

**CITY OF MILWAUKEE FINAL OFFER
To The
MILWAUKEE POLICE SUPERVISORS'
ORGANIZATION (MPSO)**

December 18, 2009

1. Duration, Article 1: Three Years, January 1, 2007, through December 31, 2009.
2. Base Salary, Article 9:
 - (a) Wage increases as follows:
 - PP1, 2007, a 2% ATB increase to all pay ranges
 - PP 1, 2008, a 1.0% ATB increase to all pay ranges
 - PP 14, 2008, a 1.0% ATB increase to all pay ranges
 - PP 1, 2009, a 1.0% ATB increase to all pay ranges
 - PP 14, 2009, a 1.0% ATB increase to all pay ranges
 - (b) Within 60 days of execution of the Agreement, all employees shall participate in direct deposit of paychecks.
 - (c) Effective the first full pay period following execution of the Agreement, a District Captain shall receive a \$155.00 payment for each pay period in which he or she is in active service and assigned for the entire pay period to a District Captain position. No payment shall be made to a District Captain for a pay period in which he or she was in active service as a District Captain for less than the full pay period. Payments made under this provision shall not be construed as part of the employee's base salary and shall not be included in the computation of any fringe benefit enumerated in the Agreement. Payments made under this provision shall not have any sum deducted for pension benefits, nor shall such payments be included in any computation establishing pension benefits or payments.
3. Health Insurance, Article 17: See attached Health Insurance Proposal.
4. Parking Allowance Benefits for PAB Employees, Article 55: Effective the first full month following execution of the Agreement:
 - (a) Regular Benefit: increase to \$120
 - (b) Special Benefit: increase to \$120 for two-person carpool and \$140 for three or more-person carpool
 - (c) Daily receipts : increase total to \$45/\$125 for two-person carpool and to \$65/\$145 for three or more-person carpool.
5. Off-Duty Employment, Article 43: Effective upon execution of the 2007-2009 Agreement, employees shall be permitted to work up to 40 hours maximum per week in another business or occupation during non-segmented vacation periods.
6. Interpreter/Translator Pay, Article 10A:
 - (a) Effective the pay period following execution of the Agreement, an employee is eligible to be compensated for all occasions when he or she is authorized to perform interpreter/translator duties (i.e. eliminate the 60 occasion per quarter maximum).

- (b) Effective the pay period following execution of the Agreement, add Hmong to the list of languages recognized as eligible for payment.
- 7. Drug Testing, Article 54: Modify the February 7, 1995, Memorandum of Understanding, to include the Intelligence Division among the work locations in which the Chief may increase the frequency of random testing and the sampling rate.
- 8. Political Leaves of Absence, Article 45: Subject to the provisions of 5USC sections 1501-08, as amended, an employee who runs for political office may, at his or her option, file a request for a leave of absence.
- 9. Early Intervention Program – New Article. A new article identical to Article 72 of the City-MPA 07-09 Agreement.
- 10. Add or update language and dates and delete obsolete language as necessary in all articles.

CITY OF MILWAUKEE HEALTH INSURANCE PROPOSAL

PROPOSED CHANGES TO THE BASIC PLAN

- Effective the First Full Month Following Implementation of the Health Risk Assessment:
 - Implement a \$20 per month increase in the Employee Monthly Health Insurance Premium Share (EMHIPS) for each adult (maximum of 2 excluding dependent children) covered by the plan who chooses to not fully participate (written, blood draw, weight, blood pressure, etc.) in and complete an annual health risk assessment.
 - Increase the EMHIPS to \$85 single/\$170 family.
 - For employees in the single plan and for employees and their spouse (if applicable) in the family plan who fully participate in and complete an annual health risk assessment and who do not smoke (as determined by the annual health risk assessment), the EMHIPS shall be reduced to \$75 single/\$150 family.

