

From the Chief Human Resources Officer, Department of Human Resources, requesting approval of the 2017-2019 Tentative Agreement between Milwaukee County (the County) and the County Fire Fighters' Association, 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 County Fire Fighters' Association, have reached an agreement on all issues relating to wages, hours, and conditions of employment for employees in the bargaining unit represented by the County Fire Fighters' Association, for the period January 1, 2017, through December 31, 2019, modifying the previous agreement in the following respects:

1. Section. 2.01 – SALARY

Delete (1) as no longer necessary.

2017: Effective pay period 1, increase wages 1.75 percent across the board.

2018: Effective pay period 1, increase wages 2 percent across the board.

2019: Effective pay period 1, increase wages 2 percent across the board.

2. Section 2.03 – EMPLOYEE HEALTH AND DENTAL BENEFITS

(1) Health Premiums

Effective 01/01/17 revise as follows:

(a) Freeze employee contribution at the 2016 level for 2017. Effective on the date of execution for this agreement, the employee contribution shall be increased as follows:

(b) Employees shall pay \$140 per month toward the monthly cost of an Employee only plan effective on the date of execution for this agreement and \$147 per month effective January 1, 2019.

(c) Employees shall pay \$166 per month toward the cost of an Employee + Child/Children plan effective on the date of execution for this agreement and \$174.50 effective January 1, 2019.

(d) Employees shall pay \$233.50 per month toward the cost of an Employee + Spouse plan effective on the date of execution for this agreement and \$245 effective January 1, 2019.

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(e) Employees shall pay \$260 per month toward the cost of an Employee + Family plan effective on the date of execution for this agreement and \$273 effective January 1, 2019.

(f) Wellness Program: If the employee successfully participates in the voluntary County sponsored wellness program, the employee shall receive a monthly premium reduction equivalent to either 30 percent of the premium or \$50, whichever is less.

3. Section 2.07 OFF DAYS

(1) Employees shall be granted ~~12~~ 13 paid off days per year in lieu of holidays and personal days. Such days shall be selected by the employees on the basis of departmental seniority.

(2) Employees shall be granted such off days during their first calendar year of employment as follows:

DATE OF HIRE	NUMBER OF DAYS
From January 1 through February 21	<del>12</del> 13
From February 22 through April 24	<del>10</del> 11
From April 25 through June 5	<del>8</del> 9
From June 6 through July 27	<del>6</del> 7
From July 28 through September 1	5
From September 18 through November 8	3
From November 9 through December 31	1
(Add Cesar Chavez Day, Friday March 31, 2017)	

4. Probationary Period: Probation to be expressed in hours; 1,456 hours with possible extension at 2,912 at the discretion of the Chief.

;and

WHEREAS, the Committee on Finance and Audit, at its meeting of July 19, 2018, recommended adoption of File No. 18-528 (vote 7-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves ratification of the 2017-2019 Memorandum of Agreement (Agreement) between Milwaukee County (the County) and the County Fire Fighters' Association, which is incorporated herein by reference to this File No. 18-528, and hereby authorizes and directs the County Executive and the County Clerk to execute the Agreement.

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