



Legislation Details (With Text)

**File #:** 54442      **Version:** 1      **Name:** MPPOA Labor Agreement  
**Type:** Ordinance      **Status:** Passed  
**File created:** 1/17/2019      **In control:** Attorney's Office/Approval Group  
**On agenda:** 2/26/2019      **Final action:** 2/26/2019  
**Enactment date:** 3/7/2019      **Enactment #:** ORD-19-00012

**Title:** Adopting and confirming the Agreement between the City of Madison and the Madison Professional Police Officers Association (MPPOA) for the period January 1, 2018 to December 31, 2021.

**Sponsors:** Paul R. Soglin

**Indexes:**

**Code sections:**

**Attachments:** 1. Employee/Labor Relations Updated Report.2.14.19, 2. Employee/Labor Relations Manager Report.MPPOA

Date	Ver.	Action By	Action	Result
2/26/2019	1	COMMON COUNCIL	Adopt	Pass
2/11/2019	1	FINANCE COMMITTEE	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER	Pass
2/5/2019	1	COMMON COUNCIL	Referred	
1/17/2019	1	Attorney's Office/Approval Group	Referred for Introduction	

**Wages**

The total cost for the proposed wage increase, over the life of the contract, is \$4.9 million. This calculation includes permanent wages, overtime (including compensated absences), premium pay, and benefits. The table below shows the cost by year and by expenditure type.

	2019 COST	2020 COST	2021 COST	CUMULATIVE
Permanent Wages	1,068,186	1,094,748	1,304,224	3,467,157
Overtime	169,194	177,336	211,269	557,798
Premium Pay	31,520	33,037	39,358	103,915
Benefits	239,441	246,276	293,400	779,118
<b>TOTAL</b>	<b>\$1,508,341</b>	<b>\$1,551,397</b>	<b>\$1,848,251</b>	<b>\$4,907,989</b>

In 2019, the anticipated cost of the proposed wage increase is \$1.5 million. The cost associated with the Downtown Safety Initiative is \$20,000 in 2019. The 2019 Adopted Budget included an assumed pay increase for all MPPOA employees. No additional appropriation is needed to fund the proposed wage increase.

**Health Insurance**

The 2019 Adopted Budget assumed savings from shifting MPPOA employees from health insurance plans where the City pays 100% of the lowest cost provider to plans where the City will pay 88% of the average for Dane County Tier 1 service providers. The total assumed savings in both Police and Fire was \$165,000. The Fire Department's benefit budget will be monitored through 2019, additional appropriation may be necessary based on actual expenditures.

Adopting and confirming the Agreement between the City of Madison and the Madison Professional Police Officers Association (MPPOA) for the period January 1, 2018 to December 31, 2021.

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, 2018 to December 31, 2021.

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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, 2018 to December 31, 2021 is hereby adopted in its entirety and confirmed in all respects and the Mayor and Clerk are authorized to sign the agreement.