



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: November 13, 2024
To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors
From: Daphne Ursu, Director of Employee Relations, Department of Human Resources
Subject: From the Employee Relations Director, Department of Human Resources, requesting the approval of the 2025-2026 Memorandum of Agreement between Milwaukee County and the International Association of Fire Fighters (IAFF), Local 1072, AFL-CIO
File Type: Action Report

Daphne Ursu

REQUEST

Requesting approval of the 2025-2026 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

Table with 2 columns: Statute/Ordinance and Reference Number. Rows include Wisconsin State Statutes (111.70) and 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 and 80 are providing the following documents to the Committee for review:

- 1) The current Memorandum of Agreement (MOA) between the County and IAFF, Local 1072, AFL-CIO;
2) Tentative Agreements (TAs) signed by the parties reflecting the changes to be made to the current MOA. ;
3) A draft Resolution approving the changes to the MOA as written in the TAs;
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, 2026 and provides the following:

1. Effective Pay Period 1, 2025 the wages of bargaining unit employees in steps 1-4 shall be increased by two percent (2%), and the wages in bargaining unit employees in steps 5-7 shall be increased four percent (4%)
2. Effective Pay Period 1, 2026 the wages of bargaining unit employees in steps 1-4 shall be increased by two percent (2%), and the wages in bargaining unit employees in steps 5-7 shall be increased four percent (4%)
3. Beginning on or after Jan. 1, 2025, employees who are licensed as an Emergency Medical Technician Advanced shall receive a premium of one-and-one-half percent (1.5%) above their base pay.

TERMS

This Agreement is to take effect on January 1, 2025. Unless otherwise modified or extended by mutual agreement of the parties, this Agreement shall expire on December 31, 2026.

VIRTUAL MEETING INVITES

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PREPARED BY:

Daphne Ursu, 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
Scott Brown, 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