

**EMPLOYEE & LABOR RELATIONS MANAGER'S REPORT**

Presented to City of Madison Common Council

On

September 20, 2022

Re: The Labor Agreement between the City of Madison and Madison Professional Police Officer Association (MPPOA), tentatively agreed to on Tuesday, September 6, 2022.

The following is a summary of the modifications to the City of Madison and MPPOA Collective Bargaining Agreement, effective January 1, 2022 through December 31, 2025.

**1. Wages:**

- A. \$50 increase to biweekly pay effective the pay period including January 1, 2022 (1.5%).
- B. \$65 increase to biweekly pay effective the pay period including January 1, 2023(2%).
- C. 3.0% increase effective the pay period including January 1, 2024.
- D. 3.0% increase effective the pay period including January 1, 2025.
- E. No change to Health Insurance.
- F. \$1,000 one-time inflationary payment to be paid by February, 2023.

**2. Contract Term:**

January 1, 2022 through December 31, 2025.

**3. Additional Modifications:**

- A. Modify Traffic Enforcement Safety Assignment language to reflect an assignment period of 1 year, that they are a closed and competitive process and include reference to most recent Memorandum of Understanding on closed and competitive position vacancies. No cost.
- B. Add to educational incentive language precluding on duty training time from earning educational incentive points. No cost.
- C. Holiday leave: including clarifying language related to proration of holiday pay relative to time worked on holidays. No cost.
- D. Holiday leave: Adding Juneteenth and renaming the day after Thanksgiving as Ho-Chunk Day. No new allocation, added in 2022 by MOU and already included in MPD budget.

- E. Providing the IRS mileage rate for use of personal vehicles for specialized training attendance. No significant cost.
- F. Senior Patrol Officer Pay: modifying the required time in rank from 10 years to 4 years for senior officers. No cost.
- G. Retiree Health Insurance Benefit: clarifying health insurance language to reflect current practice of City contribution of 88% of the average tier 1 health plan from 90% of the lowest cost health plan. No cost.
- H. Floating wellness day: providing 1 additional floating wellness day for each year of the agreement which expire December 31, 2025 and cannot be cashed out.