



Legislation Details (With Text)

File #:	45674	Version:	1	Name:	Labor Agreement with Police Officers Association
Type:	Ordinance	Status:	Passed		
File created:	1/11/2017	In control:	BOARD OF ESTIMATES (ended 4/2017)		
On agenda:	2/7/2017	Final action:	2/7/2017		
Enactment date:	2/21/2017	Enactment #:	ORD-17-00010		
Title:	Adopting and confirming the Agreement between the City of Madison and the Madison Professional Police Officers Association (MPPOA) for the period January 1, 2016 to December 31, 2017.				
Sponsors:	Paul R. Soglin				
Indexes:					
Code sections:					
Attachments:	1. Labor Relations Manager's Report				

Date	Ver.	Action By	Action	Result
2/7/2017	1	COMMON COUNCIL	Adopt	Pass
1/23/2017	1	BOARD OF ESTIMATES (ended 4/2017)	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
1/17/2017	1	COMMON COUNCIL	Refer	Pass
1/11/2017	1	Attorney's Office/Approval Group	Referred for Introduction	

Fiscal Note

The proposed agreement, spanning from January 2016 through December 2017, includes the following components: (1) planned pay increases, (2) modifications to health insurance, (3) adjustments to the existing comp time agreement, and (4) updates to shift differential payments, special event overtime, personal leave, and post-employment health insurance.

Under the proposed contracts MPOA members will receive a 1% pay increase in the final pay period of 2016, a 2% increase in the first pay period of July 2017, and 1% in the final pay period of 2017. The 2017 impact is \$875,810; the projected impact in 2018 over 2017 is \$444,454.

The proposed contract will reduce the City's contribution for health insurance from 105% of the low cost premium to 100% of the lowest cost premium beginning in January 2017. Currently the majority of MPPOA membership is enrolled in a health insurance plan below the average. Savings resulting from plan design change will only be realized for those members in plans that are above the average and is expected to be minimal. No savings were assumed in the 2017 Adopted Operating Budget.

The proposed agreement also increases the amount of compensatory overtime that can be accrued and converted to pay annually. The proposed contract will increase the allowable hours from 150 to 180; members will now be able to convert 80 hours of accrued leave, an increase from 75 in the current contract. In 2016, 44 MPPOA members converted the maximum allowable hours to pay, under the updated agreement the amount converted would increase by 6.25% resulting in approximately \$10,000 in additional costs. Allowing members to carry additional leave time will increase the City's exposure for leave payouts at the time of retirement.

Title

Adopting and confirming the Agreement between the City of Madison and the Madison Professional Police Officers Association (MPPOA) for the period January 1, 2016 to December 31, 2017.

Body

DRAFTER'S ANALYSIS: The ordinance adopts and confirms the Labor Agreement between the City of Madison and the Madison Professional Police Officers Association (MPPOA) for the period January 1, 2016 to December 31, 2017.

The Common Council of the City of Madison do hereby ordain as follows:

The Labor Agreement between the City of Madison and the Madison Professional Police Officers Association (MPPOA) for the period January 1, 2016 to December 31, 2017 is hereby adopted in its entirety and confirmed in all respects and the Mayor and Clerk are authorized to sign the agreement.