

Summary of Tentative Agreements for a 2009-2011 Collective Bargaining Agreement

Between

The City of Menasha

And

The Menasha Professional Police Union Local 603, AFSCME, AFL-CIO

December 19th 2011

ARTICLE IV – WAGES AND WAGE BENEFIT

Section (A) Updated to reflect the following across the board wage increases:

- 1/1/2009 – 2%
- 7/1/2009 – 1%
- 1/1/2010 – 1%
- 12/31/2010 – 1.5%
- 1/1/2011 – 1%
- 7/1/2011 – 1%
- 12/31/2011 – 1%

B. Assignments

2. *add Forensic Computer assignment to paragraph 2.*
5. In recognition of additional duties such as care of the dog, the K-9 officer shall receive step-6 pay during such assignment.

F. Health, Dental and Vision Benefits

1. Effective with this Agreement the City will provide as health insurance coverage, the choice of both Network HMO-1 and Network POS-2. The prescription drug plan will be the Network BPL 50008 – HMO Prescription Benefit Plan if the HMO-1 plan is chosen, and Network BPL 50009 Prescription Benefit Plan if the POS-2 plan is chosen. The description of the benefits levels of the HMO-1 plan and drug plan is attached as Appendix A. The description of the benefit levels of the POS-2 plan and drug plan is attached as Appendix B.

2. Effective 1/1/09 premium share for HMO-1 shall be 8% with a cap of \$130.00; Effective 1/1/10 premium share for HMO-1 shall be 9% with a cap of \$160.00; Effective 1/1/11 premium share for HMO-1 shall be 10% with a cap of \$175.00.

Effective 1/1/09 premium share for the POS-2 shall be 10% with a cap of \$200.00; Effective 1/1/10 premium share for POS-2 shall be 12% with a cap of \$225.00; Effective 1/1/11 premium share for POS-2 shall be 12% with a cap of \$250.00.

Premium share for dental and vision coverage will match that selected for health coverage. The caps will include premium share for dental and vision coverage.

ARTICLE V – WORKING CONDITIONS

2. The City shall be allowed to hire certified Officers who have worked for other Police Departments and establish that Officer within the salary structure. Such placement shall be totally within the discretion of the Chief or his/her designee. Promotional opportunities for any person so placed shall be within the complete discretion of the Chief or his/her designee. Any such placement shall only affect salary. All other fringe benefits, seniority based selection opportunities, as well as probationary status shall not be affected by such lateral transfer. The minimum years of service to qualify for a lateral entry shall be five years as a full-time certified Officer in Wisconsin or another state. Military service shall not be included.

ARTICLE XII – SETTLEMENT OF PROHIBITED PRACTICE PROBLEMS

Article Deleted.

ARTICLE XVI – TERM OF AGREEMENT

- A. This Agreement shall be effective on January 1, 2009 and shall remain in full force and effect until and including December 31, 2011, and shall be automatically renewed from year to year unless either party, pursuant to this Article has notified the other party in writing that it desires to alter or amend this Agreement at the end of the contract period.

Summary of Tentative Agreements for a 2012-2014 Collective Bargaining Agreement

Between

The City of Menasha

And

The Menasha Professional Police Union Local 603, AFSCME, AFL-CIO

December 19th, 2011

ARTICLE IV – WAGES AND WAGE BENEFIT

Section (A) Updated to reflect the following across the board wage increases:

- 1/1/2012 – 3%
- 1/1/2013 – 2%
- 12/31/2013 – 2%
- 1/1/2014 – 1%
- 7/1/2014 – 1%
- 12/31/2014 – 1%

F. Health, Dental and Vision Benefits

Employees will contribute the following percentages of the premium costs for dental, vision and health insurance:

2012: Dental 10%; Vision 10%; Health 0%

2013: Dental 10%; Vision 10%; Health 0%

2014: Dental 10%; Vision 10%; Health 0%, except that City shall be entitled to request that the labor contract be reopened for the purpose of collectively bargaining insurance premium contributions if insurance premiums increase by greater than 10% during the term of the contract. Requests to reopen shall be in writing. Upon receipt of such request, the collective bargaining agreement shall be opened, and the parties shall meet at mutually agreeable times and places for the purposes detailed above.

NOTE¹: Pursuant to §111.70(4)(mc)6, Wis. Stats., the design and selection of health care plans and the impact of the design and selection of the health care coverage plans on the wages, hours, and conditions of employment of the public safety employee are prohibited subjects of bargaining. As a result, references to health, dental & vision insurance plan structure in the contract must be eliminated from the contract to comply with state law.

NOTE²: For 2012, for health insurance coverage, the City has selected to offer to employees the Network Health Plan 1500/3000 Consumer Driven HMO Plan. Employees desiring this insurance coverage will be responsible for paying deductibles required under the plan.

H. Retirement

Effective 1/1/2012, Employees agree to pay one-third (1/3) of the employee required contribution to Wisconsin Retirement System. Effective 1/1/2013, Employees agree to pay two-thirds (2/3) of the employee required contribution to Wisconsin Retirement System. Effective 1/1/2014, Employees agree to pay the employee required contribution to Wisconsin Retirement System.

ARTICLE XVI – TERM OF AGREEMENT

A. This Agreement shall be effective on January 1, 2012 and shall remain in full force and effect until and including December 31, 2014, and shall be automatically renewed from year to year unless either party, pursuant to this Article has notified the other party in writing that it desires to alter or amend this Agreement at the end of the contract period.

¹ This note is for informational purposes only and is not part of the agreement.

² This note is for informational purposes only and is not part of the agreement.