

From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County and the Milwaukee County Fire Fighters' Association, International Association of Fire Fighters, Local 1072, by recommending adoption of the following:

A RESOLUTION

WHEREAS, pursuant to the Memorandum of Agreement (MOA) ratified in 2015 (File No.15-600), the negotiation staff of Milwaukee County (the County), and the Milwaukee County Fire Fighters' Association, International Association of Fire Fighters, Local 1072 (Local 1072), have reopened negotiations relating to wages for employees in the bargaining unit represented by Local 1072, for the period effective January 1, 2016, through December 31, 2016; and

WHEREAS, such amendment was ratified by the membership of Local 1072 on September 21, 2016; and

WHEREAS, that ratification was for the amendment to be modified in the following respects:

- (1) Providing for the termination of the Agreement on December 31, 2016.
- (2) Providing for a Cost of Living Adjustment (COLA) increase of one percent for the period effective January 1, 2016, through December 31, 2016, for all active union members after the signing of this agreement, consistent with pay grade adjustments, attached as Appendix 1, 2016 Milwaukee County Fire Fighters' Association Wage Scale, and as further described in Appendix 2.

Appendix 1

2016 Milwaukee County Fire Fighters' Association Wage Scale

Pay Grade	Pay Step	Pay Rate	Biweekly	Annual
17B	08	\$23.5335	\$2,642.81	\$68,713.13
17B	07	\$22.6400	\$2,542.60	\$66,107.57
17B	06	\$21.8755	\$2,456.62	\$63,872.05
17B	05	\$21.4549	\$2,409.39	\$62,644.09
17B	04	\$21.0341	\$2,362.12	\$61,415.24
17B	03	\$20.4775	\$2,299.63	\$59,790.34
17B	02	\$19.7102	\$2,213.45	\$57,549.70
17B	01	\$18.6585	\$2,095.35	\$54,479.20

34 **Appendix 2**
 35 2016 Milwaukee County Fire Fighters' Association Old/New Wage Comparison Scale
 36 (Step 1 was significantly below market, so was eliminated, and steps were renumbered
 37 accordingly 1-8, with a new step 7 added. Therefore, by way of example, someone in
 38 old step 1 goes to new step 1, and at next step advancement, goes to new step 2,
 39 someone in old step 2 goes to new step 1, and at next step advancement, goes to new
 40 step 2, and so on)

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Old Step	New Step	Old Wage	New Wage
8	8	23.3005	23.5335
	7		22.6400
7	6	21.6589	21.8755
6	5	21.2425	21.4549
5	4	20.8258	21.0341
4	3	20.2748	20.4775
3	2	19.515	19.7102
2	1	18.4738	18.6585
1		15.4967	

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44 ; and

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46 WHEREAS, the COLA increase of one percent is based on the new wage scale
 47 effective Pay Period 1, 2016; and

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49 WHEREAS, the Committee on Personnel, at its meeting of December 2, 2016,
 50 recommended adoption of the Director of Employee Relations request (vote 5-0); now,
 51 therefore,

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53 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
 54 ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County
 55 and the Milwaukee County Fire Fighters' Association, International Association of Fire
 56 Fighters, Local 1072, which is incorporated herein by reference to this File No. 16-659,
 57 and hereby authorizes and directs the County Executive and the County Clerk to
 58 execute the Agreement.

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srb
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