PROPOSED CHANGES TO THE HEALTH MAINTENANCE ORGANIZATION PLANS

Unless otherwise noted below, effective the first full month following execution of the Agreement, whichever is later, implement the following plan changes:

- **Office Visit Co-Payment (OVCP):** Implement a \$10 OVCP for all office or urgent care visits due to illness or injury.
- **Office Visit Co-Payment (OVCP) Waived for Preventive:** The OVCP is waived for preventative exams, tests and other age-appropriate procedures as established by the AMA for screening (example: Colonoscopy after age 50, mammography 1 baseline between ages 35 and 40, one each year thereafter), pre-natal, and baby wellness.
- **Office Visit Co-Payment (OVCP) Waived for Disease Management:** The OVCP is waived for on-going disease management office visits. The plan shall determine which diseases are covered and the number of office visits required per year.
- **Emergency Room Co-Payment (ERCP):** Implement a \$50 ERCP. (NOTE: All emergency rooms are covered).
- **Drug Card:** Implement a 3-tier drug card as follows:
 - Tier 1 co-payment equal to \$5 (generic/tier 1 drugs are determined by the plan)
 - Tier 2 co-payment equal to \$17 (on-formulary/tier 2 drugs are determined by the plan)
 - Tier 3 co-payment equal to \$25 (off-formulary/tier 3 drugs are determined by the plan)
 - Legend drugs (legend drugs are determined by the plan) are provided at the generic drug co-payment amount, which is \$5
 - Provide a 3-month or 90-day mail order supply for a 2-month or 60-day co-payment amount.
- Effective upon execution of the Agreement, eliminate the requirement that the City utilize an HMO. The City may replace the HMO's and implement an Exclusive Provider Organization (EPO) which utilizes a Southeastern Wisconsin network. The EPO would include in-network benefits only. There would be no coverage if the employee goes out-of-network.

Employee Monthly Health Insurance Premium Share (EMHIPS)

- **Effective 10/1/09:** Implement a \$20 single/\$40 family EMHIPS for the low cost HMO or EPO.
- Effective the First Full Month Following Implementation of the Health Risk Assessment:
 - Implement a \$20 per month increase in the EMHIPS for each adult (maximum of 2 excluding dependent children) covered by the plan who chooses to not fully participate (written, blood draw, weight, blood pressure, etc.) in and complete an annual health risk assessment.

- Increase the EMHIPS to \$30 single/\$60 family.
- For employees in the single plan and for employees and their spouse (if applicable) in the family plan who fully participate in and complete an annual health risk assessment and who do not smoke (as determined by the annual health risk assessment), the EMHIPS shall remain at or be reduced to \$20 single/\$40 family.

Wellness and Prevention

A Wellness and Prevention Program shall be implemented to promote the wellness and prevention of disease and illness of City employees, retirees, and their family members. The program may contain some or all of the following components: annual health risk assessment, benefit communications, medical self-care, nurse line, consumer health education, injury prevention, advanced directives, preventive medical benefits, targeted at-risk intervention, high-risk intervention, disease management, condition management, wellness incentives, and other components agreed upon by the City and the Unions.

The City shall retain a consultant to assist in developing a plan for a comprehensive, wellness and prevention program for the City and to assist in making program adjustments.

A Wellness and Prevention Committee shall be established to assist the consultant in the design of the Wellness and Prevention Program and to provide oversight of the program. The Wellness and Prevention Committee shall be comprised of nine union members appointed by the unions and three management representatives appointed by the Mayor. The committee shall be structured to include two MPA members determined by the MPA, two members of District Council 48, one member of Lo-215, one member of TEAM, one member of SEIU and one joint voting member representing Lo-494 IBEW and the Milwaukee Building and Construction Trades Council.

The City has also agreed to allow other union presidents and union staff representatives or business agents to attend and participate in all Committee meetings, but only the nine members of the Committee will be allowed to officially make decisions and/or vote if necessary.

Decisions shall be made by consensus among committee members present. Consensus shall be reached when ten committee members agree. No decisions shall be made by the committee that requires employees to pay additional out-of-pocket costs unless it is ratified individually by every City bargaining unit. However, the committee may decide to provide additional lump sum compensation to employees, reduce an out-of-pocket or monthly expense, or provide some other type of benefit without ratification by the bargaining units. No decision made by the Committee or lack of decision made by the Committee shall be subject to any aspect of the various grievance procedures, complaint procedures, court action, or any other type of dispute resolution mechanism.

The City shall develop an RFP and solicit bids from third party vendors qualified to implement the City wellness and prevention program. Upon conclusion of the bidding process, the City shall meet with the unions to review the results of the RFP. The Committee shall decide on the vendors giving due consideration to all City polices associated with the selection procedures. The City shall not spend more than two million dollars, including the cost of conducting the HRA, on the Wellness and Prevention Program.

All parties involved with the HRA shall abide by all laws governing the release of employee records