance with the terms and conditions established thereunder for
5 that purpose and if the employee is ineligible to receive the sick leave or injury pay benefits
6 provided by this Agreement for reasons other than that the benefits have been exhausted, the Chief
7 of Police shall assign the employee to perform duties structured consistent with the employee's
8 medical capabilities within the Police Department that have historically been performed by
9 members of the Association bargaining unit (including, but not limited to, temporary or permanent
10 assignments to the Communications Division, Criminal Investigation Bureau or Property Control
11 Division).
- 12 2. In the event of a dispute over such assignment made by the Chief of Police, the employee shall have
13 the right to grieve and the right to arbitrate under the Grievance and Arbitration Procedure
14 provisions of this Agreement except that instead of being appealable to an arbitrator or permanent
15 umpire, the dispute shall be appealable to a panel consisting of the three physicians, one physician
16 to be designated by the Association, one physician to be designated by the Chief of Police and the
17 third physician to be selected by agreement of the other two physicians. The panel's jurisdiction
18 shall be limited to deciding the medical appropriateness of the Chief's assignment. Decisions made
19 by the panel on matters which are properly before it shall be by majority action and shall be final
20 and binding on the parties. All other provisions of the Grievance and Arbitration Procedure shall
21 remain unchanged and in full force and effect.
- 22 3. The provisions of this Article shall only cover assignments made by the Chief of Police.

1 **ARTICLE 62**

2 **PARKING ALLOWANCE BENEFITS FOR POLICE ADMINISTRATION BUILDING**
3 **EMPLOYEES**

4 1. An employee with a regular Departmental assignment that requires him/her to work at or report to a
5 Police Administration Building (PAB) work location at the start of his/her regular work shift as of
6 the 15th day of a calendar month shall be eligible for a Regular Parking Allowance benefit for that
7 calendar month; such an employee shall be termed an "eligible employee." The City shall
8 reimburse an eligible employee the basic/general parking rate in affect at the time of
9 reimbursement.2. The City shall provide the Association with a list of City-approved parking
10 facilities and will notify the Association of any change that the City may from time to time make in
11 this list at least sixty (60) calendar days prior to the effective date of such change. Eligible
12 employees shall be entitled to receive either a Regular Parking Allowance benefit under the terms
13 and conditions hereinafter provided:

14 a. Regular Parking Allowance Benefit

15 In order to receive a Regular Parking Allowance benefit for a calendar month, an eligible
16 employee must purchase a monthly parking permit for that month from a parking facility on
17 the City-approved list, endorse the permit (or permit stub/receipt deemed acceptable to the
18 Department, whenever the employee must retain the permit in order to receive parking
19 benefits) by indicating his/her signature and payroll number on the portion of his/her
20 monthly parking permit he/she receives from the vendor and submit the endorsed permit (or
21 acceptable permit stub/receipt) to the Police Department Administration no later than the
22 15th day of the calendar month covered by the monthly permit (i.e., the 15th of April for the
23 month of April). Following the Department's receipt of the endorsed permit (or acceptable
24 permit stub/receipt), the employee shall be entitled to receive reimbursement of the current
25 parking rate at the time of reimbursement.

26 Payments provided hereunder shall be made as soon as administratively practicable after the close

1 of the calendar month covered by the permit. Except as provided in subsection 3, below, only
2 approved parking facilities' monthly parking permits that are properly endorsed shall be covered by
3 the benefits provided herein.

4 3. The Association recognizes that there are a limited number of parking spaces available at City
5 approved parking facilities; accordingly, monthly parking permits for these spaces will be sold to
6 eligible employees on a first-come, first-served basis, subject to their availability. During a
7 calendar month when no monthly parking permit at any City-approved parking facility(ies) is(are)
8 available because the vendor(s) has(have) determined that no space is available, the City will honor
9 monthly parking permit receipts from parking facilities not on the City-approved list that are within
10 the geographic area bounded by Michigan Avenue on the south, North 12th Street on the west,
11 West Juneau Avenue on the north and North Van Buren Street on the east. The employee shall
12 endorse the receipt by indicating his/her signature and payroll number on the monthly parking
13 permit receipt and shall submit the endorsed parking permit receipt to the Police Department
14 Administration no later than the 15th day of the calendar month covered by the monthly permit (i.e.,
15 the 15th of April for the month of April). Following submission of the parking permit receipt to the
16 Police Department Administration, the employee shall be entitled to receive a monthly parking
17 benefit for the month covered by the parking permit under the same terms and conditions provided
18 in paragraph 2, above.

19 4. Daily Parking Receipts

20 During a calendar month when no monthly parking permit is available to an employee under the
21 provisions of either paragraph 2 or 3, hereof, because no space is available, the City will honor daily
22 parking receipts from parking facilities within the geographic area described in paragraph 3, hereof,
23 subject to the employee submitting a form prescribed by the Department to the Police Department
24 Administration within five consecutive calendar days following the close of the calendar month.
25 The form shall contain the following information:

26 a. The employee's name, signature, and payroll number;

- 1 b. A listing of each individual daily parking receipt for the calendar month indicating the date
2 and amount arranged in date order with a total amount ("total amount") for the calendar
3 month plainly indicated; and
- 4 c. All of the daily receipts for the calendar month stapled to the back of the form.
- 5 Following submission of the prescribed Departmental form to the Police Department
6 Administration, the employee shall be entitled to receive a monthly parking benefit for the calendar
7 month covered by the daily parking receipts. Such benefit shall be in lieu of the monthly parking
8 benefits provided under paragraphs 2 and 3.
- 9 5. No employee shall be eligible for the parking benefits provided by the Parking during Court
10 Overtime Appearance paragraph of this Agreement for a calendar month for which he/she receives
11 benefits hereunder.
- 12 6. The benefits provided hereunder are intended to be used by an employee only for the purpose of
13 commuting to and from his/her Departmental work location in connection with his/her City
14 employment. The use of a parking permit by an employee for any other purpose during a calendar
15 month shall disqualify the employee from the benefits provided hereunder for that calendar month.
- 16 7. Payments made under the provisions of this Article shall not be construed as being part of
17 employees' base pay and shall not be included in the computation of any fringe benefits enumerated
18 in this Agreement. Any payment made under the provisions of this Article shall not have any sum
19 deducted for pension benefits nor shall such payments be included in any computation establishing
20 pension benefits or payments.
- 21 8. The City shall be held harmless against any and all claims, actions and lawsuits relating to theft or
22 personal property damage brought against the City by employees using parking facilities pursuant to
23 the parking allowance benefits provided herein. The City shall be held harmless against any and all
24 claims, lawsuits, actions, damages and judgments due to the employee's operation of his or her
25 private vehicle at parking facilities which are subject to the parking allowance benefits provided
26 herein. Nothing herein would operate to relieve the City of any liability it may have arising from its

1 actions or omissions or preclude the employee from pursuing any rights or claims he/she may have
2 under Wisconsin State Statute 895.46.

3 **ARTICLE 63**

4 **DRUG TESTING**

5 MILWAUKEE POLICE DEPARTMENT DRUG TESTING POLICY STATEMENT

6 The Milwaukee Police Department is charged with enforcing all laws and ordinances and with
7 maintaining a safe and peaceful community. The pervasive risk of harm caused by drug trafficking
8 and illegal drug use by members of the Police Department creates a clear
9 and present danger to the safety of the public and fellow law enforcement officers. The
10 illegal use of drugs cannot and will not be tolerated within the Milwaukee Police Department. The
11 law enforcement profession has several uniquely compelling interests that justify the use of
12 employee drug testing. The public has the right to expect that those who are sworn to protect them
13 are at all times both physically and mentally prepared to assume these duties. There is sufficient
14 evidence to conclude that the use of controlled substances and other forms of drug abuse can
15 seriously impair an employee's physical and mental health, and thus, job performance. Where law
16 enforcement officers participate in illegal drug use and drug activity, the integrity of the law
17 enforcement profession and public confidence in that integrity is destroyed. This confidence is
18 further eroded by the potential for corruption created by drug use.

19 Therefore, in order to ensure the integrity of the Milwaukee Police Department and to preserve
20 public trust and confidence in a fit and drug free law enforcement profession, the Department shall
21 implement an expanded drug testing program to detect illegal drug use by sworn employees.
22 Officers of all ranks will be randomly tested in such numbers as to ensure that a credible deterrent
23 exists to illegal drug use.

24 **MILWAUKEE POLICE DEPARTMENT DRUG TESTING PROGRAM**

25 (Provisions applicable to MPA-represented Department Members)

26 I. **DRUG TESTING PROGRAM DESCRIPTION**

1 A. The term "Department" as used herein shall mean the Milwaukee Police Department. The
2 term "member" shall mean a Department employee in the WERC - certified Department
3 bargaining unit represented by the MPA.

4 B. Members shall be subject to drug testing under the following circumstances:

5 1. Where facts or circumstances are sufficient to constitute reasonable suspicion that a
6 Department member is illegally using drugs.

7 NOTE Reasonable Suspicion exists when evidence or information which appears
8 reliable is known to the police supervisor and is of such weight and persuasiveness as
9 to make the supervisor, based upon/his/her personal judgment and experience,
10 reasonably suspect that member of the department is
11 illegally using drugs. A reasonable suspicion that a member is illegally using drugs
12 must be supported by specific articulable facts from which rational inference may be
13 drawn. Reasonable suspicion cannot be based upon mere "hunch" or solely upon poor
14 work performance. If suspicion of drug use is based upon observation of the
15 suspected member's physical appearance, at least two (2) supervisors must make
16 observations.

17 2. Whenever a member is directly involved in an incident that results in death, or great
18 bodily harm as defined by State Statute.

19 3. Whenever a member is on probation, the member shall be tested prior to completion of
20 the member's probation period. Completion of the member's probation period shall be
21 contingent upon passing the drug test.

22 4. Whenever a member is eligible for promotion (including reclassifications), the
23 member shall be tested prior to promotion. Promotion shall be contingent upon
24 passing the drug test.

25 5. Whenever a member is returning from a leave of absence that exceeds 90 consecutive
26 calendar days in duration. Reinstatement to the Department from the leave of absence

1 shall be contingent upon passing the drug test.

2 6. Random Drug Testing

3 a. Periodically a list of Department members selected for drug testing shall be
4 generated by an independent secure random selection process. The frequency of
5 random testing, and sampling rate, shall be as prescribed from time to time by
6 the Chief of Police. The independent agency providing the random selection
7 process shall be prescribed by the Chief. Such independent agency shall be
8 provided with a list of all Department members covered by random drug testing
9 encoded so that only the Chief of Police and the Commanding Officer of the
10 Professional Performance Division know the identity of the Department
11 members.

12 b. The Chief may increase the frequency of random testing, and sampling rate over
13 and above the frequency of random testing and sampling rate he prescribes from
14 time to time under paragraph 6.a., hereof, for members assigned to the following
15 Department Units: Vice Control Division, Tactical Enforcement Unit, Property
16 Control Section (only those persons directly involved in the custody and
17 handling of illegal drugs), Professional Performance Division and, the
18 Intelligence Division. If subsequent Departmental reorganization results in
19 modifications to any of these units, the function performed by a unit as it is
20 presently constituted, shall continue to be covered hereunder no matter how such
21 unit is constituted following a future reorganization.

22 c. Members selected to be tested shall be notified by their Commanding Officer,
23 who shall give them a written order to report for testing. A copy of such written
24 order shall not be entered into a member's personnel file, but shall be retained by
25 the Department in a file kept at the Professional Performance Division.

26 d. All members on paid leave who are selected for drug testing pursuant to

1 paragraphs 6.a. or 6.b., hereof, shall not be required to participate in such test,
2 except those members having the following status as of the notice of selection:

3 (1) Members on sick or injury leave who have received permission to leave
4 the residence to further recuperation;

5 (2) Members on compensatory time off authorized after the selection notice;
6 or

7 (3) Members on "suspended with pay" or "dismissed with pay pending
8 appeal" status.

9 e. Members on regular off days shall not be subject to random drug testing.

10 f. Any member selected for testing who claims inability to participate due to
11 medical reason shall be examined by a physician designated by the Chief. The
12 physician shall determine if such member may be excused from the test. If such
13 member is excused from a scheduled test, he/she shall be rescheduled for testing
14 as soon as possible, irrespective of any random sampling selection.

15 7. Members having sensitive assignments, referenced in paragraph 6.b., hereof, shall be
16 subject to drug testing upon entering and leaving these assignments, as well as on an
17 annual basis while serving in such assignments.

18 C. Refusal to submit to a drug test shall result in immediate suspension and discipline up to and
19 including dismissal from the Department. Attempts to alter or substitute a test sample
20 provided by the member being tested shall be deemed a refusal to submit to a drug test.
21 When the member appears unable to give a specimen at the time of the test, testing
22 personnel shall document the circumstances on the drug-test report form. The member shall
23 be permitted no more than three (3) hours to give a sample, during which time he/she shall
24 remain in the testing area, under observation. Reasonable amounts of water may be given to
25 the employee to encourage urination. Failure to submit a sample shall be considered a
26 refusal to submit a drug test.

1 D. Testing Procedure

2 1. The current testing procedure shall be continued. This procedure is currently
3 administered by Aurora Consolidated Laboratories. Nothing herein shall prohibit the
4 Chief of Police from changing the provider of this procedure, so long as the new
5 provider is DHHS-certified and performs the procedure pursuant to DHSS standards.

6 2. Substances to be tested for include:

7 Amphetamines	Opiates
8 Canabinoids	Phencyclidine (PCP)
9 Cocaine	

10 Nothing herein shall prohibit the Chief of Police from amending this list of substances,
11 so long as the added substance is one for which DHHS has adopted a quantitative
12 standard for a positive test finding for the substance; the Department will notify the
13 MPA of amendments to this list of substances.

14 3. Split Samples

15 At the collection site, the technician shall either collect the specimen in two containers
16 or shall collect the specimen in one container and shall then split the specimen into
17 two containers. One sample (the primary sample) shall be tested by the City-
18 designated testing laboratory. The other sample (the split sample) shall be stored by
19 the testing laboratory should a verified confirmed positive result from the test of the
20 first sample.

21 If a verified, confirmed positive result is obtained from the test of the primary sample,
22 the member shall be informed that he/she has 72 hours to notify the Medical Review
23 Officer (MRO) that he/she wishes to challenge the test result by means of independent
24 testing of the split sample. The member must so notify the MRO in writing within 72
25 hours of the member's being notified that his/her test was verified confirmed positive
26 for the presence of a drug. Upon such a challenge, the split sample retained by the
27 testing laboratory for use by the member shall be forwarded by the testing laboratory
28 to a DHHS-certified laboratory selected by the member from a list of four such

1 laboratories designated by the City.

2 All costs associated with the testing of the split sample shall be borne by the
3 member, provided however, if the test of the split sample does not indicate a positive
4 drug test result, then the Department shall reimburse such member for the costs of
5 testing the split sample. Testing of split samples shall be conducted pursuant to the
6 retesting provision described in the Federal Guidelines.

- 7 4. All test results shall be reviewed and interpreted by a Medical Review Officer (MRO)
8 who shall be a licensed physician with knowledge of substance abuse disorders,
9 designated by the Chief. The MRO shall examine alternative medical explanations for
10 any confirmed positive test result. This action may include conducting a medical
11 interview with the individual, review of the individual's medical history, or review of
12 any other relevant biomedical factors. The MRO shall review all medical records
13 made available by the tested individual when a confirmed positive test could have
14 resulted from legally prescribed medication. The MRO shall forward the results of
15 his/her review to Chief of Police and/or Commanding Officer of the Professional
16 Performance Division.

17 II. ACCESS TO TEST RESULTS

18 Confirmed positive drug test results verified by the MRO shall be made available only to the
19 following:

20 Chief of Police

21 Commanding Officer of the Professional Performance Division

22 III. ADMINISTRATION/DISCIPLINARY ACTION

- 23 A. A member, who has been ordered to take and has taken, a drug test based on either
24 reasonable suspicion, or the requirements of paragraph I.B.2., hereof, shall not be subject to
25 disciplinary action until the test results are received by the Department. During that period,
26 however, the member may be required to surrender his/her weapon, badge, I.D. card, cap

1 shield, and callbox key, and may be suspended with pay. This action shall be accomplished
2 most discreetly and, whenever possible, without advising other personnel of the reasons.

- 3 B. All discipline involving a member who has a confirmed positive test for illegal drug use,
4 verified by the MRO, shall be administered by the Chief; such discipline may include
5 dismissal from the Department. A challenge to a confirmed positive test result by a member
6 shall not affect or delay the effective date of discipline imposed against the member
7 pursuant to this section. The Department's position is that any member proven to have
8 illegally used drugs should be dismissed for such use, subject only to the discretion of the
9 Chief and review of the Fire and Police Commission.

10 IV. EXCLUSION OF TEST RESULTS FROM CRIMINAL PROCEEDINGS

11 Drug test results obtained through the Milwaukee Police Department Drug Testing Program may
12 not be used as evidence against an officer in a criminal nor in a municipal ordinance violation
13 proceeding.

14 V. CONFIDENTIALITY

15 A. Except as provided in paragraph V.B., below, there shall be no dissemination of an
16 individual member's drug test results (including documentation or information contained
17 therein) to the public.

18 B. The provisions of paragraph V.A., hereof, shall not apply to an individual member's drug
19 test results in the following circumstances:

- 20 (1) Disciplinary hearings, or appeals therefrom, occasioned by such individual member's
21 drug test results.
22 (2) Non-disciplinary administrative hearings, or appeals therefrom, when such individual
23 member's drug test results would be relevant to such hearings/appeals.

1 **ARTICLE 64**

2 **INTERPRETER/TRANSLATOR PAY**

- 3 1. The Chief of Police retains the right to direct employees to perform interpreter/translator duties
4 consistent with employees' capabilities for such duties and the needs of the Police Service.
- 5 2. An employee in active service and in a classification covered by this Agreement performing
6 authorized interpreter/translator duties as a result of:
- 7 a. Direction from the employee's commanding officer; or
 - 8 b. The employee's response to a request for an interpreter/translator broadcast over the MPD
9 radio network (in the event more than one employee responds to such a request, only those
10 employees actually needed to perform interpreter/translator duties shall be entitled to receive
11 the Interpreter/Translator Pay)
- 12 shall be entitled to receive premium pay equal to \$2.50 per hour in addition to his/her base
13 salary for each actual hour or nearest 0.1 of an hour spent performing such
14 interpreter/translator duties. Such premium pay shall be termed "Interpreter/Translator Pay."
15 Interpreter/Translator Pay shall always be compensated at a flat rate of \$2.50 per hour
16 irrespective of whether the employee is in premium pay status. An employee who is
17 authorized to perform interpreter/translator duties shall receive a minimum of \$2.50 for
18 each separate occasion he or she is so authorized. Interpreter/Translator Pay shall be subject
19 to the terms and conditions provided in paragraphs 3. through 7., inclusive, below.
- 20 3. Interpreter/translator duties eligible for compensation hereunder shall be limited to authorized duties
21 performed by the employee involving interpretation and/or translation of a language other than
22 English at a level of competence deemed acceptable to the Department.
- 23 4. Interpreter/Translator Pay payments to employees entitled to receive them shall be made quarterly
24 during the calendar year on such dates as the Department shall prescribe.
- 25 5. Interpreter/Translator Pay shall only be granted when an employee is actually performing
26 interpreter/translator duties and shall not be granted when such an employee is directed to perform

1 other duties.

2 6. Payments made under the provisions of this Article shall not be construed as being part of
3 employees' base pay and shall not be included in the computation of any fringe benefits enumerated
4 in this Agreement.

5 7. Any payment made under the provisions of this Article shall not have any sum deducted for pension
6 benefits nor shall such payments be included in the determination of pension benefits or other fringe
7 benefits.

8 **ARTICLE 65**

9 **ACCRUED TIME OFF DONOR PROGRAM**

10 1. Members of the Association shall be permitted to donate accrued vacation time, time-off in lieu of
11 holidays or compensatory time to a designated Association member, who has exhausted all of
12 his/her accrued time off, including sick leave, because he/she is suffering from a major catastrophic
13 illness or terminal illness, and is unable to work.

14 2. Donations shall be donated in increments of one (1) hour indicated on a "Notification of Intent to
15 Donate Time" form. A separate form must be completed for each employee to whom time is being
16 donated. Employees donating time shall not have any accrued time returned if the employee to
17 whom time is donated does not utilize the entire donation.

18 3. An employee requesting donations of accrued time shall submit to the Department of
19 Employee Relations an "Application for Accrued Time Off Donor Program" and a physician's
20 statement certifying that the employee meets the program's medical requirements. The City
21 reserves the right to require the employee to obtain a second opinion from a physician of the
22 employee's choice and at the expense of the employee if not covered by the employee's health
23 insurance provider. The decision of the Department of Employee Relations as to eligibility to
24 receive donated time shall be final. After eligibility has been determined, an employee may not use
25 donated time in excess of 2080 hours per illness.

- 1 4. Participation in the Accrued Time Off Donor Program by employees represented by the Association
2 shall be subject to all terms and conditions governing the procedures for administration as
3 developed by the Department of Employee Relations, pursuant to the Milwaukee Code of
4 Ordinances Chapter 350-45..
- 5 5. This Program shall be effective only so long as a Common Council ordinance establishing and
6 approving this Accrued Time Off Donor Program is in effect, and so long as the parties agree to
7 continue this program.
- 8 6. Disputes arising from the administration of this benefit are not subject to the grievance procedures
9 of this Agreement.

10 **ARTICLE 66**

11 **REAPPOINTMENT BENEFITS**

- 12 1. The provisions of this Article shall only be applicable to former Department employees who have
13 voluntarily resigned from, and have applied for reappointment to, the Department and are
14 recommended for reappointment to the Department by the Chief of Police and such
15 recommendation has been approved by the Fire and Police Commission.
- 16 2. A former employee shall be eligible for the Reappointment Benefits hereinafter provided if all of
17 the following eligibility requirements are met:
 - 18 a. The employee did not file an application with the Employees' Retirement System of
19 Milwaukee for return of his/her accumulated contributions credited to his/her annuity
20 account;
 - 21 b. The employee had successfully completed his/her recruit training and graduated from the
22 Training Academy as of the date of his/her separation from active service with the
23 Department prior to reappointment;
 - 24 c. The employee had not previously been reappointed to the Milwaukee Police Department;
25 and

- 1 d. The length of time between the employee's effective separation from active service with the
2 Department and the date his/her written application for reappointment is filed with the
3 Office of the Chief of Police does not exceed sixty (60) calendar days.
- 4 3. For purposes of this Article a reappointed employee's old anniversary date shall be adjusted, such
5 that the amount of time the employee was separated from the Department is excluded from active
6 service time and a new anniversary date determined.
- 7 4. Benefits to which an employee is entitled upon reappointment:
- 8 a. Pay Step Advancement
- 9 The reappointed employee's active service in the MPA classification he/she occupied at the
10 time of separation from the Department shall count as active service for the purpose of
11 computing his/her current and prospective pay step advancement.
- 12 b. Seniority
- 13 A reappointed employee's prior service in the MPA Bargaining Unit shall count as active
14 service for purposes of computing his/her current and prospective contractual seniority
15 benefits or those seniority benefits in effect by custom and practice at the time the employee
16 is reappointed to the Department. The reappointed employee shall not be entitled to exercise
17 seniority rights for purposes of picking vacation schedules until the calendar year following
18 the calendar year in which the employee is reappointed.
- 19 c. Vacation Benefits
- 20 A reappointed employee shall have his/her prior active service in the Department counted as
21 active service for purposes of computing his/her current and prospective vacation benefits.
- 22 d. Sick Leave Benefits
- 23 A reappointed employee shall be entitled to reinstatement of his/her earned and unused sick
24 leave credit at the time of his/her separation from the Department.
- 25 e. Promotional Exams
- 26 The period of separation shall not be deemed a break in continuous service for purposes of

1 eligibility to take promotional examinations if, and only if the reappointed employee applied
2 for reappointment with the Department within thirty (30) calendar days from the effective
3 date of his/her resignation from the Department.

4 5. An employee who applies for reappointment to the Department more than sixty (60) calendar days
5 after the effective date of the employee's separation from active service in the Department, but
6 before the time limit for applying for reappointment established by Fire and Police Commission
7 rules, may be reappointed to the Department subject to the Chief of Police recommending that the
8 employee be reappointed and subject to the Fire and Police Commission's approval of the
9 reappointment. Upon the Fire and Police Commission's approval of the reappointment, the
10 employee shall be reappointed as a new employee within the classification he or she occupied as of
11 the date of his or her separation and shall not be entitled to the Reappointment Benefits provided
12 herein.

13 6. Eligibility for pension, health/dental insurance and life insurance benefits shall be as provided
14 respectively by the provisions of the ERS Act (Pension Law), contracts between the City and its
15 health/dental insurance providers (Basic Plan as well as HMOs) and the contract between the City
16 and its life insurance carrier. Nothing herein shall modify the terms and conditions of those
17 provisions.

18 7. Except as specifically modified herein, all other benefits, including eligibility therefore, shall be
19 provided under the same terms and conditions as these benefits are provided for by the City/Union
20 Labor Agreement and/or City Ordinances in effect as of the date the Fire and Police Commission
21 grants approval of the favorable reappointment recommendation received by the Chief of Police.

22 8. The Chief of Police and the Fire and Police Commission shall retain all their rights respecting
23 reappointment of employees to the Department and nothing herein shall in any way be construed as
24 a limitation on those rights. These rights include, but are not limited to, the right of the Chief of
25 Police to recommend granting or denying reappointment to the Department and the right of the Fire
26 and Police Commission to grant or deny reappointment to the Department.

1 9. The provisions of this Article shall be deemed effective for requests for reappointment made on or
2 after May 16, 1995.

3 **ARTICLE 67**

4 **FIELD TRAINING OFFICER PREMIUM PAY**

- 5 1. The Chief of Police retains the exclusive right to make assignments of Field Training Officers
6 (FTO's) from the ranks of employees in the Police Officer classification. Such assignments shall be
7 made in accordance with procedures established for this purpose from time to time by the Chief.
- 8 2. The duties and responsibilities for the FTO assignment shall be as determined from time to time by
9 the Chief. An employee in the Police Officer classification assigned by the Chief as a Field
10 Training Officer shall be entitled to receive premium pay equal to \$2.00 per hour in addition to
11 his/her base salary for each hour spent on duty while so assigned, provided however, that such an
12 employee shall not be entitled to this premium pay for time spent at FTO training programs. Such
13 premium pay shall be termed "FTO Premium Pay." FTO Premium Pay shall always be
14 compensated at a flat rate of \$2.00 per hour irrespective of whether the employee is in Premium Pay
15 status. FTO Premium Pay shall be subject to the terms and conditions provided in paragraphs 3
16 through 7, inclusive, below.
- 17 3. FTO Premium Pay shall only be granted when an employee assigned by the Chief as an FTO is
18 actually performing FTO duties and shall not be granted when such an employee is temporarily
19 reassigned to other duties.
- 20 4. FTO Premium Pay payments to employees entitled to receive them shall be made quarterly during
21 the calendar year on such dates after the effective date referenced in paragraph 2, hereof, as the
22 Department shall prescribe.
- 23 5. Payments made under the provisions of this Article shall not be construed as being part of
24 employees' base pay and shall not be included in the computation of any fringe benefits enumerated
25 in this Agreement.

