

Memorandum of Understanding  
Between  
Madison Professional Police Officers Association  
And the  
City of Madison

Pursuant exercise of the wage reopener, bargaining and mediation between Madison Professional Police Officers Association (MPPOA) and the City of Madison the parties have agreed to modify their existing collective bargaining agreement with duration January 1, 2012, to December 31, 2015 as follows:

Modify ARTICLE V, EMPLOYER RIGHTS, Section A 2 as follows:

A. 2. To suspend, discipline, demote, discharge or lay off employees in accordance with the provisions of Wisconsin Statutes Sec. 62.13. Prior to any reduction in force, the parties agree to meet and discuss potential work force reductions.

Modify ARTICLE XI G- Insurance and Retirement by adding the following language:

G. Post Employment Health Plan:

The City will make a contribution each pay period into a Post Employment Health Plan (PEHP) for each eligible employee. The PEHP Plan, selected by the Union, will specify plan benefits, limitations, eligibility requirements and enrollment procedures.

The Union shall be responsible for selecting the administrator of the plan and for the general financial operation of such. The City will be held harmless in the administration of the plan, and from making any additional individual contributions to the plan during the term of the contract. Beginning with the start of the 2005 wage increase, and each year thereafter, the amount will be adjusted by the percentage of wage increase negotiated.

On December 11, 2011, the amount was \$29.28 and was increased to \$30.16 to reflect a 3% raise. **No payments will be made for the calendar year of 2012, 2014 and 2015.** On December 9, 2012, the amount is increased to \$30.76. The last pay period of 2013 that amount shall increase to \$31.68. The last pay period of 2014, that amount shall increase to \$32.64. The last pay period of 2015, that amount shall increase to, \$33.61 plus an additional \$10 to equal \$43.61. The Post Employment Health Plan contributions will continue to increase with the rate of wage increase up to a maximum contribution of fifty dollars (\$50.00) per pay period.

Employees who meet the criteria to retire under the Wisconsin Retirement System (WRS) will, upon retirement, have fifty percent (50%) of their unused sick leave accrual applied to the Post Employment Health Plan.

**Article XXII Duration of the Agreement**

Delete the following reopener language from the 2012-2015 agreement.

~~Either party shall be entitled to request that the labor contract be reopened one time for each year, 2014 and 2015, for the limited purpose of collectively bargaining wage adjustments described above, for employees in the bargaining unit. The requests to reopen must be made on or before August 1, 2013, to reopen 2014 wages, and August 1, 2014, to reopen 2015 wages.~~

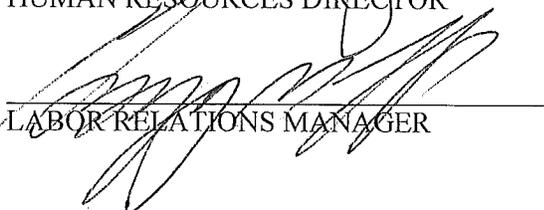
~~The labor contract shall be reopened only one time in each of those years for the subsequent contract year. Requests to reopen shall be in writing. Upon receipt of such requests, the labor contract shall be opened, and the parties shall meet at mutually agreeable times and places for the purposes detailed in this reopener provision.~~

These modifications have been mutually agreed to and shall become a part of the January 1, 2012, to December 31, 2015, collective bargaining agreement and incorporated into any successor agreements.

Agreed to this 13 day of December, 2013.

CITY OF MADISON

  
HUMAN RESOURCES DIRECTOR

  
LABOR RELATIONS MANAGER

MADISON PROFESSIONAL POLICE  
OFFICER ASSOCIATION

  
PRESIDENT

  
VICE PRESIDENT