



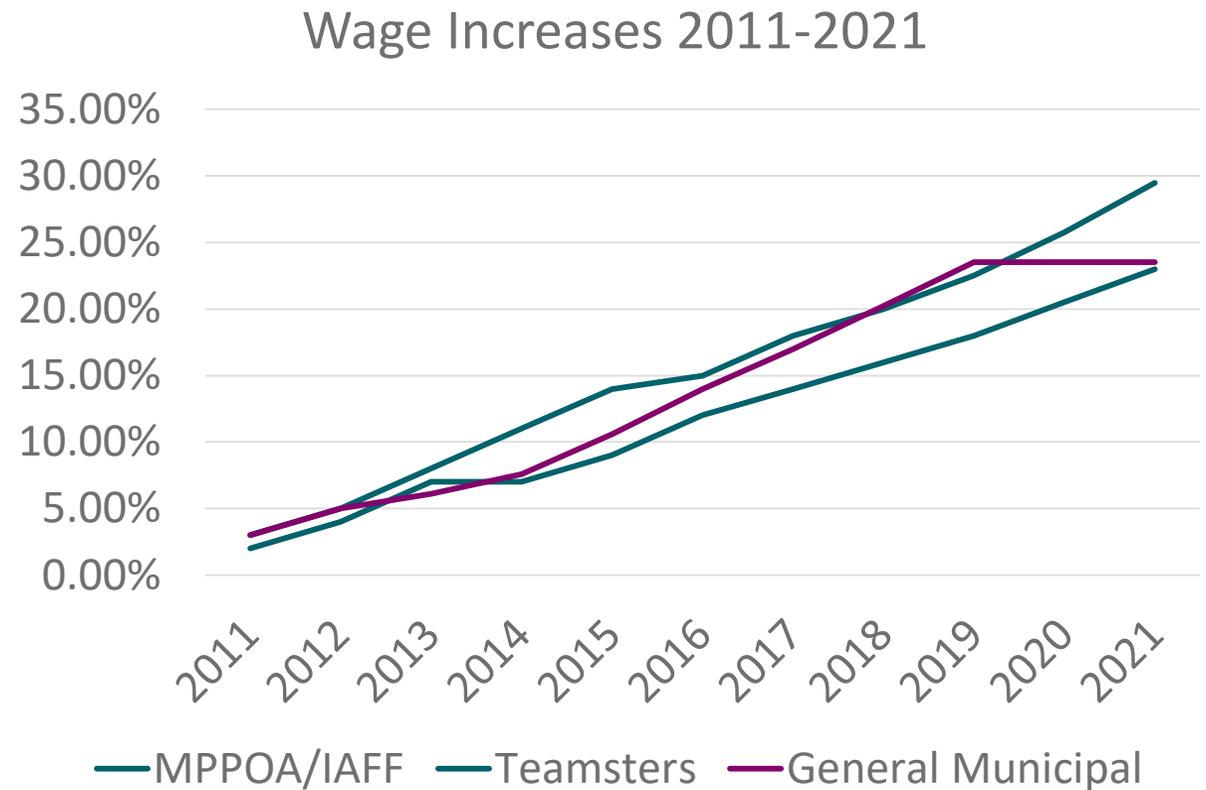
## Bargaining Overview: MPPPOA

# Background

- Current agreement through December, 2021
- Wage increases of approx. 2.85% annually in last four year agreement
- Last wage agreement includes same premium share of health insurance as General Municipal Employees beginning for coverage January, 2022
- Bargaining to begin on or after June 1, 2021

# Wage Increase History

- Does not include:
  - temporary reductions like furloughs
  - additional WRS contributions (~7%)
  - additional health contributions
  - average annual 1.36%-1.95% (2.09%-2.68%)



\*Average CPI since 2011=1.63%, WERC

# Traditional Process

Development of initial proposal and review of bargaining strategy by City Finance Committee

Public Notice of Initial Exchange

Initial Exchange of Offers in Open Session with Reservation to Amend

Subsequent Closed Bargaining Sessions

Tentative Agreement with Wages, Hours, and Conditions of Employment

Ratification by Union

Ratification by the City at Common Council

# Bargaining Rules

## Prohibited Subjects of Bargaining

- Counter to State or Federal Law
- Health Care Plan Design

May not  
be  
Bargained

## Permissive Subjects of Bargaining

- Uniforms and Equipment
- Training
- Staffing

May be  
Bargained

## Mandatory Subjects of Bargaining

- Wages, Hours, Conditions of Employment

Required  
to be  
Bargained

\*Requirement or ability to bargain, does not mean the parties must come to agreement.

# Within the Scope of Bargaining

## Already in the Contract

- Pay and special pay provisions
- Leave and hours of work provisions
- Grievance handling and resolution
- Uniforms and Equipment
- Health Insurance and other employee benefits
- Legal Protections

## OIR Report Items Requiring Bargaining

- Bilingual Pay or incentives (Rec 20)
- ERO assignments and changes in selection (Rec 56)
- Sergeants moved out of MPPOA into supervisory group

## Listed by Campaign Zero as Areas of Improvement

- Pay for Attorney fees for actions rising out of employment and limited compensatory damages for intentional torts
- Pay during PFC processes

# Outside the Scope of Bargaining

## Areas of Concern at discretion of Chief, **not in CBA\***

- Standard Operating Procedures and Policies including use of force, performance evaluations, etc.
- Staffing and staffing related decisions
- Disciplinary processes and which are required to be overseen by the Police and Fire Commission
- Investigative processes
- Equipment used, militarization, and body-worn cameras
- Training
- Community oversight

## US Conf. of Mayors Best Practices, **not in CBA\***

- Record keeping and expungement of records
- Delay of investigatory procedures
- Purging of misconduct records
- Special access to information
- Prematurely ending investigations
- Arbitration of disciplinary action

## Listed by Campaign Zero as Best Practices, **not in CBA\***

- Erases Misconduct Records
- Restricts/Delays Interrogations
- Gives Officers Unfair Access to Information
- Disqualifies Complaints
- Limits Oversight in Discipline

\*These may be permissive bargaining items, but are not in the current agreement

# Next Steps