1 6. Any payment made under the provisions of this Article shall not have any sum deducted for
2 pension benefits nor shall such payments be included in the determination of pension
3 benefits or other fringe benefits.

4 **ARTICLE 68**

5 **CERTIFICATION PAY**

- 6 1. An employee deemed certified as being qualified to be a law enforcement officer in the State of
7 Wisconsin by the Law Enforcement Standards Board (LESB) as of the close of a calendar year shall
8 be entitled to receive a \$500 payment termed "Certification Pay." Certification Pay payments shall
9 be made as soon as is administratively practicable following the close of the calendar year in which
10 eligibility therefor has been established. Once LESB certification has been established during a
11 calendar year, an employee must maintain that certification for the balance of such calendar year in
12 order to receive Certification Pay benefits for that calendar year. Effective January 1, 2016,
13 Certification Pay earned in 2016 shall be added to base salary. After payments made for calendar
14 year 2015 (paid in 2016) are made, there shall be no Certification Pay Payments.
- 15 2. An employee retiring on normal pension, or resigning voluntarily from the Police Department, and
16 who was LESB-certified at the time of such retirement or resignation shall be entitled to the benefits
17 provided by subsection 1 of this Article, above, prorated on the basis of his/her active service in the
18 calendar year he/she retired, computed to the nearest calendar month. For purposes of prorating, an
19 employee on the Police Department payroll for at least 14 days in a calendar month shall be deemed
20 as having been on the payroll for the full calendar month; in the event the employee is on the Police
21 Department payroll less than 14 days in a calendar month, then the employee shall be deemed as not
22 having been on the payroll at all during the calendar month. For purposes of determining eligibility
23 for the benefits provided in subsection 1, above, years of service shall be computed as of the
24 effective date of the employee's normal retirement or voluntary resignation. Payments earned
25 hereunder shall be made as soon as is administratively practicable after the employee's retirement or

- 1 voluntary resignation.
- 2 3. Except as provided in subsection 4 of this Article, below, payments made under the provisions of
3 this Article shall not be included in the determination of overtime compensation or any other fringe
4 benefits.
- 5 4. Employees who retire from active service on a service retirement shall have only the first \$500 of
6 their Certification Pay benefits included in final average salary for purposes of computing their
7 service retirement allowances. For purposes of interpretation and construction of the provisions of
8 this Article, the Certification Pay benefit the employee is entitled to include in the Final Average
9 Salary computation shall be an amount equal to the first \$500 of the Certification Pay payment the
10 employee received for December 31 of the calendar year immediately preceding the employee's
11 effective date of retirement.
- 12 5. An employee who is on detached status under the Contract Administration provisions of this
13 Agreement or an employee who has returned to active duty from detached status under the Contract
14 Administration provisions of this Agreement, shall be entitled to these benefits under the terms and
15 conditions set forth.
- 16 6. An employee on a military leave of absence for performance of duty as a member of the State of
17 Wisconsin National Guard or a reserve component of the Armed Forces of the United States shall
18 be eligible for Certification Pay benefits for a calendar year prorated on the basis of the employee's
19 active service with the Department in that calendar year subject to the following:
- 20 a. The military leave is a result of being called to, or volunteering for, active duty under the
21 authority granted to the President of the United States or the Congress of the United States
22 for a period of more than 30 calendar days;
- 23 b. Prorated Certification Pay shall be calculated as of the effective date the employee separated
24 from active service with the Department and began his/her unpaid military leave of absence.
- 25 c. For purposes of prorating Certification Pay benefits, an employee on the Police Department
26 payroll for at least 14 days in a calendar month shall be deemed as having been on the

1 payroll for the full calendar month; in the event the employee is on the Police Department
2 payroll less than 14 days in a calendar month, then the employee shall be deemed as not
3 having been on the payroll at all during the calendar month.

4 **ARTICLE 69**

5 **WAIVER OF FURTHER BARGAINING**

- 6 1. The parties agree that each has had full and unrestricted right and opportunity to make, advance and
7 discuss all matters within the province of collective bargaining. This Agreement constitutes the full
8 and complete agreement of the parties and there are no others, oral or written, except as herein
9 contained. Each party for the term of this Agreement specifically waives the right to demand or to
10 petition for changes herein, whether or not the subjects were known to the parties at the time of
11 execution hereof as proper subjects for collective bargaining.
- 12 2. If any federal or state law now or hereafter enacted results in any portion of this Agreement
13 becoming void, invalid or unenforceable, the balance of the Agreement shall remain in full force
14 and effect and the parties shall enter into immediate collective bargaining negotiations for the
15 purpose of arriving at a mutually satisfactory replacement for such portion.

16 **ARTICLE 70**

17 **COPIES OF LABOR CONTRACT**

18 As soon as practicable following the execution date of this Agreement, the City will provide to the
19 Union two hundred copies of this Agreement. The covers of such copies will not be red.

20 **ARTICLE 71**

21 **INTERNAL INVESTIGATIONS**

22 If an employee is required to submit to interrogation by the employer concerning an allegation of
23 misconduct and such interrogation could lead to discipline, demotion or discharge, the interrogation
24 shall be conducted on working days as defined in §227.01(14), Stats. between the hours of 6:00AM

1 and 9:00PM. This provision shall apply only to interrogations that are compelled by a PI-21, and
2 that:

- 3 1) are not related to an incident involving death or great bodily harm as defined by statute,
4 or
- 5 2) are not related to an incident where exigent circumstances, as determined by the Chief
6 of Police, require immediate interrogations.

7 If an interrogation not meeting either criterion 1) or criterion 2), above, begins before 9:00PM and
8 is not concluded by 9:00PM, the employer shall have the discretion to continue such interrogation
9 beyond 9:00PM.

10 **ARTICLE 72**

11 **EARLY INTERVENTION PROGRAM**

- 13 1. At his or her discretion, the Chief of Police may establish an Early Intervention Program (EIP)
14 for the Milwaukee Police Department.
15
- 16 2. The City formed an EIP Advisory Group prior to implementation of the EIP. The EIP Advisory
17 Group included one representative from the MPA, MPSO, and ALEASP. The Chief also
18 appointed representatives to the Advisory Group. The purpose of the EIP Advisory Group was
19 to consider appropriate performance measurements and benchmarks for the identification of
20 employees whose performance indicates a need for intervention. The EIP Advisory Group may
21 make recommendations concerning performance measurements and intervention benchmarks to
22 the Chief. However, such recommendations shall be advisory only. The Chief shall give due
23 consideration to any such recommendations. The Chief shall decide when the Advisory Group
24 recommendations are due.
25
- 26 3. The EIP is a management tool designed for multiple purposes, including, but not limited to,
27 evaluation of employees, identification of training or re-training needs and for referral to the City
28 of Milwaukee Employee Assistance Program (EAP) or to another outside confidential
29 counseling service.
30

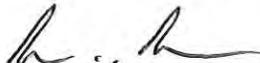
- 1 a. If an employee is identified through any EIP analysis, the mere fact that he or she was
2 identified by the EIP shall not be used in the employee's evaluation; however, the data
3 which led to the employee being identified by the EIP may be used in the employee's
4 evaluation.
5
- 6 b. If the EIP analysis indicates a need for training or re-training, the employee shall be
7 required to participate in all training or re-training deemed appropriate by the Chief.
8
- 9 c. An employee who is referred to the EAP or to an outside confidential counseling
10 service shall not be required to participate in the EAP or other counseling service.
11
- 12 d. The failure of an employee to participate in the EAP or in outside confidential
13 counseling services shall not be grounds for discipline.
14
- 15 e. The identity and the nature of any outside counseling entities to which an employee is
16 referred shall not be noted on the employee's evaluation.
17
- 18 4. The mere identification of an employee through any EIP analysis shall not be used for
19 disciplinary purposes; however, the data which led to the employee being identified through EIP
20 analysis may be or become the basis for discipline.
21
- 22 5. Neither the Chief, the Fire and Police Commission (FPC), nor any agent of the City shall be
23 allowed to request any information from an outside counseling entity to which an employee is
24 referred.
25
- 26 6. The Chief, the FPC and the City agree to treat the EIP database and the results of any employee's
27 EIP analysis, including whether an employee has exceeded or not exceeded benchmarks or
28 whether an employee has been referred to counseling, as confidential as required by law.
29
- 30 7. The provisions of this Article apply only to the EIP and shall not affect other departmental
31 policies, procedures or contractual agreements.
32

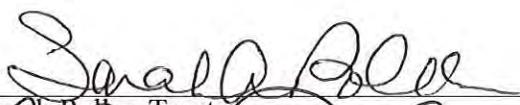
1 Dated at Milwaukee, Wisconsin this 14th day of June, 2016.
2 (Four copies of this instrument are being executed all with the same force and effect as though each
3 were an original).

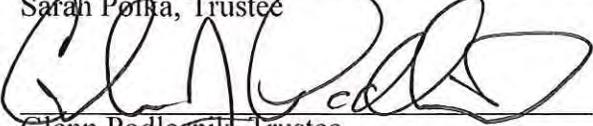
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5 FOR THE ASSOCIATION:
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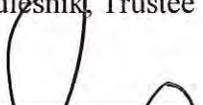
7
8 Michael V. Crivello, President

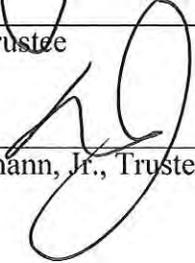
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12 Mark D. Buetow, Vice President

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14 
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16 Shawn Lauda, Secretary/Treasurer

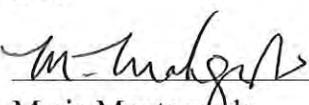
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20 Sarah Polka, Trustee

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24 Glenn Podlesnik, Trustee

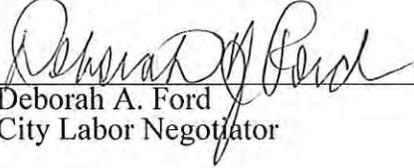
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28 Vacant, Trustee

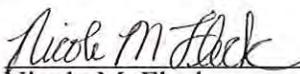
29
30 
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32 Dale Bormann, Jr., Trustee

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49 SIGNATURES
50 13-17 Labor Contract

BY:


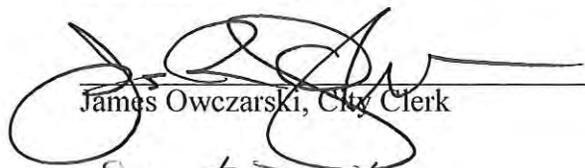
Maria Monteagudo
Director of Employee Relations

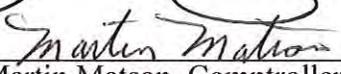

Deborah A. Ford
City Labor Negotiator

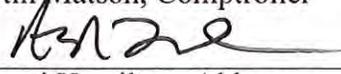

Nicole M. Fleck
Labor Relations Officer

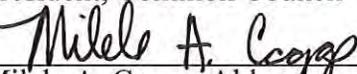
FOR THE CITY:

Tom Barrett, Mayor


James Owczarski, City Clerk


Martin Matson, Comptroller


Ashanti Hamilton, Alderman
President, Common Council


Milele A. Coggs, Alderwoman
Chairman, Finance & Personnel
Committee

1 **APPENDIX A**

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9 **RATES OF PAY**

10 **FOR EMPLOYEES COVERED BY THE –2013-2017**

11 **AGREEMENT BETWEEN THE CITY OF MILWAUKEE AND**

12 **THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21, IUPA, AFL-CIO**

13 **FOR THE TIME PERIOD**

14 **COMMENCING JANUARY 1, 2013, AND ENDING DECEMBER 31, 2017**

15 **(FOR INFORMATIONAL PURPOSES ONLY)**

16

1
2
3 **Effective Pay Period 1, 2013 (December 23, 2012)**
4

5 Pay Range 801
6

7						
8	Biweekly Rate:					
9	\$1,464.87	1,953.16	2,138.81	2,379.02	2,471.16	2,613.02
10						
11	Monthly Rate:					
12	\$3,182.60	4,243.47	4,646.82	5,168.70	5,368.89	5,677.10
13						
14	Annual Rate:					
15	\$38,191.25	50,921.67	55,761.83	62,024.45	64,426.67	68,125.16
16						
17	Associate's Degree or 64 Credits					
18	Biweekly Rate:					
19	\$1,969.37	2,155.01	2,395.23	2,487.37	2,629.23	
20						
21	Monthly Rate:					
22	\$4,278.69	4,682.02	5,203.92	5,404.11	5,712.32	
23						
24	Annual Rate:					
25	\$51,344.29	56,184.19	62,447.07	64,849.29	68,547.78	
26						
27	Bachelor's Degree					
28	Biweekly Rate:					
29	\$1,989.62	2,175.28	2,415.48	2,507.64	2,649.49	
30						
31	Monthly Rate:					
32	\$4,322.69	4,726.06	5,247.92	5,448.15	5,576.33	
33						
34	Annual Rate:					
35	\$51,872.23	56,712.66	62,975.01	65,377.76	69,075.99	
36						
37	Master's Degree or Higher					
38	Biweekly Rate:					
39	\$1,997.76	2,183.37	2,423.59	2,515.74	2,657.60	
40						
41	Monthly Rate:					
42	\$4,340.31	4,743.63	5,265.54	5,465.74	5,773.95	
43						
44	Annual Rate:					
45	\$52,083.67	56,923.57	63,186.45	65,588.93	69,287.43	
46						

47 Police Officer^{1/ 2/}
48 Police Matron
49 Assistant Custodian of Police Property and Stores
50

51 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
52 MOTORCYCLE PAY provision of the labor contract.

53 ^{2/}Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

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Biweekly Rate:
\$2,539.94 2,619.47 2,702.40

Monthly Rate:
\$5,518.32 5,691.11 5,871.29

Annual Rate:
\$66,219.86 68,293.32 70,455.43

Associate's Degree or 64 Credits
Biweekly Rate:
\$2,556.15 2,635.67 2,718.61

Monthly Rate:
\$5,553.54 5,726.31 5,906.50

Annual Rate:
\$66,642.48 68,715.68 70,878.04

Bachelor's Degree
Biweekly Rate:
\$2,576.42 2,655.94 2,738.87

Monthly Rate:
\$5,597.58 5,770.35 5,950.52

Annual Rate:
\$67,170.95 69,244.15 71,406.25

Master's Degree or Higher
Biweekly Rate:
\$2,584.52 2,664.04 2,746.97

Monthly Rate:
\$5,615.18 5,787.94 5,968.12

Annual Rate:
\$67,382.13 69,455.33 71,617.43

Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

Pay Range 806

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Biweekly Rate:
\$2,619.47 2,702.40 2,791.68

Monthly Rate:
\$5,691.11 5,871.29 6,065.26

Annual Rate:
\$68,293.32 70,455.43 72,783.08

Associate's Degree or 64 Credits

Biweekly Rate:
\$2,635.67 2,718.61 2,807.89

Monthly Rate:
\$5,726.31 5,906.50 6,100.48

Annual Rate:
\$68,715.68 70,878.04 73,205.70

Bachelor's Degree

Biweekly Rate:
\$2,655.94 2,738.87 2,828.14

Monthly Rate:
\$5,770.35 5,950.52 6,144.47

Annual Rate:
\$69,244.15 71,406.25 73,733.65

Master's Degree or Higher

Biweekly Rate:
\$2,664.04 2,746.97 2,836.25

Monthly Rate:
\$5,787.94 5,968.12 6,162.09

Annual Rate:
\$69,455.33 71,617.43 73,945.09

Custodian of Police Property and Stores

Pay Range 808

Biweekly Rate:
\$2,672.68 2,776.91 2,885.40

Monthly Rate:

1	\$5,806.72	6,033.17	6,268.88
2			
3	Annual Rate:		
4	\$69,680.58	72,398.01	75,226.50
5			
6	Associate's Degree or 64 Credits		
7	Biweekly Rate:		
8	\$2,688.88	2,793.13	2,901.60
9			
10	Monthly Rate:		
11	\$5,841.91	6,068.41	6,304.07
12			
13	Annual Rate:		
14	\$70,102.94	72,820.89	75,648.86
15			
16	Bachelor's Degree		
17	Biweekly Rate:		
18	\$2,709.15	2,813.38	2,921.87
19			
20	Monthly Rate:		
21	\$5,885.95	6,112.40	6,348.11
22			
23	Annual Rate:		
24	\$70,631.41	73,348.83	76,177.32
25			
26	Master's Degree or Higher		
27	Biweekly Rate:		
28	\$2,717.25	2,821.49	2,929.97
29			
30	Monthly Rate:		
31	\$5,903.55	6,130.02	6,365.71
32			
33	Annual Rate:		
34	\$70,842.59	73,560.27	76,388.50
35			
36	Detective		
37	Document Examiner		
38	Police Data Communications Specialist		
39	Latent Print Examiner		
40			
41			
42			
43			<u>Pay Range 810</u>
44			
45			
46	Biweekly Rate:		
47	\$2,791.68	2,887.25	2,982.89
48			
49	Monthly Rate:		
50	\$6,065.26	6,272.89	6,480.68
51			
52	Annual Rate:		
53	\$72,783.08	75,274.73	77,768.20

1			
2	Associate's Degree or 64 Credits		
3	Biweekly Rate:		
4	\$2,807.89	2,903.47	2,999.11
5			
6	Monthly Rate:		
7	\$6,100.48	6,308.13	6,515.92
8			
9	Annual Rate:		
10	\$73,205.70	75,697.61	78,191.08
11			
12	Bachelor's Degree		
13	Biweekly Rate:		
14	\$2,828.14	2,923.73	3,019.36
15			
16	Monthly Rate:		
17	\$6,144.47	6,352.15	6,559.92
18			
19	Annual Rate:		
20	\$73,733.65	76,225.82	78,719.03
21			
22	Master's Degree or Higher		
23	Biweekly Rate:		
24	\$2,836.25	2,931.84	3,027.47
25			
26	Monthly Rate:		
27	\$6,162.09	6,369.77	6,577.54
28			
29	Annual Rate:		
30	\$73,945.09	76,437.26	78,930.47
31			
32			
33	Police Electronic Technician		
34	Computer Aided Dispatch System Specialist		
35			
36			
37			
38			<u>Pay Range 812</u>
39			
40			
41	Biweekly Rate:		
42	\$2,887.25	2,982.89	3,078.58
43			
44	Monthly Rate:		
45	\$6,272.89	6,480.68	6,688.58
46			
47	Annual Rate:		
48	\$75,274.73	77,768.20	80,262.98
49			
50	Associate's Degree or 64 Credits		
51	Biweekly Rate:		
52	\$2,903.47	2,999.11	3,094.78
53			

1	Monthly Rate:			
2	\$6,308.13	6,515.92	6,723.78	
3				
4	Annual Rate:			
5	\$75,697.61	78,191.08	80,685.33	
6				
7	Bachelor's Degree			
8	Biweekly Rate:			
9	\$2,923.73	3,019.36	3,115.06	
10				
11	Monthly Rate:			
12	\$6,352.15	6,559.92	6,767.84	
13				
14	Annual Rate:			
15	\$76,225.82	78,719.03	81,214.06	
16				
17	Master's Degree or Higher			
18	Biweekly Rate:			
19	\$2,931.84	3,027.47	3,123.16	
20				
21	Monthly Rate:			
22	\$6,369.77	6,577.54	6,785.44	
23				
24	Annual Rate:			
25	\$76,437.26	78,930.47	81,425.24	

26
27 Chief Document Examiner
28 Identification Systems Specialist
29

30
31
32 Pay Range 813
33
34

35	Biweekly Rate:					
36	\$2,776.91	2,885.40	2,998.17	3,115.42	3,237.26	3,364.09
37						
38	Monthly Rate:					
39	\$6,033.17	6,268.88	6,513.88	6,768.62	7,033.33	7,308.89
40						
41	Annual Rate:					
42	\$72,398.01	75,226.50	78,166.57	81,223.45	84,399.99	87,706.63
43						
44	Associate's Degree or 64 Credits					
45	Biweekly Rate:					
46	\$2,793.13	2,901.60	3,014.38	3,131.63	3,253.46	3,380.30
47						
48	Monthly Rate:					
49	\$6,068.41	6,304.07	6,549.10	6,803.84	7,068.53	7,344.10
50						
51	Annual Rate:					
52	\$72,820.89	75,648.86	78,589.19	81,646.07	84,822.35	88,129.25
53						

1	Bachelor's Degree					
2	Biweekly Rate:					
3	\$2,813.38	2,921.87	3,034.64	3,151.89	3,273.72	3,400.57
4						
5	Monthly Rate:					
6	\$6,112.40	6,348.11	6,593.12	6,847.86	7,112.55	7,388.14
7						
8	Annual Rate:					
9	\$73,348.83	76,177.32	79,117.40	82,174.27	85,350.56	88,657.72
10						
11	Master's Degree or Higher					
12	Biweekly Rate:					
13	\$2,821.49	2,929.97	3,042.75	3,160.00	3,281.83	3,408.67
14						
15	Monthly Rate:					
16	\$6,130.02	6,365.71	6,610.74	6,865.48	7,130.17	7,405.74
17						
18	Annual Rate:					
19	\$73,560.27	76,388.50	79,328.84	82,385.71	85,561.99	88,868.89
20						
21	Police Audio Visual Specialist					

Effective Pay Period 14, 2013 (June 23, 2013)

22						
23						
24						
25	Effective Pay Period 14, 2013 (June 23, 2013)					
26						
27						
28				<u>Pay Range 801</u>		
29						
30						
31	Biweekly Rate:					
32	\$1,472.20	1,962.93	2,149.50	2,390.92	2,483.52	2,626.09
33						
34	Monthly Rate:					
35	\$3,198.53	4,264.70	4,670.04	5,194.56	5,395.74	5,705.49
36						
37	Annual Rate:					
38	\$38,382.36	51,176.39	56,040.53	62,334.70	64,748.91	68,465.92
39						
40	Associate's Degree or 64 Credits					
41	Biweekly Rate:					
42	\$1,979.22	2,165.79	2,407.21	2,499.81	2,642.38	
43						
44	Monthly Rate:					
45	\$4,300.09	4,705.44	5,229.95	5,431.14	5,740.89	
46						
47	Annual Rate:					
48	\$51,601.09	56,465.24	62,759.40	65,173.62	68,890.62	
49						
50	Bachelor's Degree					
51	Biweekly Rate:					
52	\$1,999.57	2,186.16	2,427.56	2,520.18	2,662.74	
53						

1	Monthly Rate:					
2		\$4,344.30	4,749.69	5,274.16	5,475.39	5,785.12
3						
4	Annual Rate:					
5		\$52,131.65	56,996.31	63,289.96	65,704.69	69,421.43
6						
7	Master's Degree or Higher					
8	Biweekly Rate:					
9		\$2,007.72	2,194.29	2,435.71	2,528.32	2,670.89
10						
11	Monthly Rate:					
12		\$4,362.01	4,767.36	5,291.87	5,493.08	5,802.83
13						
14	Annual Rate:					
15		\$52,344.13	57,208.27	63,502.44	65,916.91	69,633.92

16
17 Police Officer^{1/}
18 Police Matron
19 Assistant Custodian of Police Property and Stores
20

21 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
22 MOTORCYCLE PAY provision of the labor contract.

