

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT

Presented to City of Madison Common Council
on
May 24, 2019

Re: The Labor Agreement between the City of Madison and the Association of Madison Police Supervisors tentatively agreed to on May 16, 2019.

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, 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. Modification to schedule for premium share of wage insurance to make consistent with General Municipal Employees. No cost.
- B. Modification of residency language to alter 15 miles from Capital to statutory definition of 15 miles from

jurisdictional boundary. No cost based on current addresses.

- C. 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 \$1,000-\$2,000 annually.
- D. Beginning Jan. 1, 2019, overtime and incentive added of \$5 per hour for work on Downtown Safety Initiative. Estimated cost dependent upon Chief of Police assignment.
- E. Modification of double-fill language to allow for placement for up to 3-month as determined appropriate by Chief of Police. Cost dependent upon promotional activities at agency level.