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From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2020-2022 Memorandum of Agreement between Milwaukee County and the 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 International Association of Fire Fighters, Local 1072 (IAFF), have reached an agreement on all issues relating to wages, hours, and conditions of employment for employees in the bargaining unit represented by the IAFF, for the period effective January 1, 2020, through December 31, 2022; and

WHEREAS, the agreement modifies the previous agreement that covered 2017 through 2019 (File No. 18-528, adopted July 26, 2018) and a red-lined comparison version of the proposed agreement to the current agreement is hereto attached to this file; and

WHEREAS, notable changes to the agreement include the following:

Wages

- o 2020: 2 percent increase Pay Period 1
- o 2021: 2 percent increase Pay Period 1, and 1 percent Pay Period 14
- o 2022: 2 percent increase Pay Period 1, and 1 percent Pay Period 14

Health Care Premiums

- o 2021 and 2022: Premiums per pay period increase to \$50.82, \$63.10, \$97.92, and \$111.74 for single, employee + child(ren), employee + spouse, and employee plus family categories, respectively. (Rates for those not participating in the Wellness Program are \$21.78 (single) or \$23.08 (other categories) more per pay period.

Shift Captains

- o Three existing firefighter positions shall be converted into Shift Captains. Pay will be 9 percent higher than base firefighter pay. Position promotions to commence within 90 days from the execution of this agreement.

Sick Leave

- o Relabeled as Medical Leave and adding a process to request accommodation or special assignment due to pregnancy.

; and

46 WHEREAS, approval of the proposed agreement between the County and the
47 IAFF is recommended for adoption; and

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49 WHEREAS, the Committee on Finance and Audit, at its meeting of March 18,
50 2020, recommended adoption of File No. 20-255 (vote 5-0); now, therefore,

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52 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
53 the proposed agreement between Milwaukee County and the International Association
54 of Fire Fighters, Local 1072, for the period 2020 through 2022, which incorporates the
55 changes highlighted in this resolution and detailed in the red-lined agreement (hereto
56 attached to this file), and hereby authorizes the County Executive and the County Clerk
57 to execute the agreement.

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srb

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03/18/2020

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