23 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
24
25
26

27 Pay Range 804

30	Biweekly Rate:			
31		\$2,552.64	2,632.57	2,715.91
32				
33	Monthly Rate:			
34		\$5,545.91	5,719.57	5,900.64
35				
36	Annual Rate:			
37		\$66,550.97	68,634.86	70,807.65
38				
39	Associate's Degree or 64 Credits			
40	Biweekly Rate:			
41		\$2,568.93	2,648.85	2,732.20
42				
43	Monthly Rate:			
44		\$5,581.31	5,754.94	5,936.03
45				
46	Annual Rate:			
47		\$66,975.67	69,059.30	71,232.36
48				
49	Bachelor's Degree			
50	Biweekly Rate:			
51		\$2,589.30	2,669.22	2,752.56
52				
53	Monthly Rate:			

1	\$5,625.56	5,799.20	5,980.26
2			
3	Annual Rate:		
4	\$67,506.75	69,590.38	71,763.17
5			
6	Master's Degree or Higher		
7	Biweekly Rate:		
8	\$2,597.44	2,677.36	2,760.70
9			
10	Monthly Rate:		
11	\$5,643.25	5,816.88	5,997.95
12			
13	Annual Rate:		
14	\$67,718.97	69,802.60	71,975.39
15			
16	Court Liaison Officer		
17	Forensic Investigator		
18	Narcotics Control Officer		
19	Police Alarm Operator		
20			
21			
22			
23			<u>Pay Range 806</u>
24			
25			
26	Biweekly Rate:		
27	\$2,632.57	2,715.91	2,805.64
28			
29	Monthly Rate:		
30	\$5,719.57	5,900.64	6,095.59
31			
32	Annual Rate:		
33	\$68,634.86	70,807.65	73,147.04
34			
35	Associate's Degree or 64 Credits		
36	Biweekly Rate:		
37	\$2,648.85	2,732.20	2,821.93
38			
39	Monthly Rate:		
40	\$5,754.94	5,936.03	6,130.98
41			
42	Annual Rate:		
43	\$69,059.30	71,232.36	73,571.74
44			
45	Bachelor's Degree		
46	Biweekly Rate:		
47	\$2,669.22	2,752.56	2,842.28
48			
49	Monthly Rate:		
50	\$5,799.20	5,980.26	6,175.19
51			
52	Annual Rate:		
53	\$69,590.38	71,763.17	74,102.30

1			
2	Master's Degree or Higher		
3	Biweekly Rate:		
4	\$2,677.36	2,760.70	2,850.43
5			
6	Monthly Rate:		
7	\$5,816.88	5,997.95	6,192.90
8			
9	Annual Rate:		
10	\$69,802.60	71,975.39	74,314.78

11
12 Custodian of Police Property and Stores

15
16 Pay Range 808

17			
18			
19	Biweekly Rate:		
20	\$2,686.04	2,790.79	2,899.83
21			
22	Monthly Rate:		
23	\$5,835.74	6,063.32	6,300.23
24			
25	Annual Rate:		
26	\$70,028.90	72,759.88	75,602.71

27			
28	Associate's Degree or 64 Credits		
29	Biweekly Rate:		
30	\$2,702.32	2,807.10	2,916.11
31			
32	Monthly Rate:		
33	\$5,871.11	6,098.76	6,335.60
34			
35	Annual Rate:		
36	\$70,453.34	73,185.11	76,027.15

37			
38	Bachelor's Degree		
39	Biweekly Rate:		
40	\$2,722.70	2,827.45	2,936.48
41			
42	Monthly Rate:		
43	\$5,915.39	6,142.97	6,379.85
44			
45	Annual Rate:		
46	\$70,984.68	73,715.66	76,558.23

47			
48	Master's Degree or Higher		
49	Biweekly Rate:		
50	\$2,730.84	2,835.60	2,944.62
51			
52	Monthly Rate:		
53	\$5,933.08	6,160.68	6,397.54

1
 2 Annual Rate:
 3 \$71,196.90 73,928.14 76,770.45
 4
 5 Detective
 6 Document Examiner
 7 Police Data Communications Specialist
 8 Latent Print Examiner
 9

10
 11
 12 Pay Range 810
 13
 14

15 Biweekly Rate:
 16 \$2,805.64 2,901.69 2,997.80
 17

18 Monthly Rate:
 19 \$6,095.59 6,304.27 6,513.08
 20

21 Annual Rate:
 22 \$73,147.04 75,651.20 78,156.93
 23

24 Associate's Degree or 64 Credits
 25 Biweekly Rate:
 26 \$2,821.93 2,917.99 3,014.11
 27

28 Monthly Rate:
 29 \$6,130.98 6,339.68 6,548.51
 30

31 Annual Rate:
 32 \$73,571.74 76,076.17 78,582.15
 33

34 Bachelor's Degree
 35 Biweekly Rate:
 36 \$2,842.28 2,938.35 3,034.46
 37

38 Monthly Rate:
 39 \$6,175.19 6,383.92 6,592.73
 40

41 Annual Rate:
 42 \$74,102.30 76,606.98 79,112.71
 43

44 Master's Degree or Higher
 45 Biweekly Rate:
 46 \$2,850.43 2,946.50 3,042.61
 47

48 Monthly Rate:
 49 \$6,192.90 6,401.62 6,610.43
 50

51 Annual Rate:
 52 \$74,314.78 76,819.46 79,325.19
 53

1
2 Police Electronic Technician
3 Computer Aided Dispatch System Specialist
4
5
6

7 Pay Range 812
8
9

10 Biweekly Rate:
11 \$2,901.69 2,997.80 3,093.97
12

13 Monthly Rate:
14 \$6,304.27 6,513.08 6,722.02
15

16 Annual Rate:
17 \$75,651.20 78,156.93 80,664.22
18

19 Associate's Degree or 64 Credits

20 Biweekly Rate:
21 \$2,917.99 3,014.11 3,110.25
22

23 Monthly Rate:
24 \$6,339.68 6,548.51 6,757.39
25

26 Annual Rate:
27 \$76,076.17 78,582.15 81,088.66
28

29 Bachelor's Degree

30 Biweekly Rate:
31 \$2,938.35 3,034.46 3,130.64
32

33 Monthly Rate:
34 \$6,383.92 6,592.73 6,801.69
35

36 Annual Rate:
37 \$76,606.98 79,112.71 81,620.26
38

39 Master's Degree or Higher

40 Biweekly Rate:
41 \$2,946.50 3,042.61 3,138.78
42

43 Monthly Rate:
44 \$6,401.62 6,610.43 6,819.37
45

46 Annual Rate:
47 \$76,819.46 79,325.19 81,832.48
48

49 Chief Document Examiner
50 Identification Systems Specialist
51
52
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Pay Range 813

1						
2						
3						
4	Biweekly Rate:					
5	\$2,790.79	2,899.83	3,013.16	3,131.00	3,253.45	3,380.91
6						
7	Monthly Rate:					
8	\$6,063.32	6,300.23	6,546.45	6,802.47	7,068.51	7,345.43
9						
10	Annual Rate:					
11	\$72,759.88	75,602.71	78,557.38	81,629.64	84,822.09	88,145.15
12						
13	Associate's Degree or 64 Credits					
14	Biweekly Rate:					
15	\$2,807.10	2,916.11	3,029.45	3,147.29	3,269.73	3,397.20
16						
17	Monthly Rate:					
18	\$6,098.76	6,335.60	6,581.84	6,837.86	7,103.88	7,380.82
19						
20	Annual Rate:					
21	\$73,185.11	76,027.15	78,982.09	82,054.34	85,246.53	88,569.86
22						
23	Bachelor's Degree					
24	Biweekly Rate:					
25	\$2,827.45	2,936.48	3,049.81	3,167.65	3,290.09	3,417.57
26						
27	Monthly Rate:					
28	\$6,142.97	6,379.85	6,626.08	6,882.10	7,148.11	7,425.08
29						
30	Annual Rate:					
31	\$73,715.66	76,558.23	79,512.90	82,585.16	85,777.34	89,100.93
32						
33	Master's Degree or Higher					
34	Biweekly Rate:					
35	\$2,835.60	2,944.62	3,057.96	3,175.80	3,298.24	3,425.71
36						
37	Monthly Rate:					
38	\$6,160.68	6,397.54	6,643.78	6,899.80	7,165.82	7,442.76
39						
40	Annual Rate:					
41	\$73,928.14	76,770.45	79,725.38	82,797.64	85,989.83	89,313.15
42						
43	Police Audio Visual Specialist					
44						
45						
46						
47						
48						
49						
50						
51						
52						
53	Biweekly Rate:					

Effective Pay Period 1, 2014 (December 22, 2013)

Pay Range 801

Biweekly Rate:

1	\$1,501.64	2,002.19	2,192.49	2,438.74	2,533.19	2,678.61
2						
3	Monthly Rate:					
4	\$3,262.49	4,350.00	4,763.45	5,298.45	5,503.66	5,819.60
5						
6	Annual Rate:					
7	\$39,149.90	52,199.95	57,161.35	63,581.43	66,043.88	69,835.19
8						
9	Associate's Degree or 64 Credits					
10	Biweekly Rate:					
11	\$2,018.80	2,209.11	2,455.35	2,549.81	2,695.23	
12						
13	Monthly Rate:					
14	\$4,386.08	4,799.55	5,334.54	5,539.77	5,855.71	
15						
16	Annual Rate:					
17	\$52,633.00	57,594.65	64,014.48	66,477.19	70,268.49	
18						
19	Bachelor's Degree					
20	Biweekly Rate:					
21	\$2,039.56	2,229.88	2,476.11	2,570.58	2,715.99	
22						
23	Monthly Rate:					
24	\$4,431.19	4,844.68	5,379.64	5,584.89	5,900.81	
25						
26	Annual Rate:					
27	\$53,174.24	58,136.16	64,555.72	67,018.69	70,809.74	
28						
29	Master's Degree or Higher					
30	Biweekly Rate:					
31	\$2,047.87	2,238.18	2,484.42	2,578.89	2,724.31	
32						
33	Monthly Rate:					
34	\$4,449.24	4,862.71	5,397.70	5,602.95	5,918.89	
35						
36	Annual Rate:					
37	\$53,390.90	58,352.55	64,772.38	67,235.34	71,026.65	

38
39 Police Officer^{1/2/}
40 Police Matron
41 Assistant Custodian of Police Property and Stores
42

43 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
44 MOTORCYCLE PAY provision of the labor contract.

45 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
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47
48

49 Pay Range 804

50						
51						
52	Biweekly Rate:					
53	\$2,603.69	2,685.22	2,770.23			

1			
2	Monthly Rate:		
3	\$5,656.83	5,833.96	6,018.65
4			
5	Annual Rate:		
6	\$67,881.92	70,007.52	72,223.85
7			
8	Associate's Degree or 64 Credits		
9	Biweekly Rate:		
10	\$2,620.31	2,701.83	2,786.84
11			
12	Monthly Rate:		
13	\$5,692.94	5,870.05	6,054.74
14			
15	Annual Rate:		
16	\$68,315.22	70,440.57	72,656.90
17			
18	Bachelor's Degree		
19	Biweekly Rate:		
20	\$2,641.09	2,722.60	2,807.61
21			
22	Monthly Rate:		
23	\$5,738.08	5,915.17	6,099.87
24			
25	Annual Rate:		
26	\$68,856.99	70,982.07	73,198.40
27			
28	Master's Degree or Higher		
29	Biweekly Rate:		
30	\$2,649.39	2,730.91	2,815.91
31			
32	Monthly Rate:		
33	\$5,756.12	5,933.23	6,117.90
34			
35	Annual Rate:		
36	\$69,073.38	71,198.72	73,414.79
37			
38	Court Liaison Officer		
39	Forensic Investigator		
40	Narcotics Control Officer		
41	Police Alarm Operator		
42			
43			
44			
45			<u>Pay Range 806</u>
46			
47			
48	Biweekly Rate:		
49	\$2,685.22	2,770.23	2,861.75
50			
51	Monthly Rate:		
52	\$5,833.96	6,018.65	6,217.49
53			

1	Annual Rate:			
2	\$70,007.52	72,223.85	74,609.91	
3				
4	Associate's Degree or 64 Credits			
5	Biweekly Rate:			
6	\$2,701.83	2,786.84	2,878.37	
7				
8	Monthly Rate:			
9	\$5,870.05	6,054.74	6,253.60	
10				
11	Annual Rate:			
12	\$70,440.57	72,656.90	75,043.22	
13				
14	Bachelor's Degree			
15	Biweekly Rate:			
16	\$2,722.60	2,807.61	2,899.13	
17				
18	Monthly Rate:			
19	\$5,915.17	6,099.87	6,298.71	
20				
21	Annual Rate:			
22	\$70,982.07	73,198.40	75,584.46	
23				
24	Master's Degree or Higher			
25	Biweekly Rate:			
26	\$2,730.91	2,815.91	2,907.44	
27				
28	Monthly Rate:			
29	\$5,933.23	6,117.90	6,316.76	
30				
31	Annual Rate:			
32	\$71,198.72	73,414.79	75,801.11	
33				
34	Custodian of Police Property and Stores			
35				
36				
37				
38				<u>Pay Range 808</u>
39				
40				
41	Biweekly Rate:			
42	\$2,739.76	2,846.61	2,957.83	
43				
44	Monthly Rate:			
45	\$5,952.46	6,184.60	6,426.24	
46				
47	Annual Rate:			
48	\$71,429.46	74,215.19	77,114.85	
49				
50	Associate's Degree or 64 Credits			
51	Biweekly Rate:			
52	\$2,756.37	2,863.24	2,974.43	
53				

1	Monthly Rate:			
2	\$5,988.54	6,220.73	6,462.30	
3				
4	Annual Rate:			
5	\$71,862.50	74,648.76	77,547.64	
6				
7	Bachelor's Degree			
8	Biweekly Rate:			
9	\$2,777.15	2,884.00	2,995.21	
10				
11	Monthly Rate:			
12	\$6,033.69	6,265.83	6,507.45	
13				
14	Annual Rate:			
15	\$72,404.27	75,190.00	78,089.40	
16				
17	Master's Degree or Higher			
18	Biweekly Rate:			
19	\$2,785.46	2,892.31	3,003.51	
20				
21	Monthly Rate:			
22	\$6,051.74	6,283.89	6,525.48	
23				
24	Annual Rate:			
25	\$72,620.92	75,406.65	78,305.79	
26				
27	Detective			
28	Document Examiner			
29	Police Data Communications Specialist			
30	Latent Print Examiner			
31				
32				
33				
34				
35				
36	Biweekly Rate:			
37	\$2,861.75	2,959.72	3,057.76	
38				
39	Monthly Rate:			
40	\$6,217.49	6,430.34	6,643.35	
41				
42	Annual Rate:			
43	\$74,609.91	77,164.13	79,720.17	
44				
45	Associate's Degree or 64 Credits			
46	Biweekly Rate:			
47	\$2,878.37	2,976.35	3,074.39	
48				
49	Monthly Rate:			
50	\$6,253.60	6,466.47	6,679.48	
51				
52	Annual Rate:			
53	\$75,043.22	77,597.69	80,153.74	

Pay Range 810

1				
2	Bachelor's Degree			
3	Biweekly Rate:			
4	\$2,899.13	2,997.12	3,095.15	
5				
6	Monthly Rate:			
7	\$6,298.71	6,511.60	6,724.58	
8				
9	Annual Rate:			
10	\$75,584.46	78,139.20	80,694.98	
11				
12	Master's Degree or Higher			
13	Biweekly Rate:			
14	\$2,907.44	3,005.43	3,103.46	
15	Monthly Rate:			
16	\$6,316.76	6,529.65	6,742.64	
17				
18	Annual Rate:			
19	\$75,801.11	78,355.85	80,911.63	
20				
21				
22	Police Electronic Technician			
23	Computer Aided Dispatch System Specialist			
24				
25				
26				
27				<u>Pay Range 812</u>
28				
29				
30	Biweekly Rate:			
31	\$2,959.72	3,057.76	3,155.85	
32				
33	Monthly Rate:			
34	\$6,430.34	6,643.35	6,856.46	
35				
36	Annual Rate:			
37	\$77,164.13	79,720.17	82,277.52	
38				
39	Associate's Degree or 64 Credits			
40	Biweekly Rate:			
41	\$2,976.35	3,074.39	3,172.46	
42				
43	Monthly Rate:			
44	\$6,466.47	6,679.48	6,892.55	
45				
46	Annual Rate:			
47	\$77,597.69	80,153.74	82,710.56	
48				
49	Bachelor's Degree			
50	Biweekly Rate:			
51	\$2,997.12	3,095.15	3,193.25	
52				
53	Monthly Rate:			

1	\$6,511.60	6,724.58	6,937.72
2			
3	Annual Rate:		
4	\$78,139.20	80,694.98	83,252.59
5			
6	Master's Degree or Higher		
7	Biweekly Rate:		
8	\$3,005.43	3,103.46	3,201.56
9			
10	Monthly Rate:		
11	\$6,529.65	6,742.64	6,955.77
12			
13	Annual Rate:		
14	\$78,355.85	80,911.63	83,469.24
15			

16 Chief Document Examiner
 17 Identification Systems Specialist

21 Pay Range 813

24	Biweekly Rate:					
25	\$2,846.61	2,957.83	3,073.42	3,193.62	3,318.52	3,448.53
26						
27	Monthly Rate:					
28	\$6,184.60	6,426.24	6,677.37	6,938.52	7,209.88	7,492.34
29						
30	Annual Rate:					
31	\$74,215.19	77,114.85	80,128.45	83,262.23	86,518.56	89,908.10
32						
33	Associate's Degree or 64 Credits					
34	Biweekly Rate:					
35	\$2,863.24	2,974.43	3,090.04	3,210.24	3,335.12	3,465.14
36						
37	Monthly Rate:					
38	\$6,220.73	6,462.30	6,713.48	6,974.63	7,245.95	7,528.43
39						
40	Annual Rate:					
41	\$74,648.76	77,547.64	80,561.76	83,695.54	86,951.34	90,882.91
42						
43	Bachelor's Degree					
44	Biweekly Rate:					
45	\$2,884.00	2,995.21	3,110.81	3,231.00	3,355.89	3,485.92
46						
47	Monthly Rate:					
48	\$6,265.83	6,507.45	6,758.61	7,019.73	7,291.07	7,573.58
49						
50	Annual Rate:					
51	\$75,190.00	78,089.40	81,103.26	84,236.78	87,492.84	90,341.15
52						
53	Master's Degree or Higher					

1	Biweekly Rate:					
2	\$2,892.31	3,003.51	3,119.12	3,239.32	3,364.20	3,494.22
3						
4	Monthly Rate:					
5	\$6,283.89	6,525.48	6,776.66	7,037.81	7,309.13	7,591.61
6						
7	Annual Rate:					
8	\$75,406.65	78,305.79	81,319.91	84,453.70	87,709.50	91,099.31
9						
10	Police Audio Visual Specialist					

Effective Pay Period 14, 2014 (June 22, 2014)

Pay Range 801

17						
18						
19						
20	Biweekly Rate:					
21	\$1,509.15	2,012.20	2,203.45	2,450.93	2,545.86	2,692.00
22						
23	Monthly Rate:					
24	\$3,278.81	4,371.74	4,787.26	5,324.94	5,531.18	5,848.69
25						
26	Annual Rate:					
27	\$39,345.70	52,460.93	57,447.09	63,899.25	66,374.21	70,184.28
28						
29	Associate's Degree or 64 Credits					
30	Biweekly Rate:					
31	\$2,028.89	2,220.16	2,467.63	2,562.56	2,708.71	
32						
33	Monthly Rate:					
34	\$4,408.01	4,823.56	5,361.22	5,567.47	5,885.00	
35						
36	Annual Rate:					
37	\$52,896.06	57,882.74	64,334.64	66,809.60	70,619.94	
38						
39	Bachelor's Degree					
40	Biweekly Rate:					
41	\$2,049.76	2,241.03	2,488.49	2,583.43	2,729.57	
42						
43	Monthly Rate:					
44	\$4,453.35	4,868.90	5,406.54	5,612.81	5,930.32	
45						
46	Annual Rate:					
47	\$53,440.17	58,426.85	64,878.49	67,353.71	71,163.79	
48						
49	Master's Degree or Higher					
50	Biweekly Rate:					
51	\$2,058.11	2,249.37	2,496.84	2,591.78	2,737.93	
52						
53	Monthly Rate:					

1		\$4,471.49	4,887.02	5,424.68	5,630.95	5,948.48
2						
3	Annual Rate:					
4		\$53,657.87	58,644.29	65,096.18	67,571.41	71,381.74
5						
6	Police Officer ^{1/}					
7	Police Matron					
8	Assistant Custodian of Police Property and Stores					
9						

10 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
11 MOTORCYCLE PAY provision of the labor contract.

12 ^{2/}Upon graduation from the Academy an employee shall move to step 1.

13
14
15
16 Pay Range 804

17						
18						
19	Biweekly Rate:					
20		\$2,616.71	2,698.65	2,784.08		
21						
22	Monthly Rate:					
23		\$5,685.11	5,863.14	6,048.75		
24						
25	Annual Rate:					
26		\$68,221.37	70,357.66	72,584.94		
27						
28	Associate's Degree or 64 Credits					
29	Biweekly Rate:					
30		\$2,633.41	2,715.34	2,800.77		
31						
32	Monthly Rate:					
33		\$5,721.40	5,899.40	6,085.01		
34						
35	Annual Rate:					
36		\$68,656.76	70,792.79	73,020.07		
37						
38	Bachelor's Degree					
39	Biweekly Rate:					
40		\$2,654.30	2,736.21	2,821.65		
41						
42	Monthly Rate:					
43		\$5,766.78	5,944.74	6,130.37		
44						
45	Annual Rate:					
46		\$69,201.39	71,336.90	73,564.44		
47						
48	Master's Degree or Higher					
49	Biweekly Rate:					
50		\$2,662.64	2,744.56	2,829.99		
51						
52	Monthly Rate:					
53		\$5,784.90	5,962.88	6,148.49		

1			
2	Annual Rate:		
3	\$69,418.83	71,554.60	73,781.88
4			
5	Court Liaison Officer		
6	Forensic Investigator		
7	Narcotics Control Officer		
8	Police Alarm Operator		
9			

Pay Range 806

10			
11			
12			
13			
14			
15	Biweekly Rate:		
16	\$2,698.65	2,784.08	2,876.06
17			
18	Monthly Rate:		
19	\$5,863.14	6,048.75	6,248.58
20			
21	Annual Rate:		
22	\$70,357.66	72,584.94	74,982.99
23			

24	Associate's Degree or 64 Credits		
25	Biweekly Rate:		
26	\$2,715.34	2,800.77	2,892.76
27			
28	Monthly Rate:		
29	\$5,899.40	6,085.01	6,284.87
30			

31	Annual Rate:		
32	\$70,792.79	73,020.07	75,418.38
33			
34	Bachelor's Degree		
35	Biweekly Rate:		
36	\$2,736.21	2,821.65	2,913.63
37			

38	Monthly Rate:		
39	\$5,944.74	6,130.37	6,330.21
40			
41	Annual Rate:		
42	\$71,336.90	73,564.44	75,962.49
43			

44	Master's Degree or Higher		
45	Biweekly Rate:		
46	\$2,744.56	2,829.99	2,921.98
47			
48	Monthly Rate:		
49	\$5,962.88	6,148.49	6,348.35
50			

51	Annual Rate:		
52	\$71,554.60	73,781.88	76,180.19
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Custodian of Police Property and Stores

Pay Range 808

Biweekly Rate:
\$2,753.46 2,860.84 2,972.62

Monthly Rate:
\$5,982.22 6,215.52 6,458.37

Annual Rate:
\$71,786.63 74,586.18 77,500.45

Associate's Degree or 64 Credits
Biweekly Rate:
\$2,770.15 2,877.56 2,989.30

Monthly Rate:
\$6,018.48 6,251.84 6,494.61

Annual Rate:
\$72,221.77 75,022.10 77,935.32

Bachelor's Degree
Biweekly Rate:
\$2,791.04 2,898.42 3,010.19

Monthly Rate:
\$6,063.87 6,297.16 6,540.00

Annual Rate:
\$72,766.40 75,565.95 78,479.95

Master's Degree or Higher
Biweekly Rate:
\$2,799.39 2,906.77 3,018.53

Monthly Rate:
\$6,082.01 6,315.30 6,558.12

Annual Rate:
\$72,984.09 75,783.64 78,697.39

Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

Pay Range 810

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Biweekly Rate:
\$2,876.06 2,974.52 3,073.05

Monthly Rate:
\$6,248.58 6,462.50 6,676.57

Annual Rate:
\$74,982.99 77,549.98 80,118.80

Associate's Degree or 64 Credits
Biweekly Rate:
\$2,892.76 2,991.23 3,089.76

Monthly Rate:
\$6,284.87 6,498.80 6,712.87

Annual Rate:
\$75,418.38 77,985.64 80,554.46

Bachelor's Degree
Biweekly Rate:
\$2,913.63 3,012.11 3,110.63

Monthly Rate:
\$6,330.21 6,544.17 6,758.21

Annual Rate:
\$75,962.49 78,530.01 81,098.57

Master's Degree or Higher
Biweekly Rate:
\$2,921.98 3,020.46 3,118.98

Monthly Rate:
\$6,348.35 6,562.31 6,776.36

Annual Rate:
\$76,180.19 78,747.71 81,316.26

Police Electronic Technician
Computer Aided Dispatch System Specialist

Pay Range 812

Biweekly Rate:
\$2,974.52 3,073.05 3,171.63

1	Monthly Rate:			
2	\$6,462.50	6,676.57	6,890.74	
3				
4	Annual Rate:			
5	\$77,549.98	80,118.80	82,688.92	
6				
7	Associate's Degree or 64 Credits			
8	Biweekly Rate:			
9	\$2,991.23	3,089.76	3,188.32	
10				
11	Monthly Rate:			
12	\$6,498.80	6,712.87	6,927.01	
13				
14	Annual Rate:			
15	\$77,985.64	80,554.46	83,124.06	
16				
17	Bachelor's Degree			
18	Biweekly Rate:			
19	\$3,012.11	3,110.63	3,209.22	
20				
21	Monthly Rate:			
22	\$6,544.17	6,758.21	6,972.41	
23				
24	Annual Rate:			
25	\$78,530.01	81,098.57	83,668.95	
26				
27	Master's Degree or Higher			
28	Biweekly Rate:			
29	\$3,020.46	3,118.98	3,217.57	
30				
31	Monthly Rate:			
32	\$6,562.31	6,776.36	6,990.55	
33				
34	Annual Rate:			
35	\$78,747.71	81,316.26	83,886.64	
36				
37	Chief Document Examiner			
38	Identification Systems Specialist			
39				
40				
41				
42				
43				
44				

Pay Range 813

45	Biweekly Rate:					
46	\$2,860.84	2,972.62	3,088.79	3,209.59	3,335.11	3,465.77
47						
48	Monthly Rate:					
49	\$6,215.52	6,458.37	6,710.76	6,973.22	7,245.92	7,529.80
50						
51	Annual Rate:					
52	\$74,586.18	77,500.45	80,529.17	83,678.59	86,951.08	90,357.57
53						

1	Associate's Degree or 64 Credits					
2	Biweekly Rate:					
3	\$2,877.56	2,989.30	3,105.49	3,226.29	3,351.80	3,482.47
4						
5	Monthly Rate:					
6	\$6,251.84	6,494.61	6,747.05	7,009.50	7,282.18	7,566.08
7						
8	Annual Rate:					
9	\$75,022.10	77,935.32	80,964.56	84,113.99	87,386.21	90,792.97
10						
11	Bachelor's Degree					
12	Biweekly Rate:					
13	\$2,898.42	3,010.19	3,126.36	3,247.16	3,372.67	3,503.35
14						
15	Monthly Rate:					
16	\$6,297.16	6,540.00	6,792.39	7,054.84	7,327.53	7,611.45
17						
18	Annual Rate:					
19	\$75,565.95	78,479.95	81,508.67	84,658.10	87,930.32	91,337.34
20						
21	Master's Degree or Higher					
22	Biweekly Rate:					
23	\$2,906.77	3,018.53	3,134.72	3,255.52	3,381.02	3,511.69
24						
25	Monthly Rate:					
26	\$6,315.30	6,558.12	6,810.55	7,073.01	7,345.67	7,629.56
27						
28	Annual Rate:					
29	\$75,783.64	78,697.39	81,726.63	84,876.06	88,148.02	91,554.77
30						
31	Police Audio Visual Specialist					

Effective Pay Period 1, 2015 (December 21, 2014)

Pay Range 801

32						
33						
34						
35						
36						
37						
38						
39	Biweekly Rate:					
40	\$1,543.10	2,057.47	2,253.03	2,506.08	2,603.14	2,752.57
41						
42	Monthly Rate:					
43	\$3,352.57	4,470.10	4,894.98	5,444.76	5,655.63	5,980.29
44						
45	Annual Rate:					
46	\$40,230.82	53,641.18	58,739.71	65,337.08	67,867.58	71,763.43
47						
48	Associate's Degree or 64 Credits					
49	Biweekly Rate:					
50	\$2,074.54	2,270.11	2,523.15	2,620.22	2,769.66	
51						
52	Monthly Rate:					
53	\$4,507.19	4,932.08	5,481.84	5,692.74	6,017.42	

1					
2	Annual Rate:				
3		\$54,086.22	59,185.01	65,782.12	68,312.88
4					72,208.99
5	Bachelor's Degree				
6	Biweekly Rate:				
7		\$2,095.88	2,291.45	2,544.48	2,641.56
8					2,790.99
9	Monthly Rate:				
10		\$4,553.55	4,978.45	5,528.19	5,739.10
11					6,063.76
12	Annual Rate:				
13		\$54,642.58	59,741.37	66,338.23	68,869.24
14					72,765.09
15	Master's Degree or Higher				
16	Biweekly Rate:				
17		\$2,104.42	2,299.98	2,553.02	2,650.10
18					2,799.53
19	Monthly Rate:				
20		\$4,572.10	4,996.98	5,546.74	5,757.66
21					6,082.31
22	Annual Rate:				
23		\$54,865.23	59,963.76	66,560.88	69,091.89
24					72,987.74

25 Police Officer^{1/ 2/}
 26 Police Matron
 27 Assistant Custodian of Police Property and Stores
 28

29 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
 30 MOTORCYCLE PAY provision of the labor contract.

