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(ITEM) From the Employee Relations Director, Department of Human Resources, requesting ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County and the Milwaukee County Fire Fighters Association, International Association of Fire Fighters, Local 1072, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the negotiation staff of Milwaukee County (the County) and the Milwaukee County Firefighters’ Association, International Association of Fire Fighters (IAFF), Local 1072, have reached agreement on all issues relating to wages, hours, and conditions of employment for employees in the bargaining unit represented by the Milwaukee County Firefighters’ Association, for the period effective January 1, 2015, through December 31, 2016, modifying the previous Agreement in the following respects:

- (1) Providing for the termination of the Agreement on December 31, 2014.
- (2) Providing for \$500 to be added to the base of each step Pay Period 1, 2015.
- (3) Providing for, effective upon execution of the 2015-2016 Agreement, the parties agree that the wage section of this Agreement will be reopened following the adoption of the 2016 Milwaukee County Budget, and the parties will meet to solely negotiate wages for the period effective January 1, 2016, through December 2016.
- (4) Providing that the County will make the following annual payments for the completion of course work resulting in the award of an Associate/Bachelor Degree in the field listed in Paragraph (4) herein for all fire fighters in the bargaining unit:
 - \$125 per year for 16 credits
 - \$175 per year for 28 credits
 - \$225 per year for 40 credits
 - \$275 per year for 52 credits
 - \$325 per year for 64 credits
 - \$500 per year for 75 credits
 - \$500 for Associate’s Degree
 - \$750 for Bachelor’s Degree

These payments shall be made on an annual basis as soon as possible after December 31 of the current year. No payments will be made to any fire fighter that does not advance to the next Associate education credit level within a two year period. In the event that a fire fighter does not progress towards an Associate’s Degree as described by above credit year designations, for a period of two years, no further payments shall be made after the two year period. Additionally, no payments will be made to fire fighters for any year in which they do not remain in the employ of the County for the full calendar year.

45 Fire fighters who attain the required educational credits during the
46 calendar year shall be paid a prorated amount from the first pay period after the
47 educational courses are completed and reported to the County by December 31
48 of that year.

49 The above stated salary payments shall be over and above the base
50 salary of the positions eligible for these payments.

51 No employee will be eligible for these salary payments unless he/she has
52 a minimum of 1 year of current continuous service with the County as a fire
53 fighter.

54 These payments shall not be used in the calculation of overtime-premium
55 pay or in the calculation of pension benefits.

56 The courses of study leading to an Associate Degree in Fire
57 Science/Technology and Bachelor's Degree in Fire Administration or Business
58 Administration, from any educational institution accredited by the North Central
59 Accrediting Association shall be acceptable.

- 60 (5) Providing for, effective the month following the implementation date of the
61 successor Agreement to the 2012-2014 labor agreement, monthly contributions
62 for the Milwaukee County Health Insurance Plan (MCHIP) will be \$130 for the
63 Employee-only plan without wellness credit, and \$91 with wellness credit.
- 64 (6) Providing for, effective the month following the implementation date of the
65 successor Agreement to the 2012-2014 labor agreement, monthly contributions
66 for the MCHIP will be \$160 for the Employee and Child/Children plan without
67 wellness credit, and \$112 with wellness credit.
- 68 (7) Providing for, effective the month following the implementation date of the
69 successor Agreement to the 2012-2014 labor agreement, monthly contributions
70 for the MCHIP will be \$230 for the Employee and Spouse/Partner plan without
71 wellness credit, and \$180 with wellness credit.
- 72 (8) Providing for, effective the month following the implementation date of the
73 successor Agreement to the 2012-2014 labor agreement, monthly contributions
74 for the MCHIP will be \$250 for the Employee and Family plan without wellness
75 credit, and \$200 with wellness credit.
- 76 (9) Providing for, effective January of 2015, monthly contributions for the Milwaukee
77 County Dental Plan (MCDP) will be \$15 for the Employee-only plan.
- 78 (10) Providing for, effective January of 2015, monthly contributions for the MCDP will
79 be \$35 for the Employee and Child/Children plan.
- 80 (11) Providing for, effective January of 2015, monthly contributions for the MCDP will
81 be \$35 for the Employee and Spouse/Partner plan.
- 82 (12) Providing for, effective January of 2015, monthly contributions for the MCDP will
83 be \$35 for the Employee and Family plan.
- 84 (13) Providing for the reduction of minimum hours credited for call in pay from four to
85 three.
- 86 (14) Providing that any temporary assignment will conform to the terms of the
87 Milwaukee County Code of General Ordinances.
- 88 (15) Providing that the County agrees that it will not transfer, in whole or in part, by
89 sale, lease, or merge, consolidation, subcontract, or other means, any County
90 function, operation, or activity in which members of the Fire Fighters

91 Association's bargaining unit are employed, to another unit of government,
92 corporation, partnership, individual, or other entity, unless such entity agrees to
93 hire the effected employees with no break in the continuity of service or seniority
94 of current Milwaukee County Firefighters, IAFF, Local 1072 members, and to
95 adopt and maintain in force no less than the present annual wages.
96

97 WHEREAS, such Agreement was ratified by the membership of the Milwaukee
98 County Firefighters Association on May 18, 2015; and
99

100 WHEREAS, the Committee on Finance, Personnel, and Audit, at its meeting of
101 September 17, 2015, recommended adoption of the Director's request (vote 6-0); now,
102 therefore,
103

104 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
105 the agreement on wages, benefits, and conditions of employment with the Milwaukee
106 County Firefighters Association, which is incorporated herein by reference to this File
107 No. 15-600, and hereby authorizes and directs the County Executive and the County
108 Clerk to execute the Agreement; and
109

110 BE IT FURTHER RESOLVED, the Director of the Department of Administrative
111 Services is hereby authorized and directed to prepare and submit appropriation transfer
112 requests reflecting this Agreement at a later date, if necessary.
113

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115 jmj
116 09/17/15
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