

Tentative Agreements Between Milwaukee County and IAFF, Local 1072, AFL-CIO
October, 28, 2024

**TENTATIVE AGREEMENTS BETWEEN
MILWAUKEE COUNTY
&
IAFF, LOCAL 1072, AFL-CIO,
for the
SUCCESSOR AGREEMENT
to the 2025-2026
COLLECTIVE BARGAINING AGREEMENT**

ITEM 1

SECTION 1.03-DURATION OF AGREEMENT shall be amended as follows:

1.03 DURATION OF AGREEMENT

(1) 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.

(2) Written notice of intent to bargain shall be served no later than July 1, 2026 and the initial bargaining proposals of the County and the Association for a successor Agreement shall be exchanged prior to August 15, 2026, or at a time mutually agreeable to the parties. Thereafter, negotiations shall be carried on in an expeditious manner and shall continue until all bargainable issues between the parties have been resolved.

ITEM 2

SECTION 2.01 - SALARY shall be amended as follows:

§2.01 SALARY

(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%), as set forth in the attached Appendix 1. Milwaukee County Fire Fighters' Association Wage Scale.

(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%), as set forth in the attached Appendix 1. Milwaukee County Fire Fighters' Association Wage Scale.

Appendix 1

2025-26 Milwaukee County Fire Fighters' Association Wage Scale

Step	Current Rate	2025 Rate	2026 Rate
1	\$22.7933	\$23.2492	\$23.7142
2	\$24.0781	\$24.5597	\$25.0509
3	\$25.0155	\$25.5158	\$26.0261
4	\$25.6954	\$26.2093	\$26.7335
5	\$26.2095	\$27.2579	\$28.3482
6	\$26.7233	\$27.7922	\$28.9039
7	\$28.7487	\$29.8986	\$31.0945

2025-26 Milwaukee County Fire Fighters' Association Wage Scale for Fire Fighter In-Charge (Lieutenant/Equipment Operator)

Step	Current Rate	2025 Rate	2026 Rate
1	\$23.3631	\$23.8304	\$24.3070
2	\$24.6801	\$25.1737	\$25.6772
3	\$25.6409	\$26.1537	\$26.6768
4	\$26.3378	\$26.8646	\$27.4019
5	\$26.8647	\$27.9393	\$29.0569
6	\$27.3914	\$28.4871	\$29.6266
7	\$29.4674	\$30.6461	\$31.8719

2025-26 Milwaukee County Fire Fighters' Association Wage Scale for Shift Captains

Step	Current Rate	2025 Rate	2026 Rate
1	\$24.8449	\$25.3418	\$25.8486
2	\$26.2451	\$26.7700	\$27.3054
3	\$27.2669	\$27.8122	\$28.3684
4	\$28.0080	\$28.5682	\$29.1395
5	\$28.5683	\$29.7110	\$30.8994
6	\$29.1285	\$30.2936	\$31.5053
7	\$31.3361	\$32.5895	\$33.8931

ITEM 3

The parties agree to implement an EMT Advanced training and certification program, in accordance with the following language:

§2.01 SALARY

(1) Those employees who are licensed as an Emergency Medical Technician shall receive a premium of one-and-one-half percent (1.5%) above their base pay. Beginning on or after January 1, 2025, Lieutenants and Captains shall begin training for advanced Emergency Medical Technician certification. Selection and scheduling for training will be determined by the Chief. Selected Captains and Lieutenants shall be required to attend all assigned course sessions and testing dates. Lieutenants and Captains that exhaust their testing options without successfully obtaining the EMT advanced certificate shall be demoted to the rank of Firefighter/Equipment Operator. No one may be promoted into the rank of Lieutenant or Captain unless they hold an EMT advanced certification. Firefighter/Equipment Operators may volunteer to attend the Advanced EMT course. The cost of the certification course and testing for the Advanced EMT certification will be paid by the Department for all employees. Firefighter/Equipment Operators who voluntarily attempt the course and testing but do not acquire the EMT Advanced certification will not be penalized. Any employee who acquires and maintains an advanced Emergency Medical Technician or Paramedic license shall receive an additional premium of one and one-half percent (1.5%) above their previous rate of pay.

ITEM 4

2.015 OVERTIME

For purposes of the Fair Labor Standards Act employees covered by the terms of this agreement shall be paid overtime for hours worked in excess of 106 in the 14-day work period. The County shall implement this change within ninety (90) days of the execution of the parties' Successor Agreement.

ITEM 5

The job title of Firefighter/Equipment Operator In-Charge shall be changed to Lieutenant/Equipment Operator

Accepted by IAFF, Local 1072:

Accepted by Milwaukee County:

By: _____

Molly Ghert
President

Dated: _____

By: _____

Daphne Ursu
Employee Relations Director

Dated: _____