31 ^{2/}Upon graduation from the Academy an employee shall move to step 1.

32
 33 Pay Range 804
 34

35			
36	Biweekly Rate:		
37		\$2,675.59	2,759.37
38			2,846.72
39	Monthly Rate:		
40		\$5,813.04	5,995.06
41			6,184.84
42	Annual Rate:		
43		\$69,756.45	71,940.72
44			74,218.06
45	Associate's Degree or 64 Credits		
46	Biweekly Rate:		
47		\$2,692.66	2,776.44
48			2,863.79
49	Monthly Rate:		
50		\$5,850.12	6,032.15
51			6,221.92
52	Annual Rate:		
53		\$70,201.49	72,385.76
			74,663.09

1			
2	Bachelor's Degree		
3	Biweekly Rate:		
4	\$2,714.02	2,797.77	2,885.14
5			
6	Monthly Rate:		
7	\$5,896.53	6,078.49	6,268.31
8			
9	Annual Rate:		
10	\$70,758.38	72,941.86	75,219.72
11			
12	Master's Degree or Higher		
13	Biweekly Rate:		
14	\$2,722.55	2,806.31	2,893.66
15			
16	Monthly Rate:		
17	\$5,915.06	6,097.04	6,286.82
18			
19	Annual Rate:		
20	\$70,980.77	73,164.51	75,441.85
21			
22	Court Liaison Officer		
23	Forensic Investigator		
24	Narcotics Control Officer		
25	Police Alarm Operator		
26			
27			
28			
29			<u>Pay Range 806</u>
30			
31			
32	Biweekly Rate:		
33	\$2,759.37	2,846.72	2,940.77
34			
35	Monthly Rate:		
36	\$5,995.06	6,184.84	6,389.17
37			
38	Annual Rate:		
39	\$71,940.72	74,218.06	76,670.07
40			
41	Associate's Degree or 64 Credits		
42	Biweekly Rate:		
43	\$2,776.44	2,863.79	2,957.85
44			
45	Monthly Rate:		
46	\$6,032.15	6,221.92	6,426.28
47			
48	Annual Rate:		
49	\$72,385.76	74,663.09	77,115.37
50			
51	Bachelor's Degree		
52	Biweekly Rate:		
53	\$2,797.77	2,885.14	2,979.19

1			
2	Monthly Rate:		
3	\$6,078.49	6,268.31	6,472.65
4			
5	Annual Rate:		
6	\$72,941.86	75,219.72	77,671.74
7			
8	Master's Degree or Higher		
9	Biweekly Rate:		
10	\$2,806.31	2,893.66	2,987.72
11			
12	Monthly Rate:		
13	\$6,097.04	6,286.82	6,491.18
14			
15	Annual Rate:		
16	\$73,164.51	75,441.85	77,894.13
17			
18	Custodian of Police Property and Stores		
19			
20			
21			
22			<u>Pay Range 808</u>
23			
24			
25	Biweekly Rate:		
26	\$2,815.41	2,925.21	3,039.50
27			
28	Monthly Rate:		
29	\$6,116.81	6,355.37	6,603.68
30			
31	Annual Rate:		
32	\$73,401.76	76,264.40	79,244.11
33			
34	Associate's Degree or 64 Credits		
35	Biweekly Rate:		
36	\$2,832.48	2,942.31	3,056.56
37			
38	Monthly Rate:		
39	\$6,153.90	6,392.52	6,640.74
40			
41	Annual Rate:		
42	\$73,846.80	76,710.22	79,688.88
43			
44	Bachelor's Degree		
45	Biweekly Rate:		
46	\$2,853.84	2,963.63	3,077.92
47			
48	Monthly Rate:		
49	\$6,200.31	6,438.84	6,687.15
50			
51	Annual Rate:		
52	\$74,403.68	77,266.07	80,245.77
53			

1	Master's Degree or Higher			
2	Biweekly Rate:			
3	\$2,862.38	2,972.17	3,086.45	
4				
5	Monthly Rate:			
6	\$6,218.86	6,457.39	6,705.68	
7				
8	Annual Rate:			
9	\$74,626.33	77,488.72	80,468.16	

- 10
- 11 Detective
- 12 Document Examiner
- 13 Police Data Communications Specialist
- 14 Latent Print Examiner
- 15
- 16
- 17

Pay Range 810

21	Biweekly Rate:			
22	\$2,940.77	3,041.45	3,142.19	
23				
24	Monthly Rate:			
25	\$6,389.17	6,607.91	6,826.78	
26				
27	Annual Rate:			
28	\$76,670.07	79,294.94	81,921.38	

30	Associate's Degree or 64 Credits			
31	Biweekly Rate:			
32	\$2,957.85	3,058.53	3,159.28	
33				
34	Monthly Rate:			
35	\$6,426.28	6,645.02	6,863.91	
36				
37	Annual Rate:			
38	\$77,115.37	79,740.24	82,366.94	

40	Bachelor's Degree			
41	Biweekly Rate:			
42	\$2,979.19	3,079.88	3,180.62	
43				
44	Monthly Rate:			
45	\$6,472.65	6,691.41	6,910.28	
46				
47	Annual Rate:			
48	\$77,671.74	80,296.87	82,923.31	

50	Master's Degree or Higher			
51	Biweekly Rate:			
52	\$2,987.72	3,088.42	3,189.16	

1 Monthly Rate:
2 \$6,491.18 6,709.96 6,928.83
3

4 Annual Rate:
5 \$77,894.13 80,519.52 83,145.96
6

7 Police Electronic Technician
8 Computer Aided Dispatch System Specialist
9

10
11
12 Pay Range 812
13
14

15 Biweekly Rate:
16 \$3,041.45 3,142.19 3,242.99
17

18 Monthly Rate:
19 \$6,607.91 6,826.78 7,045.78
20

21 Annual Rate:
22 \$79,294.94 81,921.38 84,549.38
23

24 Associate's Degree or 64 Credits

25 Biweekly Rate:
26 \$3,058.53 3,159.28 3,260.06
27

28 Monthly Rate:
29 \$6,645.02 6,863.91 7,082.87
30

31 Annual Rate:
32 \$79,740.24 82,366.94 84,994.42
33

34 Bachelor's Degree

35 Biweekly Rate:
36 \$3,079.88 3,180.62 3,281.43
37

38 Monthly Rate:
39 \$6,691.41 6,910.28 7,129.30
40

41 Annual Rate:
42 \$80,296.87 82,923.31 85,551.57
43

44 Master's Degree or Higher

45 Biweekly Rate:
46 \$3,088.42 3,189.16 3,289.97
47

48 Monthly Rate:
49 \$6,709.96 6,928.83 7,147.85
50

51 Annual Rate:
52 \$80,519.52 83,145.96 85,774.22
53

1 Chief Document Examiner
2 Identification Systems Specialist

6 Pay Range 813

9 Biweekly Rate:

10 \$2,925.21 3,039.50 3,158.29 3,281.81 3,410.15 3,543.75

12 Monthly Rate:

13 \$6,355.37 6,603.68 6,861.76 7,130.12 7,408.96 7,699.22

15 Annual Rate:

16 \$76,264.40 79,244.11 82,341.13 85,561.47 88,907.48 92,390.62

18 Associate's Degree or 64 Credits

19 Biweekly Rate:

20 \$2,942.31 3,056.56 3,175.36 3,298.88 3,427.22 3,560.83

22 Monthly Rate:

23 \$6,392.52 6,640.74 6,898.85 7,167.21 7,446.04 7,736.33

25 Annual Rate:

26 \$76,710.22 79,688.88 82,786.17 86,006.51 89,352.52 92,835.92

28 Bachelor's Degree

29 Biweekly Rate:

30 \$2,963.63 3,077.92 3,196.70 3,230.22 3,448.56 3,582.18

32 Monthly Rate:

33 \$6,438.84 6,687.15 6,945.21 7,213.57 7,492.41 7,782.71

35 Annual Rate:

36 \$77,266.07 80,245.77 83,342.53 86,562.88 89,908.88 93,392.55

38 Master's Degree or Higher

39 Biweekly Rate:

40 \$2,972.17 3,086.45 3,205.25 3,328.77 3,457.09 3,590.70

42 Monthly Rate:

43 \$6,457.39 6,705.68 6,963.79 7,232.15 7,510.94 7,801.22

45 Annual Rate:

46 \$77,488.72 80,468.16 83,565.44 86,785.79 90,131.27 93,614.68

48 Police Audio Visual Specialist

52 **Effective Pay Period 14, 2015 (June 21, 2015)**

Pay Range 801

Biweekly Rate:					
\$1,546.96	2,062.61	2,258.66	2,512.35	2,609.65	2,759.45
Monthly Rate:					
\$3,360.96	4,481.27	4,907.21	5,458.38	5,669.78	5,995.23
Annual Rate:					
\$40,331.46	53,775.19	58,886.49	65,500.55	68,037.30	71,942.80
Associate's Degree or 64 Credits					
Biweekly Rate:					
\$2,079.73	2,275.79	2,529.46	2,626.77	2,776.58	
Monthly Rate:					
\$4,518.46	4,944.43	5,495.55	5,706.97	6,032.45	
Annual Rate:					
\$54,221.53	59,333.10	65,946.63	68,483.64	72,389.41	
Bachelor's Degree					
Biweekly Rate:					
\$2,101.12	2,297.18	2,550.84	2,648.16	2,797.97	
Monthly Rate:					
\$4,564.93	4,990.90	5,542.00	5,753.44	6,078.92	
Annual Rate:					
\$54,779.20	59,890.76	66,504.04	69,041.31	72,947.07	
Master's Degree or Higher					
Biweekly Rate:					
\$2,109.68	2,305.73	2,559.40	2,656.73	2,806.53	
Monthly Rate:					
\$4,583.53	5,009.47	5,560.60	5,772.06	6,097.52	
Annual Rate:					
\$55,002.37	60,113.67	66,727.21	69,264.74	73,170.24	

Police Officer^{1/}
Police Matron
Assistant Custodian of Police Property and Stores

^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

^{2/}Upon graduation from the Academy an employee shall move to step 1.

Pay Range 804

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53

Biweekly Rate:			
\$2,682.28	2,766.27		2,853.84
Monthly Rate:			
\$5,827.57	6,010.05		6,200.31
Annual Rate:			
\$69,930.87	72,120.61		74,403.68
Associate's Degree or 64 Credits			
Biweekly Rate:			
\$2,699.39	2,783.38		2,870.95
Monthly Rate:			
\$5,864.75	6,047.22		6,237.48
Annual Rate:			
\$70,376.95	72,566.69		74,849.77
Bachelor's Degree			
Biweekly Rate:			
\$2,720.81	2,804.76		2,892.35
Monthly Rate:			
\$5,911.28	6,093.68		6,283.97
Annual Rate:			
\$70,935.40	73,124.10		75,407.69
Master's Degree or Higher			
Biweekly Rate:			
\$2,729.36	2,813.33		2,900.89
Monthly Rate:			
\$5,929.86	6,112.29		6,302.53
Annual Rate:			
\$71,158.31	73,347.53		75,630.34

Court Liaison Officer
Forensic Investigator
Narcotics Control Officer
Police Alarm Operator

Pay Range 806

Biweekly Rate:

1	\$2,766.27	2,853.84	2,948.12
2			
3	Monthly Rate:		
4	\$6,010.05	6,200.31	6,405.14
5			
6	Annual Rate:		
7	\$72,120.61	74,403.68	76,861.70
8			
9	Associate's Degree or 64 Credits		
10	Biweekly Rate:		
11	\$2,783.38	2,870.95	2,965.24
12			
13	Monthly Rate:		
14	\$6,047.22	6,237.48	6,442.34
15			
16	Annual Rate:		
17	\$72,566.69	74,849.77	77,308.04
18			
19	Bachelor's Degree		
20	Biweekly Rate:		
21	\$2,804.76	2,892.35	2,986.64
22			
23	Monthly Rate:		
24	\$6,093.68	6,283.97	6,488.83
25			
26	Annual Rate:		
27	\$73,124.10	75,407.69	77,865.97
28			
29	Master's Degree or Higher		
30	Biweekly Rate:		
31	\$2,813.33	2,900.89	2,995.19
32			
33	Monthly Rate:		
34	\$6,112.29	6,302.53	6,507.41
35			
36	Annual Rate:		
37	\$73,347.53	75,630.34	78,088.88
38			
39	Custodian of Police Property and Stores		
40			
41			
42			
43			<u>Pay Range 808</u>
44			
45			
46	Biweekly Rate:		
47	\$2,822.45	2,932.52	3,047.10
48			
49	Monthly Rate:		
50	\$6,132.11	6,371.25	6,620.19
51			
52	Annual Rate:		
53	\$73,585.30	76,454.98	79,442.25

1			
2	Associate's Degree or 64 Credits		
3	Biweekly Rate:		
4	\$2,839.56	2,949.67	3,064.20
5			
6	Monthly Rate:		
7	\$6,169.28	6,408.51	6,657.34
8			
9	Annual Rate:		
10	\$74,031.38	76,902.11	79,888.07
11			
12	Bachelor's Degree		
13	Biweekly Rate:		
14	\$2,860.97	2,971.04	3,085.61
15			
16	Monthly Rate:		
17	\$6,215.80	6,454.94	6,703.86
18			
19	Annual Rate:		
20	\$74,589.57	77,459.26	80,446.26
21			
22	Master's Degree or Higher		
23	Biweekly Rate:		
24	\$2,869.54	2,979.60	3,094.17
25			
26	Monthly Rate:		
27	\$6,234.42	6,473.54	6,722.45
28			
29	Annual Rate:		
30	\$74,813.01	77,682.43	80,669.43
31			
32	Detective		
33	Document Examiner		
34	Police Data Communications Specialist		
35	Latent Print Examiner		
36			
37			
38			
39			
40			
41			
42	Biweekly Rate:		
43	\$2,948.12	3,049.05	3,150.05
44			
45	Monthly Rate:		
46	\$6,405.14	6,624.42	6,843.86
47			
48	Annual Rate:		
49	\$76,861.70	79,493.09	82,126.30
50			
51	Associate's Degree or 64 Credits		
52	Biweekly Rate:		
53	\$2,965.24	3,066.18	3,167.18

Pay Range 810

1			
2	Monthly Rate:		
3	\$6,442.34	6,661.64	6,881.08
4			
5	Annual Rate:		
6	\$77,308.04	79,939.69	82,572.91
7			
8	Bachelor's Degree		
9	Biweekly Rate:		
10	\$2,986.64	3,087.58	3,188.57
11			
12	Monthly Rate:		
13	\$6,488.83	6,708.14	6,927.55
14			
15	Annual Rate:		
16	\$77,865.97	80,497.62	83,130.57
17			
18	Master's Degree or Higher		
19	Biweekly Rate:		
20	\$2,995.19	3,096.14	3,197.13
21			
22	Monthly Rate:		
23	\$6,507.41	6,726.73	6,946.15
24			
25	Annual Rate:		
26	\$78,088.88	80,720.79	83,353.74
27			
28			
29	Police Electronic Technician		
30	Computer Aided Dispatch System Specialist		
31			
32			
33			<u>Pay Range 812</u>
34			
35			
36	Biweekly Rate:		
37	\$3,049.05	3,150.05	3,251.10
38			
39	Monthly Rate:		
40	\$6,624.42	6,843.86	7,063.40
41			
42	Annual Rate:		
43	\$79,493.09	82,126.30	84,760.82
44			
45	Associate's Degree or 64 Credits		
46	Biweekly Rate:		
47	\$3,066.18	3,167.18	3,268.21
48			
49	Monthly Rate:		
50	\$6,661.64	6,881.08	7,100.58
51			
52	Annual Rate:		
53	\$79,939.69	82,572.91	85,206.90

1				
2	Bachelor's Degree			
3	Biweekly Rate:			
4	\$3,087.58	3,188.57	3,289.63	
5				
6	Monthly Rate:			
7	\$6,708.14	6,927.55	7,147.11	
8				
9	Annual Rate:			
10	\$80,497.62	83,130.57	85,765.35	
11				
12	Master's Degree or Higher			
13	Biweekly Rate:			
14	\$3,096.14	3,197.13	3,298.19	
15				
16	Monthly Rate:			
17	\$6,726.73	6,946.15	7,165.71	
18				
19	Annual Rate:			
20	\$80,720.79	83,353.74	85,988.52	

21
22 Chief Document Examiner
23 Identification Systems Specialist
24
25

26
27 Pay Range 813
28
29

30	Biweekly Rate:					
31	\$2,932.52	3,047.10	3,166.19	3,290.01	3,418.68	3,552.61
32						
33	Monthly Rate:					
34	\$6,371.25	6,620.19	6,878.92	7,147.94	7,427.49	7,718.47
35						
36	Annual Rate:					
37	\$76,454.98	79,442.25	82,547.09	85,775.26	89,129.87	92,621.62
38						
39	Associate's Degree or 64 Credits					
40	Biweekly Rate:					
41	\$2,949.67	3,064.20	3,183.30	3,307.13	3,435.79	3,569.73
42						
43	Monthly Rate:					
44	\$6,408.51	6,657.34	6,916.10	7,185.13	7,464.66	7,755.66
45						
46	Annual Rate:					
47	\$76,902.11	79,888.07	82,993.18	86,221.60	89,575.95	93,067.96
48						
49	Bachelor's Degree					
50	Biweekly Rate:					
51	\$2,971.04	3,085.61	3,204.69	3,328.52	3,457.18	3,591.14
52						
53	Monthly Rate:					

1	\$6,454.94	6,703.86	6,962.57	7,231.61	7,511.14	7,802.18
2						
3	Annual Rate:					
4	\$77,459.26	80,446.26	83,550.84	86,779.27	90,133.62	93,626.15
5						
6	Master's Degree or Higher					
7	Biweekly Rate:					
8	\$2,979.60	3,094.17	3,213.26	3,337.09	3,465.73	3,599.68
9						
10	Monthly Rate:					
11	\$6,473.54	6,722.45	6,981.19	7,250.23	7,529.71	7,820.73
12						
13	Annual Rate:					
14	\$77,682.43	80,669.73	83,774.28	87,002.70	90,356.53	93,848.80
15						
16	Police Audio Visual Specialist					

17
18
19
20 **For employees hired prior to October 3, 2011:**

21
22
23
24 **Effective Pay Period 1, 2016 (December 20, 2015)**

25
26
27 Pay Range 801

28						
29						
30	Biweekly Rate:					
31	\$2,256.94	2,468.50	2,742.27	2,847.28	3,008.93	
32						
33	Monthly Rate:					
34	\$4,903.47	5,363.11	5,957.91	6,186.06	6,537.26	
35						
36	Annual Rate:					
37	\$58,841.65	64,357.32	71,494.89	74,232.66	78,447.10	
38						
39	Associate's Degree or 64 Credits					
40	Biweekly Rate:					
41	\$2,275.41	2,486.99	2,760.73	2,865.75	3,027.42	
42						
43	Monthly Rate:					
44	\$4,943.60	5,403.28	5,998.01	6,226.18	6,577.43	
45						
46	Annual Rate:					
47	\$59,323.19	64,839.38	71,976.17	74,714.19	78,929.16	
48						
49	Bachelor's Degree					
50	Biweekly Rate:					
51	\$2,298.49	2,510.07	2,783.81	2,888.84	3,050.50	
52						
53	Monthly Rate:					

1		\$4,993.74	5,453.43	6,048.16	6,276.35	6,627.57
2						
3	Annual Rate:					
4		\$59,924.92	65,441.11	72,577.90	75,316.18	79,530.89
5						
6	Master's Degree or Higher					
7	Biweekly Rate:					
8		\$2,307.73	2,519.30	2,793.05	2,898.08	3,059.75
9						
10	Monthly Rate:					
11		\$5,013.82	5,473.48	6,068.23	6,296.42	6,647.67
12						
13	Annual Rate:					
14		\$60,165.82	65,681.75	72,818.80	75,557.08	79,772.05

15
16 Police Officer^{1/2/}
17 Police Matron
18 Assistant Custodian of Police Property and Stores
19

20 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
21 MOTORCYCLE PAY provision of the labor contract.
22 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
23
24
25

26 Pay Range 804

29	Biweekly Rate:					
30		\$2,925.66	3,016.29	3,110.80		
31						
32	Monthly Rate:					
33		\$6,356.34	6,553.25	6,758.58		
34						
35	Annual Rate:					
36		\$76,276.13	78,638.99	81,103.00		
37						
38	Associate's Degree or 64 Credits					
39	Biweekly Rate:					
40		\$2,944.12	3,034.76	3,129.26		
41						
42	Monthly Rate:					
43		\$6,396.45	6,593.38	6,798.69		
44						
45	Annual Rate:					
46		\$76,757.41	79,120.53	81,584.28		
47						
48	Bachelor's Degree					
49	Biweekly Rate:					
50		\$2,967.24	3,057.83	3,152.35		
51						
52	Monthly Rate:					
53		\$6,446.68	6,643.50	6,848.86		

1			
2	Annual Rate:		
3	\$77,360.18	79,721.99	82,186.27
4			
5	Master's Degree or Higher		
6	Biweekly Rate:		
7	\$2,976.46	3,067.08	3,161.57
8			
9	Monthly Rate:		
10	\$6,466.71	6,663.60	6,868.89
11			
12	Annual Rate:		
13	\$77,600.56	79,963.16	82,426.64
14			
15	Court Liaison Officer		
16	Forensic Investigator		
17	Narcotics Control Officer		
18	Police Alarm Operator		
19			
20			
21			
22			<u>Pay Range 806</u>
23			
24			
25	Biweekly Rate:		
26	\$3,016.29	3,110.80	3,212.54
27			
28	Monthly Rate:		
29	\$6,553.25	6,758.58	6,979.63
30			
31	Annual Rate:		
32	\$78,638.99	81,103.00	83,755.51
33			
34	Associate's Degree or 64 Credits		
35	Biweekly Rate:		
36	\$3,034.76	3,129.26	3,231.02
37			
38	Monthly Rate:		
39	\$6,593.38	6,798.69	7,019.78
40			
41	Annual Rate:		
42	\$79,120.53	81,584.28	84,237.31
43			
44	Bachelor's Degree		
45	Biweekly Rate:		
46	\$3,057.83	3,152.35	3,254.11
47			
48	Monthly Rate:		
49	\$6,643.50	6,848.86	7,069.94
50			
51	Annual Rate:		
52	\$79,721.99	82,186.27	84,839.29
53			

1	Master's Degree or Higher			
2	Biweekly Rate:			
3	\$3,067.08	3,161.57	3,263.34	
4				
5	Monthly Rate:			
6	\$6,663.60	6,868.89	7,089.99	
7				
8	Annual Rate:			
9	\$79,963.16	82,426.64	85,079.93	

10
11 Custodian of Police Property and Stores

14
15 Pay Range 808

17				
18	Biweekly Rate:			
19	\$3,076.92	3,195.71	3,319.36	
20				
21	Monthly Rate:			
22	\$6,684.98	6,943.06	7,211.71	
23				
24	Annual Rate:			
25	\$80,219.70	83,316.72	86,540.46	

26				
27	Associate's Degree or 64 Credits			
28	Biweekly Rate:			
29	\$3,095.39	3,214.21	3,337.81	
30				
31	Monthly Rate:			
32	\$6,725.10	6,983.25	7,251.79	
33				
34	Annual Rate:			
35	\$80,701.24	83,799.04	87,021.47	

36				
37	Bachelor's Degree			
38	Biweekly Rate:			
39	\$3,118.49	3,237.28	3,360.92	
40				
41	Monthly Rate:			
42	\$6,775.29	7,033.38	7,302.00	
43				
44	Annual Rate:			
45	\$81,303.49	84,400.51	87,623.98	

46				
47	Master's Degree or Higher			
48	Biweekly Rate:			
49	\$3,127.74	3,246.52	3,370.15	
50				
51	Monthly Rate:			
52	\$6,795.39	7,053.45	7,322.05	

53

1 Annual Rate:
2 \$81,544.65 84,641.41 87,864.62
3

4 Detective
5 Document Examiner
6 Police Data Communications Specialist
7 Latent Print Examine
8
9

10
11 Pay Range 810
12
13

14 Biweekly Rate:
15 \$3,212.54 3,321.46 3,430.46
16

17 Monthly Rate:
18 \$6,979.63 7,216.27 7,453.08
19

20 Annual Rate:
21 \$83,755.51 86,595.21 89,436.99
22

23 Associate's Degree or 64 Credits
24 Biweekly Rate:
25 \$3,231.02 3,339.95 3,448.94
26

27 Monthly Rate:
28 \$7,019.78 7,256.44 7,493.23
29

30 Annual Rate:
31 \$84,237.31 87,077.27 89,918.79
32

33 Bachelor's Degree
34 Biweekly Rate:
35 \$3,254.11 3,363.04 3,472.03
36

37 Monthly Rate:
38 \$7,069.94 7,306.61 7,543.40
39

40 Annual Rate:
41 \$84,839.29 87,679.26 90,520.78
42

43 Master's Degree or Higher
44 Biweekly Rate:
45 \$3,263.34 3,372.28 3,481.26
46

47 Monthly Rate:
48 \$7,089.99 7,326.68 7,563.45
49

50 Annual Rate:
51 \$85,079.93 87,920.16 90,761.42
52

53 Police Electronic Technician

1 Computer Aided Dispatch System Specialist

5 Pay Range 812

8 Biweekly Rate:
9 \$3,321.46 3,430.46 3,539.51

11 Monthly Rate:
12 \$7,216.27 7,453.08 7,690.01

14 Annual Rate:
15 \$86,595.21 89,436.99 92,280.08

17 Associate's Degree or 64 Credits

18 Biweekly Rate:
19 \$3,339.95 3,448.94 3,557.97

21 Monthly Rate:
22 \$7,256.44 7,493.23 7,730.11

24 Annual Rate:
25 \$87,077.27 89,918.79 92,761.36

27 Bachelor's Degree

28 Biweekly Rate:
29 \$3,363.04 3,472.03 3,581.09

31 Monthly Rate:
32 \$7,306.61 7,543.40 7,780.34

34 Annual Rate:
35 \$87,679.26 90,520.78 93,364.13

37 Master's Degree or Higher

38 Biweekly Rate:
39 \$3,372.28 3,481.26 3,590.32

41 Monthly Rate:
42 \$7,326.68 7,563.45 7,800.40

44 Annual Rate:
45 \$87,920.16 90,761.42 93,604.77

47 Chief Document Examiner
48 Identification Systems Specialist

52 Pay Range 813

1						
2	Biweekly Rate:					
3	\$3,195.71	3,319.36	3,447.87	3,581.50	3,720.35	3,864.88
4						
5	Monthly Rate:					
6	\$6,943.06	7,211.71	7,490.91	7,781.24	8,082.90	8,396.91
7						
8	Annual Rate:					
9	\$83,316.72	86,540.46	89,890.89	93,374.82	96,994.84	100,762.94
10						
11	Associate's Degree or 64 Credits					
12	Biweekly Rate:					
13	\$3,214.21	3,337.81	3,466.34	3,599.97	3,738.81	3,883.36
14						
15	Monthly Rate:					
16	\$6,983.25	7,251.79	7,531.04	7,821.36	8,123.01	8,437.06
17						
18	Annual Rate:					
19	\$83,799.04	87,021.47	90,372.43	93,856.36	97,476.12	101,244.74
20						
21	Bachelor's Degree					
22	Biweekly Rate:					
23	\$3,237.28	3,360.92	3,489.42	3,623.06	3,761.90	3,906.46
24						
25	Monthly Rate:					
26	\$7,033.38	7,302.00	7,581.18	7,871.53	8,123.01	8,487.25
27						
28	Annual Rate:					
29	\$84,400.51	87,623.98	90,974.16	94,458.35	98,078.10	101,846.99
30						
31	Master's Degree or Higher					
32	Biweekly Rate:					
33	\$3,246.52	3,370.15	3,498.67	3,632.30	3,771.12	3,915.68
34						
35	Monthly Rate:					
36	\$7,053.45	7,322.05	7,601.28	7,891.60	8,193.21	8,507.28
37						
38	Annual Rate:					
39	\$84,641.41	87,864.62	91,215.32	94,699.25	98,318.48	102,087.37
40						
41	Police Audio Visual Specialist					
42						
43						
44						
45						
46						
47						
48						
49						
50						
51	Biweekly Rate:					
52	\$2,268.22	2,480.84	2,755.98	2,861.52	3,023.97	
53						

Effective Pay Period 14, 2016 (June 19, 2016)

Pay Range 801

51	Biweekly Rate:					
52	\$2,268.22	2,480.84	2,755.98	2,861.52	3,023.97	
53						

1	Monthly Rate:					
2		\$4,927.98	5,389.92	5,987.68	6,216.99	6,569.94
3						
4	Annual Rate:					
5		\$59,135.73	64,679.04	71,852.33	74,603.91	78,839.22
6						
7	Associate's Degree or 64 Credits					
8	Biweekly Rate:					
9		\$2,286.79	2,499.42	2,774.53	2,880.08	3,042.56
10						
11	Monthly Rate:					
12		\$4,968.32	5,430.29	6,028.00	6,257.32	6,610.32
13						
14	Annual Rate:					
15		\$59,619.88	65,163.45	72,335.96	75,087.80	79,323.88
16						
17	Bachelor's Degree					
18	Biweekly Rate:					
19		\$2,309.98	2,552.62	2,797.73	2,903.28	3,065.75
20						
21	Monthly Rate:					
22		\$5,018.71	5,480.69	6,078.40	6,307.72	6,660.71
23						
24	Annual Rate:					
25		\$60,224.48	65,768.31	72,940.82	75,692.66	79,928.48
26						
27	Master's Degree or Higher					
28	Biweekly Rate:					
29		\$2,319.27	2,531.90	2,807.02	2,912.57	3,075.05
30						
31	Monthly Rate:					
32		\$5,038.89	5,500.85	6,098.59	6,327.91	6,680.91
33						
34	Annual Rate:					
35		\$60,466.68	66,010.25	73,183.02	75,934.86	80,170.94
36						

37 Police Officer^{1/}
38 Police Matron
39 Assistant Custodian of Police Property and Stores

41 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
42 MOTORCYCLE PAY provision of the labor contract.

