

**EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT**  
Presented to City of Madison Common Council  
On  
January 22, 2019

Re: The Labor Agreement between the City of Madison and Madison Professional Police Officer Association (MPPOA) tentatively agreed to on December 27, 2018.

The following is a summary of the modifications to the City of Madison and MPPOA Collective Bargaining Agreement, effective January 1, 2018, through December 31, 2021.

**1. Wages:**

- A. 2.0% increase effective the last pay period of 2018.
- B. 2.5% increase effective the first pay period of July, 2019.
- C. 3.25% increase effective the first pay period of January, 2020.
- D. 3.75% increase effective the first pay period of January, 2021.

\* See fiscal note for wage increase costs.

**2. Health Insurance:**

The City shall pay 100% of the lowest cost provider. Effective with the premium payment for December 2021 (for coverage beginning January 1, 2022), and moving forward, the City shall pay 88% of the average for Dane County Tier 1 service providers. If the City during the term of the agreement selects a single provider for health care coverage the City will pay 100% of the cost of the monthly premium.

**3. Contract Term:**

January 1, 2018 through December 31, 2021

**4. Additional Modifications:**

- A. Modified reopen date (from Oct. to May prior to expiration of agreement). No cost.
- B. Modification to hiring process to include community members and to recognize hiring process MOU. No cost.
- C. Requirement of accreditation for schools eligible for tuition reimbursement. No cost.

- D. Beginning Jan. 1, 2018, uniform allowance modified to allow for payback of items purchased but not received until last working month of employment; to remove business card purchase requirement; and to allow for purchase of appropriate safety gear, and to update reimbursement amounts for replacement body armor from \$550 to \$750-\$850. Cost 2019: Approximately \$9,000.
- E. Authorized leave language modification to allow for changes in telestaff system by close of pay period. No cost.
- F. Beginning Jan. 1, 2018, modification to pay policy to allow for earning of Field Training Time for time spent assigned to pre-hire candidate ride-a-longs and to pay employees for call-outs in case of cancellation. Cost of Field Training modification in 2019: No direct cost. Approximately 26 hours of added FT Time earned. Cost of call-out language modification in 2019: Incidental, and cannot be estimated.
- G. Beginning Jan. 1, 2019, incentive added of \$5 per hour for work on Downtown Safety Initiative. Estimated cost 2019: \$20,000.
- H. Modification to Mounted Rotation language to create alignment between practice and language related to days of work. No cost.