



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: November 30, 2016

To: Theodore Lipscomb Sr., Board Chairman
James Schmidt, Supervisor

From: Luis Padilla Jr, Director Employee Relations

Subject: Firefighter's 2106 Wage Re-opener

File number 16-610 was submitted on October 6, 2016 regarding the 2016 Wage Reopen provision in the 2015-2016 Collective Bargaining agreement between Milwaukee County and the Milwaukee County Firefighters Association, International Association of Firefighters (IAFF) Local 1072.

Initial Submission 16-610 included a 1% COLA and an adjusted wage scale as an attachment, which was intended to reflect the agreement between the County and the IAFF that would result in an overall increase of no more than 2% for 2016.

The agreement as bargained provided for a modified wage scale for pay range 17B. Subsequent to some clarification requests by the Personnel Committee an amended resolution was prepared. Some questions were raised regarding the implementation of the increases as related to step increases going forward into 2017, and the impact on the fiscal note submitted to the Personnel Committee.

The parties had an understanding that implementation of wage progression would result in an overall raise of no more than 2% for 2016. However, because of a misunderstanding on the implementation of the new wage scale, the Comptroller's fiscal note resulted in a wage increase greater than the 2% lift that the parties negotiated.

The County and the IAFF were initially unable to discuss and resolve the aforementioned questions and come to a clearer understanding due to IAFF President being unavailable. The item was withdrawn to pursue clarification between IAFF and the County as to the timing and implementation of new wage scale. The parties met on October 26, 2106 to discuss implementation and wage scale implementation, and agreed to a progression which would result in a 2% increase for 2016.

File number 16-659 was subsequently submitted capturing the intent of the parties as to wage scale step changes and step progression.

This reflects the initial submission and understanding of the parties at the time of bargaining, an overall 2% increase in wages with additional clarifying language and explanation as to how the step increases will be implemented for 2016. The fiscal note is consistent with the party's intent in this negotiation.

cc: Kerry Mitchell, Chief Human Resources Officer
Shanin Brown, Committee Coordinator