43 ^{2/}Upon graduation from the Academy an employee shall move to step 1.

47 Pay Range 804

50	Biweekly Rate:			
51		\$2,940.29	3,031.37	3,126.35
52				
53	Monthly Rate:			

1	\$6,388.13	6,586.01	6,792.37
2			
3	Annual Rate:		
4	\$76,657.56	79,032.14	81,508.41
5			
6	Associate's Degree or 64 Credits		
7	Biweekly Rate:		
8	\$2,958.84	3,049.93	3,144.91
9			
10	Monthly Rate:		
11	\$6,428.43	6,626.34	6,832.69
12			
13	Annual Rate:		
14	\$77,141.18	79,516.03	81,922.29
15			
16	Bachelor's Degree		
17	Biweekly Rate:		
18	\$2,982.08	3,073.12	3,168.11
19			
20	Monthly Rate:		
21	\$6,478.92	6,676.72	6,883.10
22			
23	Annual Rate:		
24	\$77,747.08	80,120.63	82,597.15
25			
26	Master's Degree or Higher		
27	Biweekly Rate:		
28	\$2,991.34	3,082.42	3,177.38
29			
30	Monthly Rate:		
31	\$6,499.04	6,696.92	6,903.24
32			
33	Annual Rate:		
34	\$77,988.51	80,363.09	82,838.83
35			
36	Court Liaison Officer		
37	Forensic Investigator		
38	Narcotics Control Officer		
39	Police Alarm Operator		
40			
41			
42			
43			<u>Pay Range 806</u>
44			
45			
46	Biweekly Rate:		
47	\$3,031.37	3,126.35	3,228.60
48			
49	Monthly Rate:		
50	\$6,586.01	6,792.37	7,014.52
51			
52	Annual Rate:		
53	\$79,032.14	81,508.41	84,174.27

1			
2	Associate's Degree or 64 Credits		
3	Biweekly Rate:		
4	\$3,049.93	3,144.91	3,247.18
5			
6	Monthly Rate:		
7	\$6,626.34	6,832.69	7,054.89
8			
9	Annual Rate:		
10	\$79,516.03	81,992.29	84,658.62
11			
12	Bachelor's Degree		
13	Biweekly Rate:		
14	\$3,073.12	3,168.11	3,270.38
15			
16	Monthly Rate:		
17	\$6,676.72	6,883.10	7,105.29
18			
19	Annual Rate:		
20	\$80,120.63	82,597.15	85,263.48
21			
22	Master's Degree or Higher		
23	Biweekly Rate:		
24	\$3,082.42	3,177.38	3,279.66
25			
26	Monthly Rate:		
27	\$6,696.92	6,903.24	7,125.45
28			
29	Annual Rate:		
30	\$80,363.09	82,838.83	85,505.42
31			
32	Custodian of Police Property and Store		
33			
34			<u>Pay Range 808</u>
35			
36			
37	Biweekly Rate:		
38	\$3,092.30	3,211.69	3,335.96
39			
40	Monthly Rate:		
41	\$6,718.39	6,977.78	7,247.77
42			
43	Annual Rate:		
44	\$80,620.68	83,733.34	86,973.24
45			
46	Associate's Degree or 64 Credits		
47	Biweekly Rate:		
48	\$3,110.87	3,230.28	3,354.50
49			
50	Monthly Rate:		
51	\$6,758.74	7,018.17	7,288.05
52			

1	Annual Rate:			
2	\$81,104.82	84,218.01	87,456.61	
3				
4	Bachelor's Degree			
5	Biweekly Rate:			
6	\$3,134.08	3,253.47	3,377.72	
7				
8	Monthly Rate:			
9	\$6,809.16	7,068.55	7,338.50	
10				
11	Annual Rate:			
12	\$81,709.94	84,822.61	88,061.98	
13				
14	Master's Degree or Higher			
15	Biweekly Rate:			
16	\$3,143.38	3,262.75	3,387.00	
17				
18	Monthly Rate:			
19	\$6,829.37	7,088.71	7,358.66	
20				
21	Annual Rate:			
22	\$81,952.41	85,064.55	88,303.93	
23				
24	Detective			
25	Document Examiner			
26	Police Data Communications Specialist			
27	Latent Print Examiner			
28				
29				

Pay Range 810

30				
31				
32				
33				
34	Biweekly Rate:			
35	\$3,228.60	3,338.07	3,447.61	
36				
37	Monthly Rate:			
38	\$7,014.52	7,252.35	7,490.34	
39				
40	Annual Rate:			
41	\$84,174.21	87,028.25	89,884.12	
42				
43	Associate's Degree or 64 Credits			
44	Biweekly Rate:			
45	\$3,247.18	3,356.65	3,466.18	
46				
47	Monthly Rate:			
48	\$7,054.89	7,292.72	7,530.69	
49				
50	Annual Rate:			
51	\$84,658.62	87,512.66	90,368.26	
52				
53	Bachelor's Degree			

1	Biweekly Rate:			
2		\$3,270.38	3,379.86	3,489.39
3				
4	Monthly Rate:			
5		\$7,105.29	7,343.15	7,581.12
6				
7	Annual Rate:			
8		\$85,263.48	88,117.78	90,973.38
9				

10	Master's Degree or Higher			
11	Biweekly Rate:			
12		\$3,279.66	3,389.14	3,498.67
13				
14	Monthly Rate:			
15		\$7,125.45	7,363.31	7,601.28
16				
17	Annual Rate:			
18		\$85,505.42	88,359.72	91,215.32
19				

21 Police Electronic Technician
 22 Computer Aided Dispatch System Specialist

26 Pay Range 812

29	Biweekly Rate:			
30		\$3,338.07	3,447.61	3,557.21
31				
32	Monthly Rate:			
33		\$7,252.35	7,490.34	7,728.46
34				
35	Annual Rate:			
36		\$87,028.25	89,884.12	92,741.54
37				

38	Associate's Degree or 64 Credits			
39	Biweekly Rate:			
40		\$3,356.65	3,466.18	3,575.76
41				
42	Monthly Rate:			
43		\$7,292.72	7,530.69	7,768.76
44				
45	Annual Rate:			
46		\$87,512.66	90,368.26	93,225.17
47				

48	Bachelor's Degree			
49	Biweekly Rate:			
50		\$3,379.86	3,489.39	3,599.00
51				
52	Monthly Rate:			
53		\$7,343.15	7,581.12	7,819.26

1
2 Annual Rate:
3 \$88,117.78 90,973.38 93,831.07
4

5 Master's Degree or Higher
6 Biweekly Rate:
7 \$3,389.14 3,498.67 3,608.27
8

9 Monthly Rate:
10 \$7,363.31 7,601.28 7,839.40
11

12 Annual Rate:
13 \$88,359.72 91,215.32 94,072.75
14

15 Chief Document Examiner
16 Identification Systems Specialist
17

18
19
20 Pay Range 813
21
22

23 Biweekly Rate:
24 \$3,211.69 3,335.96 3,465.11 3,599.41 3,738.95 3,884.20
25

26 Monthly Rate:
27 \$6,977.78 7,247.77 7,528.36 7,820.15 8,123.31 8,438.89
28

29 Annual Rate:
30 \$83,733.34 86,973.24 90,340.37 93,841.76 97,479.77 101,266.64
31

32 Associate's Degree or 64 Credits
33 Biweekly Rate:
34 \$3,230.28 3,354.50 3,483.67 3,617.97 3,757.50 3,902.78
35

36 Monthly Rate:
37 \$7,018.17 7,288.05 7,568.69 7,860.47 8,163.62 8,479.25
38

39 Annual Rate:
40 \$84,218.01 87,456.61 90,824.25 94,325.64 97,963.39 101,751.05
41

42 Bachelor's Degree
43 Biweekly Rate:
44 \$3,253.47 3,377.72 3,506.87 3,641.18 3,780.71 3,925.99
45

46 Monthly Rate:
47 \$7,068.55 7,338.50 7,619.09 7,910.90 8,214.04 8,529.68
48

49 Annual Rate:
50 \$84,822.61 88,061.98 91,429.11 94,930.76 98,568.51 102,356.17
51

52 Master's Degree or Higher
53 Biweekly Rate:

1	\$3,262.75	3,387.00	3,516.16	3,650.46	3,789.98	3,935.26
2						
3	Monthly Rate:					
4	\$7,088.71	7,358.66	7,639.28	7,931.06	8,234.18	8,549.82
5						
6	Annual Rate:					
7	\$85,064.55	88,303.93	91,671.31	95,172.71	98,810.19	102,597.85
8						
9	Police Audio Visual Specialist					

Effective Pay Period 25, 2016 (November 20, 2016)

Pay Range 801

19	Biweekly Rate:					
20	\$2,279.56	2,493.24	2,769.76	2,875.83	3,039.09	
21						
22	Monthly Rate:					
23	\$4,952.62	5,416.86	6,017.63	6,248.08	6,602.79	
24						
25	Annual Rate:					
26	\$59,431.38	65,002.33	72,211.60	74,976.99	79,233.42	
27						
28	Associate's Degree or 64 Credits					
29	Biweekly Rate:					
30	\$2,298.22	2,511.92	2,788.40	2,894.48	3,057.77	
31						
32	Monthly Rate:					
33	\$4,993.16	5,457.45	6,058.13	6,288.60	6,643.37	
34						
35	Annual Rate:					
36	\$59,917.88	65,489.34	72,697.57	75,463.23	79,720.43	
37						
38	Bachelor's Degree					
39	Biweekly Rate:					
40	\$2,321.53	2,535.23	2,811.72	2,917.80	3,081.08	
41						
42	Monthly Rate:					
43	\$5,043.80	5,508.09	6,108.80	6,339.27	6,694.01	
44						
45	Annual Rate:					
46	\$60,525.60	66,097.07	73,305.56	76,071.21	80,328.16	
47						
48	Master's Degree or Higher					
49	Biweekly Rate:					
50	\$2,330.87	2,549.56	2,821.06	2,927.13	3,090.43	
51						
52	Monthly Rate:					
53	\$5,064.09	5,528.36	6,129.09	6,359.54	6,714.33	

1
 2 Annual Rate:
 3 \$60,769.11 66,340.31 73,549.06 76,314.46 80,571.92
 4

5 Police Officer^{1/}
 6 Police Matron
 7 Assistant Custodian of Police Property and Stores
 8

9 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
 10 MOTORCYCLE PAY provision of the labor contract.

11 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
 12
 13
 14

15 Pay Range 804
 16
 17

18 Biweekly Rate:
 19 \$2,954.99 3,046.53 3,141.98
 20

21 Monthly Rate:
 22 \$6,420.07 6,618.95 6,826.33
 23

24 Annual Rate:
 25 \$77,040.81 79,427.39 81,915.91
 26

27 Associate's Degree or 64 Credits
 28 Biweekly Rate:
 29 \$2,973.63 3,065.18 3,160.63
 30

31 Monthly Rate:
 32 \$6,460.57 6,659.47 6,866.85
 33

34 Annual Rate:
 35 \$77,526.78 79,913.62 82,402.14
 36

37 Bachelor's Degree
 38 Biweekly Rate:
 39 \$2,996.99 3,088.49 3,183.95
 40

41 Monthly Rate:
 42 \$6,511.32 6,710.11 6,917.51
 43

44 Annual Rate:
 45 \$78,135.81 80,521.34 83,010.12
 46

47 Master's Degree or Higher
 48 Biweekly Rate:
 49 \$3,006.30 3,097.83 3,193.27
 50

51 Monthly Rate:
 52 \$6,531.54 6,730.40 6,937.76
 53

1 Annual Rate:
2 \$78,378.53 80,764.85 83,253.11
3

4 Court Liaison Officer
5 Forensic Investigator
6 Narcotics Control Officer
7 Police Alarm Operator
8
9

10
11 Pay Range 806
12
13

14 Biweekly Rate:
15 \$3,046.53 3,141.98 3,244.74
16

17 Monthly Rate:
18 \$6,618.95 6,826.33 7,049.58
19

20 Annual Rate:
21 \$79,427.39 81,915.91 84,595.01
22

23 Associate's Degree or 64 Credits
24 Biweekly Rate:
25 \$3,065.18 3,160.63 3,263.42
26

27 Monthly Rate:
28 \$6,659.47 6,866.85 7,090.17
29

30 Annual Rate:
31 \$79,913.62 82,402.14 85,082.02
32

33 Bachelor's Degree
34 Biweekly Rate:
35 \$3,088.49 3,183.95 3,286.73
36

37 Monthly Rate:
38 \$6,710.11 6,917.51 7,140.81
39

40 Annual Rate:
41 \$80,521.34 83,010.12 85,689.74
42

43 Master's Degree or Higher
44 Biweekly Rate:
45 \$3,097.83 3,193.27 3,296.06
46

47 Monthly Rate:
48 \$6,730.40 6,937.76 7,161.08
49

50 Annual Rate:
51 \$80,764.85 83,253.11 85,932.99
52

53 Custodian of Police Property and Stores

Pay Range 808

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Biweekly Rate:			
\$3,107.76	3,227.75		3,352.64
Monthly Rate:			
\$6,751.98	7,012.67		7,284.01
Annual Rate:			
\$81,023.74	84,152.05		87,408.11
Associate's Degree or 64 Credits			
Biweekly Rate:			
\$3,126.42	3,246.43		3,371.27
Monthly Rate:			
\$6,792.52	7,053.26		7,324.49
Annual Rate:			
\$81,510.23	84,639.07		87,893.82
Bachelor's Degree			
Biweekly Rate:			
\$3,149.75	3,269.74		3,394.61
Monthly Rate:			
\$6,843.21	7,103.90		7,375.19
Annual Rate:			
\$82,118.48	85,246.79		88,502.33
Master's Degree or Higher			
Biweekly Rate:			
\$3,159.10	3,279.06		3,403.94
Monthly Rate:			
\$6,863.52	7,124.15		7,395.47
Annual Rate:			
\$82,362.25	85,489.78		88,745.58

Detective
Document Examiner
Police Data Communications Specialist
Latent Print Examiner

Pay Range 810

1	Biweekly Rate:			
2		\$3,244.74	3,354.76	3,464.85
3				
4	Monthly Rate:			
5		\$7,049.58	7,288.62	7,527.80
6				
7	Annual Rate:			
8		\$84,595.01	87,463.38	90,333.59
9				
10	Associate's Degree or 64 Credits			
11	Biweekly Rate:			
12		\$3,263.42	3,373.43	3,483.51
13				
14	Monthly Rate:			
15		\$7,090.17	7,329.18	7,568.34
16				
17	Annual Rate:			
18		\$85,082.02	87,950.14	90,820.08
19				
20	Bachelor's Degree			
21	Biweekly Rate:			
22		\$3,286.73	3,396.76	3,506.84
23				
24	Monthly Rate:			
25		\$7,140.81	7,379.87	7,619.03
26				
27	Annual Rate:			
28		\$85,689.74	88,558.38	91,428.33
29				
30	Master's Degree or Higher			
31	Biweekly Rate:			
32		\$3,296.06	3,406.09	3,516.16
33				
34	Monthly Rate:			
35		\$7,161.08	7,400.14	7,639.28
36				
37	Annual Rate:			
38		\$85,932.99	88,801.63	91,671.31
39				
40				
41	Police Electronic Technician			
42	Computer Aided Dispatch System Specialist			
43				
44				
45				
46				<u>Pay Range 812</u>
47				
48				
49	Biweekly Rate:			
50		\$3,354.76	3,464.85	3,575.00
51				
52	Monthly Rate:			
53		\$7,288.62	7,527.80	7,767.11

1			
2	Annual Rate:		
3	\$87,463.38	90,333.59	93,205.36
4			
5	Associate's Degree or 64 Credits		
6	Biweekly Rate:		
7	\$3,373.43	3,483.51	3,593.64
8			
9	Monthly Rate:		
10	\$7,329.18	7,568.34	7,807.61
11			
12	Annual Rate:		
13	\$87,950.14	90,820.08	93,691.33
14			
15	Bachelor's Degree		
16	Biweekly Rate:		
17	\$3,396.76	3,506.84	3,617.00
18			
19	Monthly Rate:		
20	\$7,379.87	7,619.03	7,858.36
21			
22	Annual Rate:		
23	\$88,558.38	91,428.33	94,300.36
24			
25	Master's Degree or Higher		
26	Biweekly Rate:		
27	\$3,406.09	3,516.16	3,626.31
28			
29	Monthly Rate:		
30	\$7,400.14	7,639.28	7,878.59
31			
32	Annual Rate:		
33	\$88,801.63	91,671.31	94,543.08

34
35 Chief Document Examiner
36 Identification Systems Specialist
37

38
39
40 Pay Range 813
41

42						
43	Biweekly Rate:					
44	\$3,227.75	3,352.64	3,482.44	3,617.41	3,757.64	3,903.62
45						
46	Monthly Rate:					
47	\$7,012.67	7,284.01	7,566.02	7,859.25	8,163.92	8,481.08
48						
49	Annual Rate:					
50	\$84,152.05	87,408.11	90,792.18	94,311.04	97,967.04	101,772.95
51						
52	Associate's Degree or 64 Credits					
53	Biweekly Rate:					

1	\$3,246.43	3,371.27	3,501.09	3,636.06	3,776.29	3,922.29
2						
3	Monthly Rate:					
4	\$7,053.26	7,324.49	7,606.54	7,899.77	8,204.44	8,521.64
5						
6	Annual Rate:					
7	\$84,639.07	87,893.82	91,278.42	94,797.28	98,453.27	102,259.70
8						
9	Bachelor's Degree					
10	Biweekly Rate:					
11	\$3,269.74	3,394.61	3,524.40	3,659.39	3,799.61	3,945.62
12						
13	Monthly Rate:					
14	\$7,103.90	7,375.19	7,657.18	7,950.46	8,255.11	8,572.33
15						
16	Annual Rate:					
17	\$85,246.79	88,502.33	91,886.14	95,405.52	99,061.26	102,867.95
18						
19	Master's Degree or Higher					
20	Biweekly Rate:					
21	\$3,279.06	3,403.94	3,533.74	3,668.71	3,808.93	3,954.94
22						
23	Monthly Rate:					
24	\$7,124.15	7,395.47	7,677.47	7,970.71	8,275.35	8,592.58
25						
26	Annual Rate:					
27	\$85,489.78	88,745.58	92,129.65	95,648.51	99,304.24	103,110.93

28
29 Police Audio Visual Specialist

30
31
32
33 **Effective Pay Period 1, 2017 (January 1, 2017)**

34
35
36 Pay Range 801

37						
38						
39	Biweekly Rate:					
40	\$2,325.15	2,543.10	2,825.16	2,933.35	3,099.87	
41						
42	Monthly Rate:					
43	\$5,051.67	5,525.19	6,138.00	6,373.05	6,734.84	
44						
45	Annual Rate:					
46	\$60,619.98	66,302.25	73,655.96	76,476.62	80,818.04	
47						
48	Associate's Degree or 64 Credits					
49	Biweekly Rate:					
50	\$2,344.18	2,562.16	2,844.17	2,952.37	3,118.93	
51						
52	Monthly Rate:					
53	\$5,093.01	5,566.60	6,179.30	6,414.38	6,776.25	

1					
2	Annual Rate:				
3		\$61,116.12	66,799.17	74,151.57	76,972.50
4					81,314.96
5	Bachelor's Degree				
6	Biweekly Rate:				
7		\$2,367.96	2,585.93	2,867.95	2,976.16
8					3,142.70
9	Monthly Rate:				
10		\$5,144.68	5,618.24	6,230.96	6,466.06
11					6,827.89
12	Annual Rate:				
13		\$61,736.10	67,418.89	74,771.55	77,592.74
14					81,934.68
15	Master's Degree or Higher				
16	Biweekly Rate:				
17		\$2,377.49	2,595.45	2,877.48	2,985.67
18					3,152.24
19	Monthly Rate:				
20		\$5,165.38	5,638.92	6,251.67	6,486.72
21					6,848.62
22	Annual Rate:				
23		\$61,984.56	67,667.09	75,020.01	77,840.68
24					82,183.40

25 Police Officer^{1/}
 26 Police Matron
 27 Assistant Custodian of Police Property and Stores
 28

29 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
 30 MOTORCYCLE PAY provision of the labor contract.

31 ^{2/}Upon graduation from the Academy an employee shall move to step 1.

32
 33
 34
 35 Pay Range 804
 36
 37

38	Biweekly Rate:			
39		\$3,014.09	3,107.46	3,204.82
40				
41	Monthly Rate:			
42		\$6,548.47	6,751.33	6,962.85
43				
44	Annual Rate:			
45		\$78,581.63	81,015.92	83,554.23
46				
47	Associate's Degree or 64 Credits			
48	Biweekly Rate:			
49		\$3,033.10	3,126.48	3,223.84
50				
51	Monthly Rate:			
52		\$6,589.77	6,792.65	7,004.18
53				

1	Annual Rate:			
2	\$79,077.25	81,511.80	84,050.11	
3				
4	Bachelor's Degree			
5	Biweekly Rate:			
6	\$3,056.93	3,150.26	3,247.63	
7				
8	Monthly Rate:			
9	\$6,641.54	6,844.32	7,055.86	
10				
11	Annual Rate:			
12	\$79,698.53	82,131.78	84,670.35	
13				
14	Master's Degree or Higher			
15	Biweekly Rate:			
16	\$3,066.43	3,159.79	3,257.14	
17				
18	Monthly Rate:			
19	\$6,662.18	6,865.02	7,076.52	
20				
21	Annual Rate:			
22	\$79,946.21	82,380.24	84,918.29	
23				
24	Court Liaison Officer			
25	Forensic Investigator			
26	Narcotics Control Officer			
27	Police Alarm Operator			
28				
29				
30				
31				<u>Pay Range 806</u>
32				
33				
34	Biweekly Rate:			
35	\$3,107.46	3,204.82	3,309.63	
36				
37	Monthly Rate:			
38	\$6,751.33	6,962.85	7,190.57	
39				
40	Annual Rate:			
41	\$81,015.92	83,554.23	86,286.78	
42				
43	Associate's Degree or 64 Credits			
44	Biweekly Rate:			
45	\$3,126.48	3,223.84	3,328.69	
46				
47	Monthly Rate:			
48	\$6,792.65	7,004.18	7,231.98	
49				
50	Annual Rate:			
51	\$81,511.80	84,050.11	86,783.70	
52				
53	Bachelor's Degree			

1	Biweekly Rate:			
2		\$3,150.26	3,247.63	3,352.46
3				
4	Monthly Rate:			
5		\$6,844.32	7,055.86	7,283.62
6				
7	Annual Rate:			
8		\$82,131.78	84,670.35	87,403.42
9				

10	Master's Degree or Higher			
11	Biweekly Rate:			
12		\$3,159.79	3,257.14	3,361.98
13				
14	Monthly Rate:			
15		\$6,865.02	7,076.52	7,304.30
16				
17	Annual Rate:			
18		\$82,380.24	84,918.29	87,651.62
19				

20 Custodian of Police Property and Stores

21
22
23
24 Pay Range 808

25				
26				
27	Biweekly Rate:			
28		\$3,169.92	3,292.31	3,419.69
29				
30	Monthly Rate:			
31		\$6,887.03	7,152.94	7,429.68
32				
33	Annual Rate:			
34		\$82,644.34	85,835.22	89,156.20
35				

36	Associate's Degree or 64 Credits			
37	Biweekly Rate:			
38		\$3,188.95	3,311.36	3,438.70
39				
40	Monthly Rate:			
41		\$6,928.37	7,194.32	7,470.99
42				
43	Annual Rate:			
44		\$83,140.48	86,331.88	89,651.82
45				

46	Bachelor's Degree			
47	Biweekly Rate:			
48		\$3,212.75	3,335.13	3,462.50
49				
50	Monthly Rate:			
51		\$6,980.08	7,245.97	7,522.69
52				

1	Annual Rate:			
2		\$83,760.98	86,951.60	90,272.32
3				
4	Master's Degree or Higher			
5	Biweekly Rate:			
6		\$3,222.28	3,344.64	3,472.02
7				
8	Monthly Rate:			
9		\$7,000.79	7,266.63	7,543.38
10				
11	Annual Rate:			
12		\$84,009.44	87,199.54	90,520.52
13				
14	Detective			
15	Document Examiner			
16	Police Data Communications Specialist			
17	Latent Print Examiner			
18				
19				
20				
21				<u>Pay Range 810</u>
22				
23				
24	Biweekly Rate:			
25		\$3,309.63	3,421.86	3,534.15
26				
27	Monthly Rate:			
28		\$7,190.57	7,434.40	7,678.36
29				
30	Annual Rate:			
31		\$86,286.78	89,212.78	92,140.34
32				
33	Associate's Degree or 64 Credits			
34	Biweekly Rate:			
35		\$3,328.69	3,440.90	3,553.18
36				
37	Monthly Rate:			
38		\$7,231.98	7,475.77	7,719.71
39				
40	Annual Rate:			
41		\$86,783.70	89,709.18	92,636.48
42				
43	Bachelor's Degree			
44	Biweekly Rate:			
45		\$3,352.46	3,464.70	3,576.98
46				
47	Monthly Rate:			
48		\$7,283.62	7,527.47	7,771.42
49				
50	Annual Rate:			
51		\$87,403.42	90,329.68	93,256.98
52				
53	Master's Degree or Higher			

1	Biweekly Rate:			
2		\$3,361.98	3,474.21	3,586.48
3				
4	Monthly Rate:			
5		\$7,304.30	7,548.14	7,792.06
6				
7	Annual Rate:			
8		\$87,651.62	90,577.62	93,504.66
9				

10 Police Electronic Technician
 11 Computer Aided Dispatch System Specialist

15 Pay Range 812

17				
18	Biweekly Rate:			
19		\$3,421.86	3,534.15	3,646.50
20				
21	Monthly Rate:			
22		\$7,434.40	7,678.36	7,922.46
23				
24	Annual Rate:			
25		\$89,212.78	92,140.34	95,069.46
26				

27 Associate's Degree or 64 Credits

28	Biweekly Rate:			
29		\$3,440.90	3,553.18	3,665.51
30				
31	Monthly Rate:			
32		\$7,475.77	7,719.71	7,963.76
33				
34	Annual Rate:			
35		\$89,709.18	92,636.48	95,565.08
36				

37 Bachelor's Degree

38	Biweekly Rate:			
39		\$3,464.70	3,576.98	3,689.34
40				
41	Monthly Rate:			
42		\$7,527.47	7,771.42	8,015.53
43				
44	Annual Rate:			
45		\$90,329.68	93,256.98	96,186.36
46				

47 Master's Degree or Higher

48	Biweekly Rate:			
49		\$3,474.21	3,586.48	3,698.84
50				
51	Monthly Rate:			
52		\$7,548.14	7,792.06	8,036.17
53				

1	Annual Rate:					
2	\$90,577.62	93,504.66	96,434.04			
3						
4	Chief Document Examiner					
5	Identification Systems Specialist					
6						
7						
8						
9						
10						
11						
12	Biweekly Rate:					
13	\$3,292.31	3,419.69	3,552.09	3,689.76	3,832.79	3,981.69
14						
15	Monthly Rate:					
16	\$7,152.94	7,429.68	7,717.34	8,016.44	8,327.19	8,650.70
17						
18	Annual Rate:					
19	\$85,835.22	89,156.20	92,608.06	96,197.31	99,926.31	103,808.34
20						
21	Associate's Degree or 64 Credits					
22	Biweekly Rate:					
23	\$3,311.36	3,438.70	3,571.11	3,708.78	3,851.82	4,000.74
24						
25	Monthly Rate:					
26	\$7,194.32	7,470.99	7,758.66	8,057.77	8,368.54	8,692.08
27						
28	Annual Rate:					
29	\$86,331.88	89,651.82	93,103.94	96,693.19	100,422.45	104,305.00
30						
31	Bachelor's Degree					
32	Biweekly Rate:					
33	\$3,335.13	3,462.50	3,594.89	3,732.58	3,875.60	4,024.53
34						
35	Monthly Rate:					
36	\$7,245.97	7,522.69	7,810.33	8,109.47	8,420.20	8,743.77
37						
38	Annual Rate:					
39	\$86,951.60	90,272.32	93,723.92	97,313.69	101,042.43	104,925.24
40						
41	Master's Degree or Higher					
42	Biweekly Rate:					
43	\$3,344.64	3,472.02	3,604.41	3,742.08	3,885.11	4,034.04
44						
45	Monthly Rate:					
46	\$7,266.63	7,543.38	7,831.01	8,130.11	8,440.86	8,764.43
47						
48	Annual Rate:					
49	\$87,199.54	90,520.52	93,972.12	97,561.37	101,290.37	105,173.18
50						
51	Police Audio Visual Specialist					
52						
53						

1
2 **For employees hired on or after October 3, 2011:**
3
4
5

6 **Effective Pay Period 1, 2016 (December 20, 2015)**
7

8
9 Pay Range 801

10						
11						
12	Biweekly Rate:					
13	\$1,604.75	2,143.66	2,344.62	2,604.65	2,704.38	2,857.93
14						
15	Monthly Rate:					
16	\$3,493.03	4,657.36	5,093.97	5,658.91	5,875.59	6,209.19
17						
18	Annual Rate:					
19	\$41,916.34	55,888.28	61,127.59	67,906.94	70,507.05	74,510.32
20						
21	Associate's Degree or 64 Credits					
22	Biweekly Rate:					
23	\$2,161.21	2,362.17	2,622.19	2,721.93	2,875.48	
24						
25	Monthly Rate:					
26	\$4,695.49	5,132.10	5,697.02	5,913.72	6,247.32	
27						
28	Annual Rate:					
29	\$56,345.83	61,585.15	68,364.24	70,964.60	74,967.87	
30						
31	Bachelor's Degree					
32	Biweekly Rate:					
33	\$2,183.14	2,384.10	2,644.10	2,743.85	2,897.41	
34						
35	Monthly Rate:					
36	\$4,743.13	5,179.74	5,744.62	5,961.34	6,294.97	
37						
38	Annual Rate:					
39	\$56,917.58	62,156.89	68,935.46	71,536.09	75,539.62	
40						
41	Master's Degree or Higher					
42	Biweekly Rate:					
43	\$2,191.91	2,392.86	2,652.87	2,752.64	2,906.18	
44						
45	Monthly Rate:					
46	\$4,762.19	5,198.77	5,763.68	5,980.44	6,314.02	
47						
48	Annual Rate:					
49	\$57,146.22	62,385.28	69,164.11	71,765.26	75,768.26	
50						
51	Police Officer ^{1/}					
52	Police Matron					
53	Assistant Custodian of Police Property and Stores					

1
2 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
3 MOTORCYCLE PAY provision of the labor contract.

4 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
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8 Pay Range 804
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10
11 Biweekly Rate:
12 \$2,778.83 2,864.92 2,954.68
13

14 Monthly Rate:
15 \$6,037.34 6,224.38 6,419.39
16

17 Annual Rate:
18 \$72,448.07 74,692.56 77,032.73
19

20 Associate's Degree or 64 Credits

21 Biweekly Rate:
22 \$2,796.36 2,882.45 2,972.21
23

24 Monthly Rate:
25 \$6,075.43 6,262.47 6,457.48
26

27 Annual Rate:
28 \$72,905.10 75,149.59 77,489.76
29

30 Bachelor's Degree

31 Biweekly Rate:
32 \$2,818.32 2,904.37 2,994.15
33

34 Monthly Rate:
35 \$6,123.14 6,310.09 6,505.15
36

37 Annual Rate:
38 \$73,477.63 75,721.07 78,061.77
39

40 Master's Degree or Higher

41 Biweekly Rate:
42 \$2,827.08 2,913.15 3,002.90
43

44 Monthly Rate:
45 \$6,142.17 6,329.17 6,524.16
46

47 Annual Rate:
48 \$73,706.01 75,949.98 78,289.89
49

50 Court Liaison Officer
51 Forensic Investigator
52 Narcotics Control Officer
53 Police Alarm Operator

Pay Range 806

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Biweekly Rate:			
\$2,864.92	2,954.68		3,051.31
Monthly Rate:			
\$6,224.38	6,419.39		6,629.33
Annual Rate:			
\$74,692.56	77,032.73		79,552.01
Associate's Degree or 64 Credits			
Biweekly Rate:			
\$2,882.45	2,972.21		3,068.86
Monthly Rate:			
\$6,262.47	6,457.48		6,667.46
Annual Rate:			
\$75,149.59	77,489.76		80,009.56
Bachelor's Degree			
Biweekly Rate:			
\$2,904.37	2,994.15		3,090.80
Monthly Rate:			
\$6,310.09	6,505.15		6,715.13
Annual Rate:			
\$75,721.07	78,061.77		80,581.57
Master's Degree or Higher			
Biweekly Rate:			
\$2,913.15	3,002.90		3,099.56
Monthly Rate:			
\$6,329.17	6,524.16		6,734.16
Annual Rate:			
\$75,949.98	78,289.89		80,809.96
Custodian of Police Property and Stores			

Pay Range 808

Biweekly Rate:			
\$2,922.50	3,035.32		3,152.77

1	Monthly Rate:			
2		\$6,349.48	6,594.59	6,849.77
3				
4	Annual Rate:			
5		\$76,193.75	79,135.13	82,197.22
6				
7	Associate's Degree or 64 Credits			
8	Biweekly Rate:			
9		\$2,940.04	3,052.90	3,170.29
10				
11	Monthly Rate:			
12		\$6,387.59	6,632.79	6,887.83
13				
14	Annual Rate:			
15		\$76,651.04	79,593.46	82,653.99
16				
17	Bachelor's Degree			
18	Biweekly Rate:			
19		\$2,961.98	3,074.81	3,192.24
20				
21	Monthly Rate:			
22		\$6,435.25	6,680.39	6,935.52
23				
24	Annual Rate:			
25		\$77,223.05	80,164.69	83,226.26
26				
27	Master's Degree or Higher			
28	Biweekly Rate:			
29		\$2,970.77	3,083.58	3,201.01
30				
31	Monthly Rate:			
32		\$6,454.35	6,699.44	6,954.58
33				
34	Annual Rate:			
35		\$77,452.22	80,393.33	83,454.90
36				
37	Detective			
38	Document Examiner			
39	Police Data Communications Specialist			
40	Latent Print Examiner			
41				
42				
43				
44				<u>Pay Range 810</u>
45				
46				
47	Biweekly Rate:			
48		\$3,051.31	3,154.77	3,258.29
49				
50	Monthly Rate:			
51		\$6,629.33	6,854.11	7,079.02
52				
53	Annual Rate:			

1	\$79,552.01	82,249.36	84,948.27
2			
3	Associate's Degree or 64 Credits		
4	Biweekly Rate:		
5	\$3,068.86	3,172.32	3,275.85
6			
7	Monthly Rate:		
8	\$6,667.46	6,892.24	7,117.17
9			
10	Annual Rate:		
11	\$80,009.56	82,706.91	85,406.09
12			
13	Bachelor's Degree		
14	Biweekly Rate:		
15	\$3,090.80	3,194.26	3,297.77
16			
17	Monthly Rate:		
18	\$6,715.13	6,939.91	7,164.80
19			
20	Annual Rate:		
21	\$80,581.57	83,278.92	85,977.57
22			
23	Master's Degree or Higher		
24	Biweekly Rate:		
25	\$3,099.56	3,203.03	3,306.55
26			
27	Monthly Rate:		
28	\$6,734.16	6,958.96	7,183.87
29			
30	Annual Rate:		
31	\$80,809.96	83,507.57	86,206.48
32			
33	Police Electronic Technician		
34	Computer Aided Dispatch System Specialist		
35			
36			
37			
38			
39			
40			
41	Biweekly Rate:		
42	\$3,154.77	3,258.29	3,361.87
43			
44	Monthly Rate:		
45	\$6,854.11	7,079.02	7,304.06
46			
47	Annual Rate:		
48	\$82,249.36	84,948.27	87,648.75
49			
50	Associate's Degree or 64 Credits		
51	Biweekly Rate:		
52	\$3,172.32	3,275.85	3,379.40
53			

Pay Range 812

1	Monthly Rate:			
2	\$6,892.24	7,117.17	7,342.15	
3				
4	Annual Rate:			
5	\$82,706.91	85,406.09	88,105.78	
6				
7	Bachelor's Degree			
8	Biweekly Rate:			
9	\$3,194.26	3,297.77	3,401.36	
10				
11	Monthly Rate:			
12	\$6,939.91	7,164.80	7,389.86	
13				
14	Annual Rate:			
15	\$83,278.92	85,977.57	88,678.31	
16				
17	Master's Degree or Higher			
18	Biweekly Rate:			
19	\$3,203.03	3,306.55	3,410.13	
20				
21	Monthly Rate:			
22	\$6,958.96	7,183.87	7,408.91	
23				
24	Annual Rate:			
25	\$83,507.57	86,206.48	88,906.96	
26				

27 Chief Document Examiner
 28 Identification Systems Specialist
 29
 30

31
 32 Pay Range 813
 33
 34

35	Biweekly Rate:					
36	\$3,035.32	3,152.77	3,274.83	3,401.75	3,533.64	3,670.91
37						
38	Monthly Rate:					
39	\$6,594.59	6,849.77	7,114.96	7,390.71	7,677.25	7,975.49
40						
41	Annual Rate:					
42	\$79,135.13	82,197.22	85,379.49	88,688.48	92,127.04	95,705.87
43						
44	Associate's Degree or 64 Credits					
45	Biweekly Rate:					
46	\$3,052.90	3,170.29	3,292.37	3,419.30	3,551.17	3,688.46
47						
48	Monthly Rate:					
49	\$6,632.79	6,887.83	7,153.07	7,428.84	7,715.34	8,013.62
50						
51	Annual Rate:					
52	\$79,593.46	82,653.99	85,836.79	89,146.03	92,584.07	96,163.42
53						

1	Bachelor's Degree					
2	Biweekly Rate:					
3	\$3,074.81	3,192.24	3,314.30	3,441.22	3,573.10	3,710.41
4						
5	Monthly Rate:					
6	\$6,680.39	6,935.52	7,200.71	7,476.46	7,762.99	8,061.31
7						
8	Annual Rate:					
9	\$80,164.69	83,226.26	86,408.53	89,717.52	93,155.82	96,735.69
10						
11	Master's Degree or Higher					
12	Biweekly Rate:					
13	\$3,083.58	3,201.01	3,323.08	3,450.01	3,581.86	3,719.16
14						
15	Monthly Rate:					
16	\$6,699.44	6,954.58	7,219.79	7,495.56	7,782.02	8,080.32
17						
18	Annual Rate:					
19	\$80,393.33	83,454.90	86,637.44	89,946.69	93,384.21	96,963.81
20						
21	Police Audio Visual Specialist					

Effective Pay Period 14, 2016 (June 19, 2016)

Pay Range 801

31	Biweekly Rate:					
32	\$1,615.79	2,154.38	2,356.34	2,617.67	2,717.90	2,872.22
33						
34	Monthly Rate:					
35	\$3,510.50	4,680.65	5,119.43	5,687.20	5,904.96	6,240.24
36						
37	Annual Rate:					
38	\$42,125.95	56,167.76	61,433.15	68,246.39	70,859.53	74,882.88
39						
40	Associate's Degree or 64 Credits					
41	Biweekly Rate:					
42	\$2,172.02	2,373.98	2,635.30	2,735.54	2,889.86	
43						
44	Monthly Rate:					
45	\$4,718.97	5,157.75	5,725.50	5,943.29	6,278.57	
46						
47	Annual Rate:					
48	\$56,627.66	61,893.05	68,706.03	71,319.43	75,342.78	
49						
50	Bachelor's Degree					
51	Biweekly Rate:					
52	\$2,194.06	2,369.02	2,657.32	2,757.57	2,911.90	
53						

1	Monthly Rate:					
2		\$4,766.86	5,205.64	5,773.34	5,991.15	6,326.45
3						
4	Annual Rate:					
5		\$57,202.28	62,467.66	69,280.13	71,893.79	75,917.39
6						
7	Master's Degree or Higher					
8	Biweekly Rate:					
9		\$2,202.87	2,404.82	2,666.13	2,766.40	2,920.71
10						
11	Monthly Rate:					
12		\$4,786.00	5,224.76	5,792.49	6,010.33	6,345.59
13						
14	Annual Rate:					
15		\$57,431.97	62,697.09	69,509.82	72,124.00	76,147.08

16
 17 Police Officer^{1/}
 18 Police Matron
 19 Assistant Custodian of Police Property and Stores
 20

21 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
 22 MOTORCYCLE PAY provision of the labor contract.

23 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
 24
 25
 26

27 Pay Range 804

28					
29					
30	Biweekly Rate:				
31		\$2,792.72	2,879.24	2,969.45	
32					
33	Monthly Rate:				
34		\$6,067.52	6,255.49	6,451.48	
35					
36	Annual Rate:				
37		\$72,810.20	75,065.90	77,417.80	
38					
39	Associate's Degree or 64 Credits				
40	Biweekly Rate:				
41		\$2,810.34	2,896.86	2,987.07	
42					
43	Monthly Rate:				
44		\$6,105.80	6,293.77	6,489.77	
45					
46	Annual Rate:				
47		\$73,269.58	75,525.28	77,877.18	
48					
49	Bachelor's Degree				
50	Biweekly Rate:				
51		\$2,832.41	2,918.89	3,009.12	
52					
53	Monthly Rate:				

1	\$6,153.75	6,341.64	6,537.67
2			
3	Annual Rate:		
4	\$73,844.97	76,099.63	78,452.06
5			
6	Master's Degree or Higher		
7	Biweekly Rate:		
8	\$2,841.22	2,927.72	3,017.91
9			
10	Monthly Rate:		
11	\$6,172.89	6,360.82	6,556.77
12			
13	Annual Rate:		
14	\$74,074.66	76,329.84	78,681.22
15			
16	Court Liaison Officer		
17	Forensic Investigator		
18	Narcotics Control Officer		
19	Police Alarm Operator		
20			
21			
22			
23			<u>Pay Range 806</u>
24			
25			
26	Biweekly Rate:		
27	\$2,879.24	2,969.45	3,066.57
28			
29	Monthly Rate:		
30	\$6,255.49	6,451.48	6,662.49
31			
32	Annual Rate:		
33	\$75,065.90	77,417.80	79,949.86
34			
35	Associate's Degree or 64 Credits		
36	Biweekly Rate:		
37	\$2,896.86	2,987.07	3,084.20
38			
39	Monthly Rate:		
40	\$6,293.77	6,489.77	6,700.79
41			
42	Annual Rate:		
43	\$75,525.28	77,877.18	80,409.50
44			
45	Bachelor's Degree		
46	Biweekly Rate:		
47	\$2,918.89	3,009.12	3,106.25
48			
49	Monthly Rate:		
50	\$6,341.64	6,537.67	6,748.70
51			
52	Annual Rate:		
53	\$76,099.63	78,452.06	80,984.37

1			
2	Master's Degree or Higher		
3	Biweekly Rate:		
4	\$2,927.72	3,017.91	3,115.06
5			
6	Monthly Rate:		
7	\$6,360.82	6,556.77	6,767.84
8			
9	Annual Rate:		
10	\$76,329.84	78,681.22	81,214.06

11
12 Custodian of Police Property and Stores

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15
16 Pay Range 808

17			
18			
19	Biweekly Rate:		
20	\$2,937.11	3,050.50	3,168.53
21			
22	Monthly Rate:		
23	\$6,381.22	6,627.57	6,884.01
24			
25	Annual Rate:		
26	\$76,574.65	79,530.89	82,608.10

27			
28	Associate's Degree or 64 Credits		
29	Biweekly Rate:		
30	\$2,954.74	3,068.16	3,186.14
31			
32	Monthly Rate:		
33	\$6,419.52	6,665.94	6,922.27
34			
35	Annual Rate:		
36	\$77,034.29	79,991.31	83,067.22

37			
38	Bachelor's Degree		
39	Biweekly Rate:		
40	\$2,976.79	3,090.18	3,208.20
41			
42	Monthly Rate:		
43	\$6,467.43	6,713.78	6,970.20
44			
45	Annual Rate:		
46	\$77,609.17	80,565.41	83,642.36

47			
48	Master's Degree or Higher		
49	Biweekly Rate:		
50	\$2,985.62	3,099.00	3,217.02
51			
52	Monthly Rate:		

1	\$6,486.62	6,732.95	6,989.36
2			
3	Annual Rate:		
4	\$77,839.38	80,795.36	83,872.31
5			
6	Detective		
7	Document Examiner		
8	Police Data Communications Specialist		
9	Latent Print Examiner		

Pay Range 810

10			
11			
12			
13			
14			
15			
16	Biweekly Rate:		
17	\$3,066.57	3,170.54	3,274.58
18			
19	Monthly Rate:		
20	\$6,662.49	6,888.38	7,114.42
21			
22	Annual Rate:		
23	\$79,949.86	82,660.51	85,372.98
24			
25	Associate's Degree or 64 Credits		
26	Biweekly Rate:		
27	\$3,084.20	3,188.18	3,292.23
28			
29	Monthly Rate:		
30	\$6,700.79	6,926.70	7,152.76
31			
32	Annual Rate:		
33	\$80,409.50	83,120.41	85,833.14
34			
35	Bachelor's Degree		
36	Biweekly Rate:		
37	\$3,106.25	3,210.23	3,314.26
38			
39	Monthly Rate:		
40	\$6,748.70	6,974.61	7,200.62
41			
42	Annual Rate:		
43	\$80,984.37	83,695.28	86,407.49
44			
45	Master's Degree or Higher		
46	Biweekly Rate:		
47	\$3,115.06	3,219.05	3,323.08
48			
49	Monthly Rate:		
50	\$6,767.84	6,993.77	7,219.79
51			
52	Annual Rate:		
53	\$81,214.06	83,925.23	86,637.44

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2
3 Police Electronic Technician
4 Computer Aided Dispatch System Specialist
5
6
7

8 Pay Range 812
9

10
11 Biweekly Rate:
12 \$3,170.54 3,274.58 3,378.68
13

14 Monthly Rate:
15 \$6,888.38 7,114.42 7,340.58
16

17 Annual Rate:
18 \$82,660.51 85,372.98 88,087.01
19

20 Associate's Degree or 64 Credits

21 Biweekly Rate:
22 \$3,188.18 3,292.23 3,396.30
23

24 Monthly Rate:
25 \$6,926.70 7,152.76 7,378.87
26

27 Annual Rate:
28 \$83,120.41 85,833.14 88,546.39
29

30 Bachelor's Degree

31 Biweekly Rate:
32 \$3,210.23 3,314.26 3,418.37
33

34 Monthly Rate:
35 \$6,974.61 7,200.62 7,426.82
36

37 Annual Rate:
38 \$83,695.28 86,407.49 89,121.79
39

40 Master's Degree or Higher

41 Biweekly Rate:
42 \$3,219.05 3,323.08 3,427.18
43

44 Monthly Rate:
45 \$6,993.77 7,219.79 7,445.96
46

47 Annual Rate:
48 \$83,925.23 86,637.44 89,351.48
49

50 Chief Document Examiner
51 Identification Systems Specialist
52
53

Pay Range 813

Biweekly Rate:						
\$3,050.50	3,168.53	3,291.20	3,418.76	3,551.31	3,689.26	
Monthly Rate:						
\$6,627.57	6,884.01	7,150.52	7,427.66	7,715.64	8,015.36	
Annual Rate:						
\$79,530.89	82,608.10	85,806.28	89,131.96	92,587.72	96,184.28	
Associate's Degree or 64 Credits						
Biweekly Rate:						
\$3,068.16	3,168.14	3,308.83	3,436.40	3,568.93	3,706.90	
Monthly Rate:						
\$6,665.94	6,922.27	7,188.83	7,465.99	7,753.93	8,053.68	
Annual Rate:						
\$79,997.31	83,067.22	86,265.92	89,591.86	93,047.10	96,644.18	
Bachelor's Degree						
Biweekly Rate:						
\$3,090.18	3,208.20	3,330.87	3,458.43	3,590.97	3,728.96	
Monthly Rate:						
\$6,713.78	6,970.20	7,236.71	7,513.85	7,801.81	8,101.61	
Annual Rate:						
\$80,565.41	83,642.36	86,840.54	90,166.21	93,621.72	97,219.31	
Master's Degree or Higher						
Biweekly Rate:						
\$3,099.00	3,217.02	3,339.70	3,467.26	3,599.77	3,737.76	
Monthly Rate:						
\$6,732.95	6,989.36	7,255.90	7,533.04	7,820.93	8,120.73	
Annual Rate:						
\$80,795.36	83,872.31	87,070.75	90,396.42	93,851.14	97,448.74	
Police Audio Visual Specialist						

Effective Pay Period 1, 2017 (January 1, 2017)

Pay Range 801

1	Biweekly Rate:					
2	\$1,648.10	2,197.47	2,403.47	2,670.02	2,772.26	2,929.66
3						
4	Monthly Rate:					
5	\$3,580.69	4,774.27	5,221.83	5,800.94	6,023.07	6,365.04
6						
7	Annual Rate:					
8	\$42,968.32	57,291.18	62,661.90	69,611.23	72,276.78	76,380.42
9						
10	Associate's Degree or 64 Credits					
11	Biweekly Rate:					
12	\$2,215.46	2,421.46	2,688.01	2,790.25	2,947.66	
13						
14	Monthly Rate:					
15	\$4,813.35	5,260.91	5,840.02	6,062.15	6,404.14	
16						
17	Annual Rate:					
18	\$57,760.21	63,130.92	70,080.26	72,745.80	76,849.71	
19						
20	Bachelor's Degree					
21	Biweekly Rate:					
22	\$2,237.94	2,443.94	2,710.47	2,812.72	2,970.14	
23						
24	Monthly Rate:					
25	\$4,862.19	5,309.75	5,888.82	6,110.97	6,452.98	
26						
27	Annual Rate:					
28	\$58,346.29	63,717.01	70,665.82	73,331.63	77,435.79	
29						
30	Master's Degree or Higher					
31	Biweekly Rate:					
32	\$2,246.93	2,452.92	2,719.45	2,821.73	2,979.12	
33						
34	Monthly Rate:					
35	\$4,881.72	5,329.26	5,908.33	6,130.54	6,472.49	
36						
37	Annual Rate:					
38	\$58,580.67	63,951.13	70,899.94	73,566.53	77,669.91	

39
40 Police Officer^{1/}
41 Police Matron
42 Assistant Custodian of Police Property and Stores
43

44 ^{1/}Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with
45 MOTORCYCLE PAY provision of the labor contract.

