



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: February 16, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Charteisha Carson-Clark, Director of Employee Relations, Department of Human Resources

Subject: From the Employee Relations Director, Department of Human Resources, requesting the approval of the 2023 Memorandum of Agreement between Milwaukee County and the International Association of Fire Fighters (IAFF), Local 1072, AFL-CIO

File Type: Action Report

REQUEST

Requesting approval of the of the 2023 Memorandum of Agreement between Milwaukee County and the IAFF, Local 1072, AFL-CIO.

I am requesting that this item be placed on the next agenda.

POLICY

Wisconsin State Statutes:	111.70
Milwaukee County Code of General Ordinances:	79, 80

BACKGROUND

The Department of Human Resources in accordance with State Statute 111.70 and Milwaukee County General Ordinances 79 & 80 are providing the following documents to the Committee for review:

- 1) The Memorandum of Agreement (MOA) between the County and IAFF, Local 1072, AFL-CIO;
- 2) A notification from the IAFF, Local 1072, AFL-CIO that the MOA was ratified by the membership;
- 3) A draft Resolution approving the MOA;
- 4) A fiscal note that has been prepared by the Office of the Comptroller.

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
Base wage increases will continue to enable Milwaukee County to attract and retain employees in critical roles.
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The Memorandum of Agreement terminates on December 31, 2024 and provides the following:

- 1) Three percent (3%) base wage increase effective pay period 1, 2023; two and one-half percent (2.5%) base wage increase effective pay period 1, 2024.
- 2) Full-time employees represented by IAFF will be eligible for one-time payment of \$1,000.00 in 2023.
- 3) In recognition of Juneteenth major holiday declaration, employees represented by IAFF will be granted one (1) additional day off added to their bank of time off.
- 4) Employees represented by IAFF will be eligible for paid parental leave.

TERMS

This Agreement is to take effect on January 1, 2023. Unless otherwise modified or extended by mutual agreement of the parties, this Agreement shall expire on December 31, 2024.

VIRTUAL MEETING INVITES

Margo.Franklin@milwaukeecountywi.gov
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l1072president@gmail.com

PREPARED BY:

Charteisha Carson-Clark, Director of Employee Relations, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Memorandum of Agreement
Ratification Letter
Resolution
Fiscal Note

cc: David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Maggie Daun, Corporation Counsel, Office of the Corporation Counsel
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk