

**LABOR RELATIONS MANAGER'S REPORT  
FOR  
MADISON PROFESSIONAL POLICE OFFICERS ASSOCIATION  
MPPOA**

**SUMMARY OF MAJOR CHANGES**

**1. WAGES**

- a. 3.0% increase effective the pay period that includes January 1, 2008. Cost - \$656,549. Including benefits - \$180,879.
  - b. 3.0% increase effective the pay period that includes January 1, 2009. Cost - \$676,245. Including benefits - \$186,306.
2. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo. Cost – 2008: \$289,927. Cost – 2009: Unknown at this time.
  3. Agreed to allow recent hired officers who are in the "accelerated" training program to have a starting wage equivalent to the six (6) month level and proceed through the remaining salary steps as outlined in the contract. Cost - 2008: \$28,772.
  4. Increased the shift differentials by the amount of the wage increase in each year. Cost – 2008: \$8,284. Cost – 2009: \$8,533.
  5. Increased Saturday and Sunday premium pay by the amount of the wage increased in each year. Cost – 2008: \$2,496. Cost – 2009: \$2,571.
  6. Effective January 1, 2009, increase the number of senior patrol officers working second or third shift from three (3) to five (5). Cost - \$2,600/yr.
  7. Effective January 1, 2009, increase the number of senior detectives working second or third shift from three (3) to four (4). Cost - \$1,300/yr.
  8. Effective January 1, 2009, increase the number of sergeants working second or third shift from one (1) to two (2). Cost - \$1,300/yr.
  9. Increased the amount of money placed in the Post Employment Health Plan by the per cent of the wage increase for each year. Cost – 2008: \$8,138. Cost – 2009: \$8,382.
  10. Agreed to form a scheduling committee to study and discuss the possibility of 4 – 10 hour day work schedules. Cost: n/a
  11. Agreed to adjust all dates listed in the contract to reflect a 2008-2009 agreement. Cost – n/a
  12. Agreed to move Neighborhood Police Officers positions to closed and competitive positions.