46 ^{2/}Upon graduation from the Academy an employee shall move to step 1.
47
48
49

50 Pay Range 804

51
52
53 Biweekly Rate:

1	\$2,848.57	2,936.82	3,028.84
2			
3	Monthly Rate:		
4	\$6,188.86	6,380.59	6,580.52
5			
6	Annual Rate:		
7	\$74,266.29	76,567.09	78,966.18
8			
9	Associate's Degree or 64 Credits		
10	Biweekly Rate:		
11	\$2,866.55	2,954.80	3,046.81
12			
13	Monthly Rate:		
14	\$6,227.92	6,419.66	6,619.56
15			
16	Annual Rate:		
17	\$74,735.05	77,035.86	79,434.69
18			
19	Bachelor's Degree		
20	Biweekly Rate:		
21	\$2,889.06	2,977.27	3,069.30
22			
23	Monthly Rate:		
24	\$6,276.83	6,468.47	6,668.42
25			
26	Annual Rate:		
27	\$75,321.92	77,621.68	80,021.03
28			
29	Master's Degree or Higher		
30	Biweekly Rate:		
31	\$2,898.04	2,986.27	3,078.27
32			
33	Monthly Rate:		
34	\$6,296.34	6,488.03	6,687.91
35			
36	Annual Rate:		
37	\$75,556.04	77,856.32	80,254.89
38			
39	Court Liaison Officer		
40	Forensic Investigator		
41	Narcotics Control Officer		
42	Police Alarm Operator		
43			
44			
45			
46			<u>Pay Range 806</u>
47			
48			
49	Biweekly Rate:		
50	\$2,936.82	3,028.84	3,127.90
51			
52	Monthly Rate:		
53	\$6,380.59	6,580.52	6,795.74

1			
2	Annual Rate:		
3	\$76,567.09	78,966.18	81,548.82
4			
5	Associate's Degree or 64 Credits		
6	Biweekly Rate:		
7	\$2,954.80	3,046.81	3,145.88
8			
9	Monthly Rate:		
10	\$6,419.66	6,619.56	6,834.80
11			
12	Annual Rate:		
13	\$77,035.86	79,434.69	82,017.58
14			
15	Bachelor's Degree		
16	Biweekly Rate:		
17	\$2,977.27	3,069.30	3,168.38
18			
19	Monthly Rate:		
20	\$6,468.47	6,668.42	6,883.68
21			
22	Annual Rate:		
23	\$77,621.68	80,021.03	82,604.19
24			
25	Master's Degree or Higher		
26	Biweekly Rate:		
27	\$2,986.27	3,078.27	3,177.36
28			
29	Monthly Rate:		
30	\$6,488.03	6,687.91	6,903.19
31			
32	Annual Rate:		
33	\$77,856.32	80,254.89	82,838.31
34			
35	Custodian of Police Property and Stores		
36			
37			
38			
39			<u>Pay Range 808</u>
40			
41			
42	Biweekly Rate:		
43	\$2,995.85	3,111.51	3,231.90
44			
45	Monthly Rate:		
46	\$6,508.84	6,760.13	7,021.69
47			
48	Annual Rate:		
49	\$78,106.09	81,121.51	84,260.25
50			
51	Associate's Degree or 64 Credits		
52	Biweekly Rate:		

1	\$3,013.83	3,129.52	3,249.86
2			
3	Monthly Rate:		
4	\$6,547.90	6,799.26	7,060.71
5			
6	Annual Rate:		
7	\$78,574.85	81,591.06	84,728.49
8			
9	Bachelor's Degree		
10	Biweekly Rate:		
11	\$3,036.33	3,151.98	3,272.36
12			
13	Monthly Rate:		
14	\$6,596.79	6,848.05	7,109.59
15			
16	Annual Rate:		
17	\$79,161.46	82,176.62	85,315.10
18			
19	Master's Degree or Higher		
20	Biweekly Rate:		
21	\$3,045.33	3,160.98	3,281.36
22			
23	Monthly Rate:		
24	\$6,616.34	6,867.61	7,129.15
25			
26	Annual Rate:		
27	\$79,396.10	82,411.26	85,549.74
28			
29	Detective		
30	Document Examiner		
31	Police Data Communications Specialist		
32	Latent Print Examiner		
33			
34			
35			
36			
37			
38			
39	Biweekly Rate:		
40	\$3,127.90	3,233.95	3,340.07
41			
42	Monthly Rate:		
43	\$6,795.74	7,026.14	7,256.70
44			
45	Annual Rate:		
46	\$81,548.82	84,313.69	87,080.39
47			
48	Associate's Degree or 64 Credits		
49	Biweekly Rate:		
50	\$3,145.88	3,251.94	3,358.07
51			
52	Monthly Rate:		
53	\$6,834.80	7,065.23	7,295.81

Pay Range 810

1			
2	Annual Rate:		
3	\$82,017.58	84,782.72	87,549.68
4			
5	Bachelor's Degree		
6	Biweekly Rate:		
7	\$3,168.38	3,274.43	3,380.55
8			
9	Monthly Rate:		
10	\$6,883.68	7,114.09	7,344.65
11			
12	Annual Rate:		
13	\$82,604.19	85,369.07	88,135.77
14			
15	Master's Degree or Higher		
16	Biweekly Rate:		
17	\$3,177.36	3,283.43	3,389.54
18			
19	Monthly Rate:		
20	\$6,903.19	7,133.64	7,364.18
21			
22	Annual Rate:		
23	\$82,838.31	85,603.71	88,370.15
24			

25 Police Electronic Technician
 26 Computer Aided Dispatch System Specialist

29
 30 Pay Range 812

31			
32			
33	Biweekly Rate:		
34	\$3,233.95	3,340.07	3,446.25
35			
36	Monthly Rate:		
37	\$7,026.14	7,256.70	7,487.39
38			
39	Annual Rate:		
40	\$84,313.69	87,080.39	89,848.66
41			
42	Associate's Degree or 64 Credits		
43	Biweekly Rate:		
44	\$3,251.94	3,358.07	3,464.23
45			
46	Monthly Rate:		
47	\$7,065.23	7,295.81	7,526.45
48			
49	Annual Rate:		
50	\$84,782.72	87,549.68	90,317.42
51			
52	Bachelor's Degree		
53	Biweekly Rate:		

1	\$3,274.43	3,380.55	3,486.74
2			
3	Monthly Rate:		
4	\$7,114.09	7,344.65	7,575.36
5			
6	Annual Rate:		
7	\$85,369.07	88,135.77	90,904.29
8			
9	Master's Degree or Higher		
10	Biweekly Rate:		
11	\$3,283.43	3,389.54	3,495.72
12			
13	Monthly Rate:		
14	\$7,133.64	7,364.18	7,594.87
15			
16	Annual Rate:		
17	\$85,603.71	88,370.15	91,138.41
18			
19	Chief Document Examiner		
20	Identification Systems Specialist		

Pay Range 813

26						
27	Biweekly Rate:					
28	\$3,111.51	3,231.90	3,357.02	3,487.14	3,622.34	3,763.05
29						
30	Monthly Rate:					
31	\$6,760.13	7,021.69	7,293.53	7,576.23	7,869.97	8,175.67
32						
33	Annual Rate:					
34	\$81,121.51	84,260.25	87,522.31	90,914.72	94,439.58	98,108.09
35						
36	Associate's Degree or 64 Credits					
37	Biweekly Rate:					
38	\$3,129.52	3,249.86	3,375.01	3,505.13	3,640.31	3,781.04
39						
40	Monthly Rate:					
41	\$6,799.26	7,060.71	7,332.61	7,615.31	7,909.01	8,214.76
42						
43	Annual Rate:					
44	\$81,591.06	84,728.49	87,991.33	91,383.74	94,908.08	98,577.11
45						
46	Bachelor's Degree					
47	Biweekly Rate:					
48	\$3,151.98	3,272.36	3,397.49	3,527.60	3,662.79	3,803.54
49						
50	Monthly Rate:					
51	\$6,848.05	7,109.59	7,381.45	7,664.13	7,957.85	8,263.64
52						
53	Annual Rate:					

1	\$82,176.62	85,315.10	88,577.42	91,969.57	95,494.17	99,163.72
2						
3	Master's Degree or Higher					
4	Biweekly Rate:					
5	\$3,160.98	3,281.36	3,406.49	3,536.61	3,671.77	3,812.52
6						
7	Monthly Rate:					
8	\$6,867.61	7,129.15	7,401.01	7,683.71	7,977.36	8,283.15
9						
10	Annual Rate:					
11	\$82,411.26	85,549.74	88,812.06	92,204.47	95,728.29	99,397.84
12						
13	Police Audio Visual Specialist					

APPENDIX B

September 14, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21
I.U.P.A., AFL-CIO
AND
THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

The parties agree to amend subsection 3.c.(1) of the OVERTIME Article set forth in the 1983-1984 City/Milwaukee Police Association Memorandum of Understanding so that in the 1983-1984 City/MPA Labor Contract it will read as follows:

“(1) If an employee’s compensatory time off balance (CTB), including any remaining unused compensatory time off earned prior to September 11, 1983, recorded on the most current Police Department Personnel Status Report is less than 32 hours, the employee may elect to be compensated in time off instead of cash for each instance of overtime work performed after issuance of the most current Status Report until issuance of the next Status Report which indicates the employee’s CTB is equal to or greater than 32 hours.”

The parties further agree that with respect to authorized overtime assignments directly related to the Milwaukee Police Department Band function, the following provisions shall be applicable:

1. Notwithstanding the OVERTIME Article of the 1983-1984 Labor Contract between the City of Milwaukee and the Milwaukee Police Association, when an employee is a member of the Milwaukee Police Department Band and performs an authorized overtime assignment directly related to the Band function, he/she shall be compensated at base salary rates (IX) in compensatory time off for the duration of such overtime assignment. The time off so earned: Shall not count towards the 32-hour Compensatory Time Off Bank (CTB) limit determining the employee’s eligibility for overtime compensation in compensatory time off, instead of cash, that is provided for in subsection 3.c.(1) of the OVERTIME

Article; Shall not affect the employee's CTB recorded on Police Department Personnel Status Reports; and shall not be included in the cash buyout provided for under subsection 3.d.(1) of the OVERTIME Article.

2. An employee may use earned time off from authorized overtime assignments directly related to the Police Band function on dates he/she has requested provided the employee gives his/her commanding officer reasonable advance notice of the dates requested and the dates are determined available by the commanding officer in accordance with the needs of the Police Service. The processing of requests for use of compensatory time off shall be on a first-come, first-served basis. Decisions made by employee's commanding officer with respect to the availability of the dates the employee has requested shall be final.
3. Administration of Band Overtime shall be in accordance with Departmental Order #7386, dated February 17, 1977, and attached herewith as Appendix A.

The parties further agree that for purposes of administering the benefits provided by aforesaid OVERTIME Article (as amended, above) the following provisions shall apply:

1. Except as provided in subsection 2, of this paragraph, below, the Police Department Personnel Status Report used to determine an employee's eligibility to elect compensatory time off instead of cash for an instance of overtime work performed shall cover overtime work performed during the 336 consecutive hour time period beginning at 12:01 a.m. on the second Wednesday of the pay period closest to the date on which the Status Report is issued. Normally, the Status Report would be issued on the second Wednesday of the pay period; in the event the Status Report is delayed, it shall be deemed effective retroactive to 12:01 a.m. on that Wednesday.
2. An employee may elect to be compensated in time off instead of cash for rollcall overtime if either of the two Police Department Personnel Status Reports that are issued during the current pay period reflect a balance of less than 32 hours. Such election must be for all rollcall overtime earned in such pay period.

3. An employee may elect to be compensated in time off instead of cash for out-of-shift premium earned if the employee's CTB recorded on the most current Police Department Personnel Status Report in effect on the date that the out-of-shift assignment ends is less than 32 hours.

The parties further agree that all other terms and conditions of the aforesaid OVERTIME Article (as amended, above) shall remain unchanged and in full force and effect.

The parties further agree that the agreements provided for above shall be deemed to be in force and effect on September 11, 1983.

REPRESENTATIVES OF THE MILWAUKEE POLICE ASSOCIATION	CITY OF MILWAUKEE NEGOTIATING TEAM
Robert B. Kliesmet	James W. Geissner
Bill Krueger	Joe S. Ellis
Gary J. Brazgel	Elisabeth F. Schraith
Donald Abbott	Karen M. Christianson
Thomas A. Barth	
Donald Fortier	
Thomas Kepka	
William Ward	
Gerald LeVan	

See file for original signatures.

APPENDIX 'A'

CITY OF MILWAUKEE

DEPARTMENT OF POLICE

749 WEST STATE STREET, POLICE ADMINISTRATION BUILDING

MILWAUKEE, WISCONSIN 53233

ORDER NO. 7386

February 17, 1977

RE: MILWAUKEE POLICE BAND

The following procedures relating to participation by members in functions of the Milwaukee Police Band are hereby adopted.

1. Three (3) hours compensatory overtime will be granted for appearances at school concerts, parades, and the Fire and Police Baseball Game to any band member assigned to the late shift, or to any band member participating on a scheduled regular off day or vacation day; provided, such regular off or vacation day may be exchanged for a different date. Early Shift band members will be compensated hour-for-hour ending at the time roll call payment starts.
2. Hour-for-hour compensatory overtime will be granted for appearances not enumerated above (See exceptions in numbered paragraphs 5 and 6); and a minimum of 1/10 of an hour (6 minutes can be submitted for compensatory overtime.
3. Two (2) hours compensatory overtime will be granted for regular rehearsal time designated as 2:00 p.m. to 4:00 p.m., but members scheduled for early shift duty on a rehearsal day shall not be entitled to "roll call overtime" in addition to the two hours provided herein.
4. Day shift members who are on duty and scheduled to participate in a parade shall be excused from duty one and one-half (1 1/2) hours prior to the scheduled reporting time of the parade. Their return to duty following the parade is contingent on the starting time, and to ensure uniformity such matter will be incorporated in the directive relating to the parade in question.
5. Duty time (excused) is hereby authorized for the annual Police Band Concert and rehearsal.

6. Band members will volunteer their time for appearance at the Police Picnic and any other event as directed by the Band Board, upon approval of the Chief of Police.
7. All compensatory overtime cards shall be submitted to the Band Manager for approval and transmittal to the Administration Bureau.

This order shall take effect immediately and hereby cancels Order No. 6684, dated May 1, 1972.

Harold A. Breier
Chief of Police

HAB:RJZ:RTW

See file for original signature.

APPENDIX B
Labr/MPA

October 12, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL # 21
I.U.P.A., AFL-CIO
AND
THE NEGOTATING TEAM FOR THE CITY OF MILWAUKEE

For purposes of interpretation and construction of the free parking provisions provided for in the 1983-1984 City/MPA labor contract (Article 17, subsection 2.a.(4)), an employee shall be covered by such provisions when performing the following authorized overtime assignments, notwithstanding the fact that such assignments do not fall within the ambit of court overtime work as determined by the Police Department Administration:

1. An employee assigned to the First District, or a Bureau located at the Police Administration Building, required to meet with the First District Captain at the Administration Building to discuss a tavern violation matter.
2. An employee required to report to the Lieutenant in charge of the Traffic Accident office of the Traffic Bureau to discuss an accident investigation matter.
3. An employee required to report to the Captain of the Vice Squad on a matter involving a previously executed search warrant.

In the above 3 enumerated circumstances the employee shall not be entitled to court overtime, instead he/she shall submit an overtime card indicating a performance measure number determined by the Police Department Administration.

The aforesaid free parking provisions shall also be interpreted and construed to cover an employee subpoenaed to court on authorized Departmental business during a period the employee is on approval sick or injury leave; such coverage shall be limited to the duration of the court appearance resulting from the subpoena and the employee shall not be entitled to overtime benefits for such appearance.

The above provisions shall be deemed effective October 1, 1983 and, together with the provisions of Article 17, subsection 2.a.(4), of the 1983-1984 City/MPA labor contract, shall

constitute the full and only free parking benefits to which employees are entitled under such labor contract.

REPRESENTATIVES OF THE MILWAUKEE POLICE ASSOCIATION	CITY OF MILWAUKEE NEGOTIATING TEAM
Bill Krueger	James W. Geissner
William P. Ward	

See file for original signatures.

MOU_10-12-1983
Labr/MPA

November 16, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL # 21
I.U.P.A., AFL-CIO
AND
THE NEGOTATING TEAM FOR THE CITY OF MILWAUKEE

For purposes of interpretation and construction of the free parking provisions provided for in the 1983-1984 City/MPA labor contract (Article 17, subsection 2.a.(4)), an employee shall be covered by such provisions when subpoenaed to court on authorized Departmental business during a period the employee is suspended from duty with pay; such coverage shall be limited to the duration of the court appearance resulting from the subpoena and the employee shall not be entitled to overtime benefits for such appearance.

The above provisions shall be deemed effective October 1, 1983.

REPRESENTATIVES OF THE MILWAUKEE POLICE ASSOCIATION	CITY OF MILWAUKEE NEGOTIATING TEAM
Robert B. Kliesmet	Joe S. Ellis

See file for original signatures.

MOU_11-16-1983
Labr/MPA

December 15, 1983

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, LOCAL #21
IUPA, AFL-CI
AND
THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

The parties hereto agree that for purposes of interpretation and construction of the provisions of subsection 3.c. of the OVERTIME Article of the current City/MPA labor contract, in respect to administration of negative compensatory time off balances, the following shall apply from and after December 19, 1983:

1. Subject to the requirements governing usage of compensatory time off provided for in subsection 3.c.(2) of such OVERTIME Article, an employee may use compensatory time off so long as his/her compensatory time off balance (CTB) recorded on the most current Police Department Personnel Status Report is not less than zero (0) hours, notwithstanding the fact that such usage may result in the employee having a negative CTB on the next following status report.
2. An employee with a negative CTB recorded on the most current Police Department Personnel Status Report shall have an amount equal to the cash value of his/her negative CTB deducted from the paycheck he/she receives for the Pay Period next following the Pay Period of the status report recording such negative CTB. The cash value of an employee's negative CTB shall be computed on the basis of his/her hourly base pay rate in effect during the Pay Period in which such negative CTB occurs as this rate is established under the BASE SALARY Article of the City/MPA Labor Contract in effect at that time.
3. An employee may not use time off which he/she has earned, such as vacation and holiday time or compensatory time off earned following publication of a Police Department Personnel Status Report indicating a negative CTB for the employee,

to offset a negative CTB and thereby avoid the paycheck deduction provided for in subsection 2, above.

4. In disputes over an employee’s negative CTB, the compensatory time off taken and earned that is indicated on his/her time card (in the case of compensatory time off earned other than for roll-call, the time off earned indicated on the employee’s overtime Tab Card—Form PO-7) for the Pay Period of the Police Department Personnel Status Report on which the disputed negative CTB was recorded, shall decide the dispute.

The parties further agree that all other terms and conditions of such OVERTIME Article shall remain unchanged and in full force and effect.

Representatives of the Milwaukee Police Association	City of Milwaukee Negotiating Team
Bill Krueger	Joe S. Ellis
Gary J. Brazgel	

See file for original signatures.

MOU_12-15-1983
Labr/MPA

APPENDIX C

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION, Local #21
IUPA, AFL-CIO
AND
THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

The parties hereto agree that whenever the Police Department Personnel Status Report for a pay period indicates a deficit in the time off entitlement of an employee because he/she has:

- (1) Exceeded his/her annual HOLIDAY OFF entitlement; and/or
- (2) Exceeded his/her annual VACATION entitlement; and/or
- (3) Exceeded his/her INJURY PAY entitlement; and/or
- (4) A negative SICK LEAVE BALANCE,

the Police Department Administration shall deduct unused time off in the employee's accounts indicated on such status report that are not in deficit by an amount of time off up to the time off that offsets, hour for hour, the employee's time off deficit unless the employee notifies the Police Department Administration prior to 3 p.m. on the Friday immediately following the date such status report is issued that he/she does not want the offset made; such notification shall be provided in accordance with Departmental procedures established for this purpose. If such notification is provided the offset will not be made and the deficit will be docked from the employee's paycheck for the pay period of the status report (the amount of such deficit to be computed on the basis of the employee's hourly base salary rate in effect during such pay period). If there is no unused time off in the employee's accounts indicated on such status report that are not in deficit, or if the amount of such unused time off is insufficient to offset the employee's time off deficit, the remaining deficit will be docked from the employee's paycheck on the same basis as is provided above when the notification requirements are met; and

The parties further agree that this Memorandum of Understanding and its terms and conditions shall not be applicable to negative compensatory time off overtime balances reflected

on the Police Department Personnel Status Report, such negative comp time balances shall be governed by the provisions of a Memorandum of Understanding between the parties dated December 15, 1983; and

The parties further agree that this memorandum of Understanding shall become effective upon its execution; and

The parties further agree that this Memorandum of Understanding shall be made a part of the 1985/1986 City/MPA labor contract as an appendix.

Representative of the Milwaukee Police Association	Representatives of the City Milwaukee Negotiating Team
Gary J. Brazgel	Joe S. Ellis
Thomas Repka	

See file for original signatures.

APPENDIX D

**CITY
OF
MILWAUKEE**

Fire and Police Commission

November 13, 1987

Bill Krueger, President
Milwaukee Police Association
1840 North Farwell Avenue, Suite 400
Milwaukee, WI 53202

Dear President Krueger:

This is a follow-up communication to my letter of September 24, 1987, concerning the City Labor Negotiator's authority to represent the Fire and Police Commission (FPC) in labor contract negotiations with the Milwaukee Police Association (MPA).

The FPC designates the City Labor Negotiator as its representative in collective bargaining matters. The FPC will abide by the terms of the labor agreement that the City Labor Negotiator negotiates with the MPA.

Sincerely,

James F. Blumenberg
Executive Director

JFB:rk

See file for original signature.

APPENDIX D
Labr/MPA

APPENDIX E

The following paragraphs from the Pension Benefits Article of the 1985-1986 City/Association Agreement are included for informational purposes:

1. Employees who are entitled to service credit during calendar years 1979 through 1986, inclusive, under either the Employee's Retirement System of Milwaukee or Policemen's Annuity and Benefit Fund of Milwaukee pension plans, shall receive such service credit at the rate of 2.5% per annum of Final Average Salary for each such year or part thereof.
2. Whenever the ERS Act provides that a medical panel make a determination affecting an employee's eligibility for benefits thereunder, a panel shall be substituted therefore consisting of three (3) physicians, one physician to be designated by the Association, one physician to be designated by the Employee Benefits Administrator and the third physician to be selected by agreement of the other two physicians. The panel may refer a member it is examining to an outside physician for examination. Decisions made by the panel on matters which are properly before it shall be by majority action and shall not be subject to the Grievance and Arbitration Procedure provisions of this Agreement. All costs associated with the panel, including costs of outside physicians used by the panel in making its determinations, shall be provided for by funds appropriated for that purpose from the budget of the City Annuity and Pension Board.
3. Effective January 1, 1985, for employees in active service on or after that date and who are members of the Policemen's Survivorship Fund of the Employees' Retirement System of Milwaukee, an increase in the current \$200/\$400 monthly survivorship benefits to \$300/\$600 per month, under the same terms and conditions applicable to such current benefits. This increase is being granted because there is no added cost, but if the experience is adverse, the benefits are to be reduced so as not to increase cost. All other terms and conditions of survivorship benefits shall remain unchanged.

4. An employee who files an application for a duty disability retirement allowance with the ERS Board on or after August 1, 1985, shall not be eligible to continue to receive such allowance beyond the first of the month next following their 57th birthday; on and after the first of the month next following their 57th birthday, such an employee shall receive the service retirement allowance to which he/she would be entitled upon normal retirement at age 57 and he/she shall have the time spent receiving such duty disability retirement allowance included as creditable service for purposes of determining his/her service retirement allowance. The City will hold the Association harmless from claims and actions against the Association based upon this subsection and any ordinance or administrative action implementing this subsection, and the Association does hereby agree to tender the defense of any such claim to the City forthwith.
5. An employee appointed to the Police Officer position classification on or after August 1, 1985, shall not be entitled to receive a duty disability retirement allowance for any injury he/she may sustain while on duty prior to the start of field training during the period of time he/she is assigned to the Police Academy for recruit training, including any subsequent injury related to the injury sustained during recruit training. Such an employee shall instead be covered by State of Wisconsin Workers' Compensation Act benefits during such period and shall be subject to all provisions pertaining to such Act.
6. Effective January 1, 1985, for employees in active service on or after that date:
 - a. Whenever the Annuity and Pension Board of the Employees' Retirement System of Milwaukee grants a disability retirement allowance to an employee under the provisions of Subsections 36.05(2) or 36.05(3) of the ERS Act, such allowance shall become effective on the date the employee filed an application for it with the Board.
 - b. If an employee, who becomes eligible to receive an ordinary disability retirement allowance under the provisions of Section 36.05(2) of the ERS Act

on or after January 1, 1985, elects an optional benefit provided for under 36.05(7)(b) of the ERS Act, the option so elected shall become effective on the employee's effective date of ordinary disability retirement as determined under Section 36.05(2) of the ERS Act.

c. If an employee, who has attained the minimum service retirement age, elects an optional benefit provided for under Subsection 36.05(7)(b) of the ERS Act on or after January 1, 1985, the option so elected shall become effective on the employee's effective date of retirement determined under Subsection 36.05(1)(a) of the ERS Act.

