

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT

For
The Labor Agreement
Between
The City of Madison
And

Madison Professional Police Officers Association (MPPOA)

1. Wages:

- a. 1.0% increase effective the last pay period of 2016.
- b. 2.0% increase effective the first pay period of July 2017.
- c. 1.0% increase effective the pay period that contains December 1, 2017.

2. City's contribution shall be maintained for Health Insurance at 105% of the lowest cost premium. Effective with the January premium of 2017 (December 2016) 100% of the lowest cost premium.

3. Limitation on Compensatory Overtime:

- a. At their option, employees may elect to accrue compensatory leave in lieu of the overtime cash payments provided in Paragraph B of this Article up to a maximum accumulation of 180 hours.
- b. At their option, employees may elect to convert eighty (80) hours of accrued compensatory leave per calendar year to cash based on the employee's regular hourly rate of pay.

4. Probationary Officer Shift Differential During Field Training:

Both parties agree to pay all probationary police officers the same shift differential throughout their time in field training, to include any extensions of field training that may be required. This differential will be determined by taking the average of the current contractual shift differentials allowed in contract. Based on the January 1, 2012 to December 31, 2015 MPPOA contract, the current amount, before being adjusted December 31, 2016 is \$35.32.

5. Special Events Team (S.E.T.):

Special Events Team (S.E.T.) members, when activated in the S.E.T. capacity, will receive one half hour of straight pay for each S.E.T. deployment of up to four (4) hours. Deployments in excess of four (4) hours will receive an additional one half hour of straight pay. Total compensation shall not exceed one hour of straight time pay.

6. Exigent Personal Leave:

Exigent Personal Leave: Union members may use up to four (4) exigent personal leave days per calendar year. These days may be granted regardless of staffing levels,

except for “blackout” dates. The employee must provide at least forty-eight (48) hours notice to the City to use an exigent personal leave day.

7. Post Employment Health Plan:

Employees who meet the criteria to retire under the Wisconsin Retirement System (WRS) will, upon retirement, have one hundred percent (100%) of their unused sick leave accrual applied to the Post Employment Health Plan effective the 1st day of February, 2017.

8. Duration of Agreement:

The term of the new agreement shall be from January 1, 2016 until December 31, 2017.