

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT

Presented to City of Madison Common Council
on
February 28, 2023

Re: The Labor Agreement between the City of Madison and the Association of Madison Police Supervisors (AMPS), tentatively agreed to on January 19, 2023.

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

1. Wages:

- A. 1.5% increase effective the pay period including January 1, 2022.
- B. 2.0% increase effective the pay period including January 1, 2023.
- 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. \$1,000 one-time payment effective in February, 2023.

* See fiscal note for wage increase costs.

2. Contract Term:

January 1, 2022 through December 31, 2025

3. Additional Modifications:

- a. Modified holidays to include Juneteenth as a paid holiday and to rename the day after Thanksgiving as Ho-Chunk day. Included clarifying language related to proration of holidays worked to be consistent with current practices. No cost. Juneteenth has already been added to the Police budget as a paid holiday.
- b. Added clarifying language to paid leave time to be consistent with current practices. No cost.
- c. Added one (1) annual floating paid wellness day per employee.
- d. Modified Lieutenant Additional Pay to reflect current Lieutenant assignments. Anticipate annual savings of approximately \$625.
- e. Modified overtime compensation language. Cost is expected to be de minimis.

- f. Modified on-call duty pay to reflect the wage increases in the 2022-2025 contract period.
- g. Modified shift differentials and Saturday/Sunday premium to reflect the wage increases in the 2022-2025 contract period.
- h. Change gendered language to gender-neutral language in accordance with the City of Madison Gender-Inclusive Language Style Guide.