7. An employee in active service on or after January 1, 1985, who is a member of the Employees' Retirement System of Milwaukee (ERS) and who has not attained the minimum normal retirement age and service requirements provided for in Sections 36.05(1)(b) or 36.05(1)(f) of the ERS Act shall be permitted to elect a protective survivorship option for his/her spouse under Section 36.05(7)(b)4 of the ERS Act to become effective upon his/her death provided the employee makes such election six months prior to the date upon which he/she first attained 25 years of creditable service as a "Policeman." Such election shall be irrevocable, but shall be automatically revoked in the event the surviving spouse pre-deceases the employee before retirement or the surviving spouse is legally divorced from the employee before retirement. If elected, the coverage under such option shall become effective on the date the employee would have first attained age 52. In the event the employee has not attained the aforesaid minimum normal retirement requirements, but has at least 25 years of creditable service as a "Policeman," then such employee shall have until six months following the execution date of this Agreement to elect such option; if elected, the coverage under such option shall become effective on the date of election. The increase in benefits provided herein shall not apply to a surviving spouse entitled to receive benefits under the provisions of Section 36.05(5) of the ERS Act. The term, "Policeman," shall be as defined under Section 36.02 of the ERS

Act. All other provisions of 36.05(7)(b)4 of the ERS Act shall remain unchanged in full force and effect.

8. Except for the contractual guarantees set forth in Chapter 441 of the Laws of 1947, Wisconsin Statutes, the provisions of Section 36.13(2) of the ERS Act shall not be applicable to employees appointed to City employment on or after August 1, 1985.

Implementation of the foregoing paragraphs was accomplished by amendments to the City Charter enacted prior to November 3, 1988. These amendments, together with the balance of pension benefits applicable to employees' covered by this Agreement under the 1985-1986 City/Association Agreement, are referenced in the introductory paragraph of the Pension Benefits Article of this Agreement.

APPENDIX F

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MILWAUKEE POLICE ASSOCIATION
AND
THE CITY OF MILWAUKEE**

An officer permanently separating from service has the option to:

1. Elect a lump sum cash distribution of all accumulated and unused compensatory time off at the highest of: (a) the officer's contractual rate of pay as of the date on which the compensatory time off was earned; (b) the officer's contractual rate of pay as of the date of separation; or (c) the officer's average compensation during the last three years of employment, and/or
2. Remain on the payroll for an equivalent period of compensatory time not to exceed 128 hours.

The payment shall be made within thirty-one (31) consecutive calendar days of separation.

Nothing in this provision shall alter an employee's ability to return to active service for one final day at work immediately after all accrued and unused benefits have been exhausted. It is

intended by the parties that the rate of pay will be adjusted retroactively by a successor contract.

Sick leave benefits are excluded from this provision.

**FOR THE
CITY OF MILWAUKEE**

**FOR THE
MILWAUKEE POLICE ASSOCIATION**

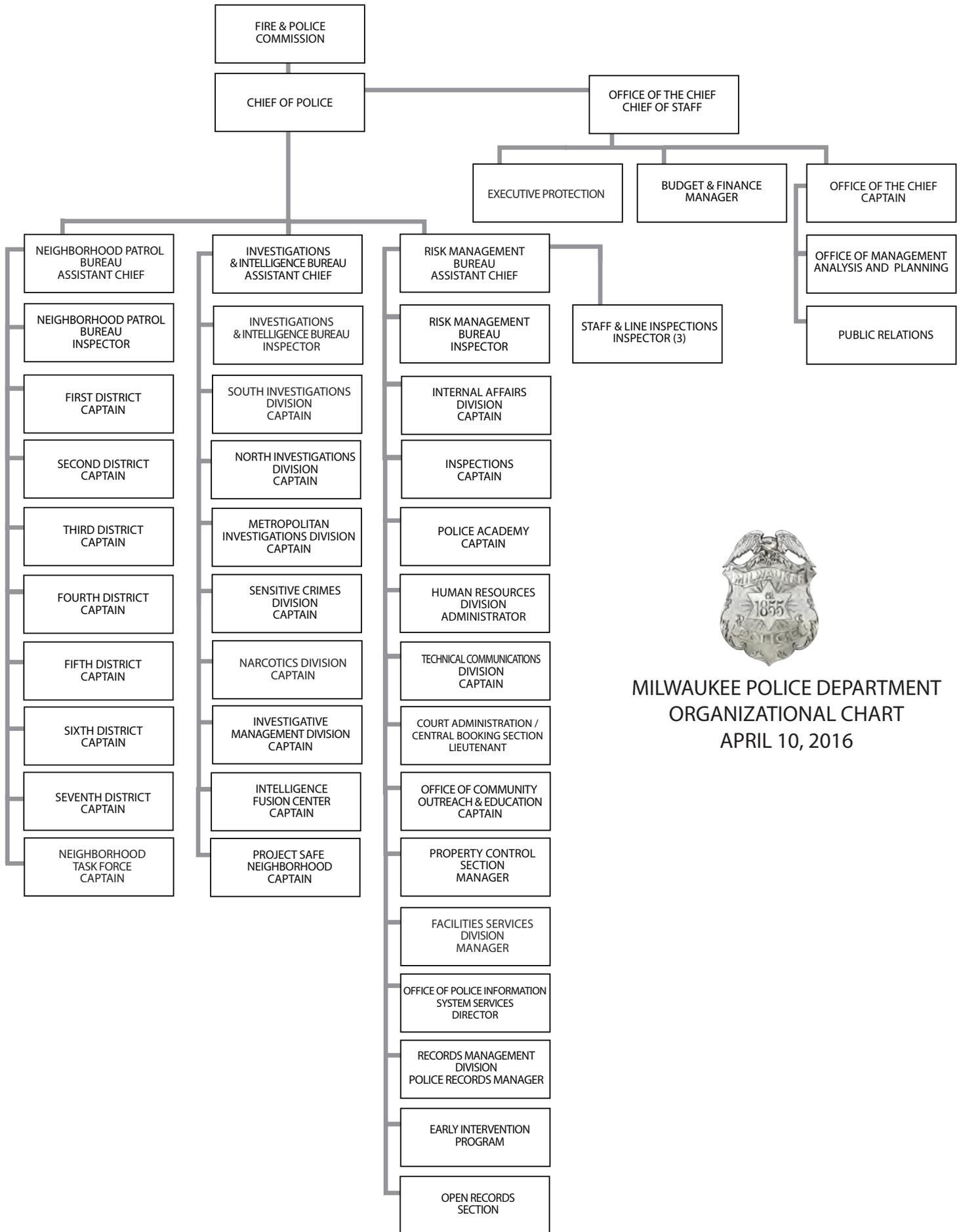
Mr. Frank Forbes
Labor Negotiator

Mr. Bradley DeBraska
President

See file for original signatures.

96C000141:48052

Appendix F
Labr/MPA



MILWAUKEE POLICE DEPARTMENT
 ORGANIZATIONAL CHART
 APRIL 10, 2016

APPENDIX G

Page 2

For purposes of Article 15 Section 3.b.(3)(b) (providing that replacement workers shall work within the same “box” as shown on the “Milwaukee Police Department Organizational Chart”) of the collective bargaining agreement between the City and the Milwaukee Police Association pertaining to the use of replacement employees for employees wishing to use compensatory time off, the following shall apply:

1. Employees assigned to the Community Services Division of the Patrol Bureau Special Programs Section, Youth Services Section and Crime Prevention Section may serve as replacements for any employee assigned to the Community Services Division.
2. Employees assigned to the “Weed and Seed” program may serve as replacements for any employee assigned to the Patrol Bureau, Third District, and vice versa.
3. Employees assigned to the Prisoner Processing Section may serve as replacements for employees assigned to the First District, and vice versa.

APPENDIX H

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE/MILWAUKEE POLICE DEPARTMENT
AND
THE MILWAUKEE POLICE ASSOCIATION,
LOCAL #21, IUPA, AFL-CIO

MILLER PARK

During the term of an Agreement for Security Services between the City of Milwaukee and representatives of the Milwaukee Brewers Baseball Club, the City of Milwaukee (“City”) and the Milwaukee Police Association (“MPA”) agree as follows:

1. The City agrees to compensate MPA members at time and one-half (1-1/2X) base salary rates in cash only for overtime worked at Miller Park.
2. MPA members may be scheduled for Miller Park Overtime Duty on regular off days, vacation off days, holiday off days, or off duty hours on regular duty days, not to exceed three (3) total occasions per pay period. It is also understood that members on off days will be selected for Miller Park Overtime Duty before members on regular duty days. Members who have scheduled seven (7) consecutive off days consisting of regular off days, holiday off days, and/or vacation days in a pay period may be scheduled for four (4) occasions at Miller Park.
3. The chief of Police, or his/her designee agrees to consider input from the MPA designee in developing a fair system for overtime at Miller Park.
4. This Memorandum of Understanding and the cash overtime requirement in point one (1) shall only apply to the Miller Park agreement.

Dated this _____ day of _____, 2005.

FOR THE CITY

FOR THE MPA

David A. Kwiatkowski
Labor Negotiator

Bradley DeBraska
President, MPA

See file for original signatures.

Miller Park
Labr/MPA

APPENDIX I

WELLNESS AND PREVENTION PROGRAM AND WELLNESS AND PREVENTION COMMITTEE

A Wellness and Prevention Program and a Wellness and Prevention Committee shall be implemented to promote the wellness and prevention of disease and illness of City employees, retirees and their family members. The Wellness and Prevention Program shall include an annual Health Risk Assessment (HRA) and may contain, but shall not be limited to, some or all of the following components: benefit communication, medical self-care, nurse line, consumer health education, injury prevention, advanced directives, preventive medical benefits, targeted at-risk intervention, high-risk intervention, disease management, condition management, wellness incentive or other components agreed upon by the City and the unions.

The City shall retain a consultant to assist in developing a plan for a comprehensive wellness and prevention program for the City and to assist in making program adjustments.

A Wellness and Prevention Committee shall be established to assist the consultant in the design of the Wellness and Prevention Program and to provide oversight of the program. The Wellness and Prevention Committee shall be comprised of nine union members appointed by the unions and three management representatives appointed by the Mayor. The unions shall select the nine union representatives. The committee shall be structured to include two MPA members determined by the MPA.

Decisions of the committee shall be by consensus. Consensus shall be reached when ten committee members agree. The committee shall make no decisions that require employees to pay additional out-of-pocket costs unless they are ratified by every City bargaining unit. However, the committee may decide to provide additional lump sum compensation to employees, reduce an out-of-pocket monthly expense or provide some other type of benefit without ratification by the bargaining units. No decision made by the committee or failure to

make a decision shall be subject to any aspect of the various grievance procedures, complaint procedures, court action or any other type of dispute resolution mechanism.

The City shall develop a Request for Proposals (RFP) and solicit bids from third party vendors qualified to implement the Wellness and Prevention Program. Upon conclusion of the bidding process, the City shall meet with the unions to review the results of the RFP. The committee shall decide on the vendors giving due consideration to all City policies associated with the selection procedures. The City shall not spend more than two million dollars per year, including the cost of conducting the HRA, on the Wellness and Prevention Program.

All parties involved with the HRA shall abide by all laws governing the release of employee medical records.

APPENDIX J

Framework for a Memorandum of Understanding Between the City of Milwaukee And the Milwaukee Police Association Local #21 I.U.P.A., AFL-CIO

Re: Discretionary Days Off in Lieu of Discipline

Overview

The current disciplinary system within the Milwaukee Police Department frequently results in varying periods of unpaid suspension leave for employees. In essence employees are found guilty of violations of departmental rules and regulations and the Chief of Police Head makes a determination as to appropriate penalty. Upon Order of the Chief of Police, employees may be subjected to periods of unpaid suspension of one or more days in length. In such events the disciplined member is suspended for specific date(s) as determined by the Professional Performance Division, and said member suffers a financial loss for the unpaid date(s). It is recognized that financial losses are not typically borne by the offending member alone, but by his or her family as well. Additionally, members on paid suspension periods are absent from duty and therefore the Police Department suffers the loss of human resources. It is the intent of this agreement to provide for a suitable alternative to the current system, which will alleviate much of the financial loss to employees and their families, keep productive employees at their workplaces and still provide an effective means of discipline. This shall be accomplished by allowing Police Department members, under the below conditions, to substitute discretionary off time in place of suspension days.

Procedure

In those discipline cases wherein the Chief of Police orders the suspension of a member for a period of five days or less, the member subject to said discipline shall be served with the discipline order(s) consistent with current practices. In addition, the member shall also be served with a notice informing them of their option to substitute discretionary time in place of any or all suspension days. The notice shall advise the member that if he or she wishes to substitute discretionary time, he or she must notify the Personnel Division in writing within five calendar days. Upon proper notification, the Personnel Division shall process the member's request and subtract the appropriate discretionary time from the member's balance. Failure to properly notify the Personnel Division or Administrator within the five-day period shall automatically

result in the member forfeiting their ability to substitute discretionary time and the suspension shall proceed as ordered by the Chief.

Conditions of Agreement

- For applicable suspension as described above, the substitution of discretionary time shall be at the member's sole discretion, given that the member has the time available.
- Suspensions exceeding five days shall not be eligible for substitution.
- Only vacation days may be substituted. Substitutions shall be on a one-for-one basis, i.e. one vacation day replaces one suspension day.
- Compensatory time, sick time, etc., may not be utilized for substitution.
- Members may choose to substitute discretionary time for all or part of a suspension period. However, substitutions may only be made in full eight-hour blocks.
- Members may only substitute discretionary time that is available on the current Time Owed and Allowed reports. Members may not "borrow" future time.
- In the event that a member chooses not to substitute discretionary time, or does not have the time available to them on the current Time Owed and Allowed report, said member shall serve the suspension days as ordered by the Chief.
- A member's decision to substitute discretionary time shall have no bearing on their disciplinary record. All official Police Department disciplinary records, including the Personnel Order, shall continue to indicate that the member was suspended for the time period as ordered. Substituted suspension time shall continue to be a factor in matters such as progressive discipline, Sick Leave Incentive, promotional exams, etc.
- A member's decision to substitute discretionary time is neither an admission of guilt nor a waiver of grievance/appeal rights.
- In the event that a member chooses to substitute discretionary time and then is awarded a reduction of discipline through the grievance/appeal process, said member shall be credited with the awarded day(s), to the same account from which they were drawn. Time credited to the member's balance shall be governed by the rules in place for discretionary time applicable to the date the time is returned. For example: In January of 2005, a member is suspended for two days and substitutes two vacation days. The member grieves the discipline and in January of 2006, an arbitrator reduces the discipline to one day. The Police Department would then add eight hours to the member's vacation balance for year 2006 and subsequently the eight hours would have to be utilized by the end of that calendar year, unless the arbitrator/umpire directs otherwise.

- For purposes of this memorandum of understanding, the parties recognize the authority of the arbitrator/umpire to direct that the member be able to utilize any returned time during a period of one year immediately following the date of the award.
- The Chief of Police shall not in any way consider a member's discretionary off-time balance when deciding upon discipline.
- The procedure would be implemented on a trial basis for the term of the 2007-2009 Agreement and could be extended beyond that date by mutual agreement.

Dated this _____ day of _____, 2007.

FOR THE CITY

FOR THE MPA

Troy M. Hamblin
Labor Negotiator

John A. Balcerzak
President, MPA

See file for original signatures

ADDENDUM TO

APPENDIX J

**Framework for a
Memorandum of Understanding
Between the City of Milwaukee (the “City”)
And the Milwaukee Police Association
Local #21 I.U.P.A., AFL-CIO (the “MPA”)**

Re: Effective Date for Discretionary Days Off in Lieu of Discipline

The MPA and the City agree to the following:

1. The effective date for the substitution of vacation days in lieu of suspension shall be October 21, 2007. No discretionary days shall be substituted for suspensions imposed prior to October 21, 2007.
2. As soon as administratively practicable the Milwaukee Police Department shall prepare and disseminate forms and notices in accordance with Appendix J of the 2007-2009 MPA-City Agreement. However, it is understood that a limited number of suspensions may have been imposed before the implementation of the required forms and notices. Employees who were served with suspension notices on and after October 21, 2007, but before such forms and notices were implemented, shall be provided notice of their right to substitute discretionary days off for suspension. Upon the serving of such notice, the time limits specified in Appendix J shall be observed by the City and the MPA.

Dated this _____ day of _____, 2007.

FOR THE CITY

FOR THE MPA

Troy M. Hamblin
Labor Negotiator

Thomas Fischer
Vice-President, MPA

See file for original signatures

APPENDIX K

Memorandum Of Understanding (MOU)
Between
The City of Milwaukee (City)
And
Milwaukee Police Association (Union)

RE: Retroactive Payments for Underfilling Desk Sergeant beginning Pay Period 1, 2004 through Pay Period 26, 2006

1. This MOU contains the terms and conditions for payment of retroactive payments for employees in the classification of Police Officer who underfilled the position of Desk Sergeant at the direction of their commanding officers during the time period beginning pay Period 1, 2004 through the end of Pay Period 26, 2006. This period shall be deemed the Effective Period.
2. The effective date of this MOU shall be the first day of the first full pay period following execution of the 2007-2009 City-Union collective bargaining agreement. Except as provided hereunder, this MOU shall expire upon payment of all retroactive payments owed to employees for underfilling during the Effective Period. Payments made under this MOU shall be paid no later than sixty days from the execution date of the 2007-2009 City-Union collective bargaining agreement.
3. Notwithstanding the provisions of ARTICLE 12, SPECIAL DUTY AND TEMPORARY ASSIGNMENT PAY of the 2004-2006 City-Union collective bargaining agreement, each employee in the Police Officer job classification who underfilled the position of Desk Sergeant at the direction of his or her commanding officer during the Effective Period shall be paid an additional amount on the following basis for time spent underfilling as Desk Sergeant:

The additional amount for each hour of time so spent shall be equivalent to the difference between the effective base salary hourly rate of step one of Pay Range 808 (Detective) and the Police Officer's base salary hourly rate at the time of the underfilling assignment. This amount shall be offset by any payment already made under ARTICLE 12, SPECIAL

DUTY AND TEMPORARY ASSIGNMENT PAY of the 2004-2006 collective bargaining agreement for underfilling during the Effective Period.

4. Any payment made under the provisions of this Article shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.

Dated this _____ day of _____, 2007.

FOR THE CITY

FOR THE MPA

Troy M. Hamblin
Labor Negotiator

John A. Balcerzak
President, MPA

See file for original signatures

Appendix K
Labr/MPA

APPENDIX L

**MEMORANUDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE (City)
AND
THE MILWAUKEE POLICE ASSOCIATION,
LOCAL #21, IUPA, AFL-CIO (Union)**

November 4, 2011

1. An employee occupying the classification of detective on the execution date of the 2010-2012 Agreement between the City and the Union shall be eligible for consideration for promotion to the rank of police lieutenant if the employee otherwise meets the minimum eligibility criteria for consideration for promotion to the rank of police lieutenant as established by the City's Fire and Police Commission. A list of identified employees shall be attached to the Memorandum.
2. No employee identified herein shall be precluded from the promotional testing process to the rank of police lieutenant based solely on a lack of experience as a sergeant.
3. Notwithstanding anything else in this agreement, any employee identified herein shall be treated the same as any other MPD employee with respect to eligibility and examination for the rank of police lieutenant.
4. The City and the Union agree that this Memorandum has no value as precedent and may not be cited as precedent by either the City or the Union in any interest arbitration proceedings or in any other disputes between the parties, except for the sole purpose of enforcing the terms of this Memorandum.

Dated this _____ day of _____, 2011.

FOR THE CITY

FOR THE UNION

Troy M. Hamblin, Labor Negotiator
City of Milwaukee

Michael V. Crivello, President
Milwaukee Police Association

See file for original signatures

Milwaukee POLICE Association®

Local #21 IUPA-AFL-CIO



OFFICE: 8310 WEST BLUEMOUND ROAD, MILWAUKEE, WI 53213
 PHONE: (414) 778-0740 • FAX: (414) 778-0767 • e-mail: police@execpc.com
 www.milwaukee-police-asaoc.com

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 Michael V. Crivello

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103	WAGNER, MARK	WALLICH, ELISABETH	REHBEIN, ROBERT
106	HARRISON, MICHELE	DELA CRUZ, MADRINA	DONALDSON, ERIC
109	HUSTON, BRETT	SARENAC, MICHAEL	UNCERER, BRANT
112	ANDERSON, DAVID	BENDER, TERRENCE	ALLES, MICHAEL
115	CABALLERO, STEVEN	CARTER, LEO	DAVIS, MARLON
118	JONES, DAWN	MC LIN, JOSEPH	STOTT, LYNDA
121	CHAPERON, MICHAEL	JANKOWSKI, TROY	METZ, DAVID
124	ALLEN, WARREN	DUNN, GERILIN	MC QUOWN, RICHARD
127	OBREGON, THOMAS	CHARLES, JON	O'LEARY, BARBARA
130	LIPS, SEAN	SALAAM, MARCO	GOLDBERG, MATTHEW
133	REAVES, NICOLE	LALOGGIA, ROBERT	TRAMEL-MCCLAIN, TAMMY
136	WALISIEWICZ, MICHAEL	ARDIS, LUKE	DAVILA, CARLO
139	GRAHAM, TIMOTHY	CHAIM, EDWARD	GULBRANDSON, ERIK
142	LIBAL, CHARLES	HENSLEY, JAMES	STEWART, ELIZABETH
145	WILCOX, DANIEL	WRIGHT, TERRENCE	DEVALKENAERE, DENNIS
148	STOTT, BRIAN	BORMANN, DALE	DODD, KEITH
151	NAGLER, EUGENE	O'DAY, LUKE	PASHO, JASEMIN
154	WASHINGTON, MICHAEL	BEHNING, TIMOTHY	CARR, JUANITA
157	FORMOLO, PAUL	GUY, TRAVIS	HUERTA, WILLIE
160	LOPEZ, DAVID	COOPER, MATTHEW	GLIDEWELL, HERB
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167	MARX, DOUGLAS	RODGERS, CARMEN	DELIE, STEVEN
170	MALANCHE, GENA	WELLS, STEVE	WOODEN, KENYATTE
173	CAPPELLI, WALTER	DINEEN, THOMAS	DOMURAT, ANNEMARIE
177	RUUD, RAMONA	SHEEHAN, WILLIAM	CARLONI, JUSTIN
180	JACKS, JEREMIAH	LEWANDOWSKI, SHANNON	SCHMIDT, JUSTINE
183	THOMAS, HAROLD	YOUNG, RODNEY	CAMPBELL, JAMES
186	LOUGH, PAUL	PAJOT, PATRICK	TARVER, SHELONDIA
189	LOPEZ, VINCENT	KARLOVICH, JOHN	LACY, CAROLYN
192	SCHMITZ, SCOTT	WALLICH, TIMOTHY	LACKOVIC, SCOTT
195	PORTNOY, ANNE	SIMMERT, PHILLIP	FITTING, EDMUND
198	GOMEZ, RODOLFO	HUTCHINSON, JAMES	PFAU, RAENA
201	THOMPSON, REGINALD		

MILWAUKEE POLICE ASSOCIATION

Michael V. Crivello
 President
 Local# 21, IUPA, AFL-CIO

Affiliated with: International Union of Police Associations AFL-CIO

APPENDIX M

December 1, 2011

Michael V. Crivello, President
Milwaukee Police Association Local #21
6310 West Bluemound Road
Milwaukee, WI 53213

RE: DOMESTIC PARTNER BENEFITS

Dear Mr. Crivello:

The City health plans, as of January 1, 2012, offer domestic partner benefits to all active City employees, including members of the Milwaukee Police Association.

Thank you.

Michael Brady
Employee Benefits

Cc: Maria Monteagudo
Troy Hamblin

See file for original

APPENDIX N

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MILWAUKEE (City)
ANDY
THE MILWAUKEE POLICE ASSOCIATION
LOCAL #21, IUPA, AFL-CIO (Union)

The City and the Union agree to resolve Grv. No. 2009-6/WERC Case 600 regarding ARTICLE 54 – DUTY ASSIGNMENT, and any other grievance filed by the Union regarding Article 54 of the labor agreement that has not previously been resolved, as follows:

1. The “temporary exceptions” referenced in the last sentence of Article 54 of the labor agreement allows the Chief of Police:
 - A. To assign one or more employees to a day duty assignment to further the Training Academy’s mission. Such assignment may be made when in the Chief of Police’s judgment:
 - (i) The employee to be assigned under this provision has a specific skill set or knowledge base not possessed by an employee currently assigned to day duty, or
 - (ii) The needs of the service warrant such an assignment, due to the work schedule or the special assignment of an employee currently assigned to day duty who might otherwise be utilized in the Training Academy’s mission.

The assignment of each such employee to day duty shall be for a maximum of sixty (60) calendar days per year.

 - B. To assign one or more employees to a day duty assignment when in the Chief of Police’s judgment an emergency involving the needs of the service warrants such assignment. Any such assignment shall not exceed five (5) consecutive work days.
 - C. To assign an employee to day duty when an employee requests such an assignment due to a life hardship. A “life hardship” is defined as a catastrophic life-changing event, such as the death or terminal condition of the spouse, child, brother/sister or parent of the employee seeking such an assignment. The determination of whether an employee is eligible for such an assignment, and the decision to grant or deny the request, for up to 180 days, is in the sole discretion of the Chief of Police. The Chief of Police may, if the criteria in this paragraph are met, extend such hardship assignment for up to an additional 180 days.

- D. The Milwaukee Police Department shall provide the Union with written notification prior to assigning any employee to day duty pursuant to any of the above circumstances. If impracticable due to an emergent situation an initial verbal notification shall be followed by the written notification.
 - E. The Union shall maintain the right to challenge any such exception and/or temporary assignment in accordance with the grievance process.
2. In addition to the provisions set forth in paragraph one, the City and the Union agree that the following special provisions apply to employees assigned to what is currently known as the Milwaukee Police Department's High Intensity Drug Trafficking Area (HIDTA) unit. The parties agree:
- A. Specific Exception. Those employees on the attached list who have been assigned in the past to day duty at the HIDTA unit, despite having insufficient seniority to be assigned to day duty, shall be "grandfathered" and are eligible to be assigned to day duty at HIDTA.
 - B. General Exception. The Chief of Police may from time to time assign to day duty up to six (6) employees [department wide] who will be primarily involved in narcotics investigation at the HIDTA unit, or any future unit that includes a similar function as HIDTA, providing such functional unit is considered the Department's primary narcotics unit; regardless of the employee's seniority. Each such employee selected by the Chief of Police may be so assigned on a one-time basis for not more than two (2) years under this provision.
3. Apart from those employees with insufficient seniority for a day duty assignment referenced in paragraphs 1 and 2 above, any employee currently assigned to a day duty assignment with insufficient seniority shall be reassigned by the Chief of Police consistent with the employee's seniority within thirty (30) days of the Union's providing the employee's name to the Chief of Police.
4. The City Shall provide the Union, on a quarterly basis, the Milwaukee Police Department's Day Shift Eligibility List. Prospectively, this information will be included as a new provision (*i.e.*, paragraph 2.h) under Article 50, Bargaining Unit Information, of the parties' labor agreement.

Dated this 24th day of November, 2015

See file for original

FOR THE CITY

DEBORAH A. FORD, LABOR NEGOTIATOR
City of Milwaukee

FOR THE UNION

MICHAEL V. CRIVELLO, PRESIDENT
Milwaukee Police Association

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