

HUMAN RESOURCE DIRECTOR'S REPORT

Madison Professional Police Officers Association
And
International Association of Fire Fighters, Local 311
2012-2015 Collective Bargaining Agreements

Background: This agreement reopens the existing contracts that were settled thru the end of 2012. This will result in new contracts effective 1/1/2012 thru 12/31/2015.

1. Wages:

- a. 2.0% increase effective the last pay period of 2012.
- b. 3.0% increase effective the last pay period of 2013.
- c. 3.0% increase effective the last pay period of 2014 with optional wage reopener.
- d. 3.0% increase effective the last pay period of 2015 with optional wage reopener.

2. Wisconsin Retirement System:

- a. 3% employee contribution effective the first pay period of 2012. 2012 benefit: 1,560,762
- b. 5% employee contribution effective the first pay period of 2013.
- c. Full contribution the first pay period of 2014 equal to that of general municipal employees (currently 5.9%).

3. Post Employment Health Plan:

No contribution will be made by the City in 2012. 2012 benefit: 616,000.

4. Uniform Allowance:

City will contributed 50% of the current clothing contribution in 2012. 2012 benefit: 184,000.

5. The City will not layoff any Police and Fire employee in 2012. If there is a need to furlough the parties agreed that it will not happen prior to September of 2012 and no employee will be furloughed for more than one day.

6. The Mayor will provide a memo from stating his support of keeping Police and Fire employees in the same health plan as all other City employees during the term of the contract.