



**Department of Human Resources**

INTER-OFFICE COMMUNICATION

Date: November 2, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources  
 Sarah Zaug, Interim Director, Employee Relations, Department of Human Resources

Subject: From the Chief Human Resources Officer and Interim Director, Employee Relations, Department of Human Resources, requesting the approval of the 2023/2024 Amended Memorandum of Agreement between Milwaukee County and the International Association of Fire Fighters (IAFF), Local 1072, AFL-CIO

File Type: Action Report

**REQUEST**

On March 23, 2023, policymakers approved the Memorandum of Agreement between Milwaukee County and the International Association of Fire Fighters (IAFF), Local 1072, AFL-CIO for the period January 1, 2023 through December 31, 2024. This report requests the approval of an Amended Memorandum of Agreement for 2023 & 2024 between Milwaukee County and the IAFF, Local 1072, to update a provision related to pension contribution requirements due to changes in state law.

The Amended Memorandum of Agreement removes the following, given the amendment of Wis Stat 59.875(2)(a) enacted by 2023 Wisconsin Act 12 which takes effect January 1, 2024:

Contribution percentage: The percentage shall be as follows: Effective on the first day of the first pay period following the implementation date of the successor agreement, one-half (1/2) of the Annual Required Contribution (ARC) to the Employees' Retirement System.

**POLICY**

Wisconsin State Statutes:	<a href="#">111.70</a>
Milwaukee County Code of General Ordinances:	<a href="#">79, 80</a>

**BACKGROUND**

The Department of Human Resources in accordance with State Statute 111.70 and Milwaukee County General Ordinances Chapters 79 & 80 are providing the following documents to the County Board for review:



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INTER-OFFICE COMMUNICATION

- 1) The Amended Memorandum of Agreement (MOA) between the County and IAFF, Local 1072, AFL-CIO;
- 2) A notification from the IAFF, Local 1072, AFL-CIO that the MOA was ratified by the membership;
- 3) A Resolution approving the Amended MOA;
- 4) A Fiscal Note 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
- 3C: Dismantle barriers to diverse and inclusive communities

**FISCAL EFFECT**

The Amended Memorandum of Agreement removes the following, given the amendment of Wis Stat 59.875(2)(a) enacted by 2023 Wisconsin Act 12 which takes effect January 1, 2024:

Contribution percentage: The percentage shall be as follows: Effective on the first day of the first pay period following the implementation date of the successor agreement, one-half (1/2) of the Annual Required Contribution (ARC) to the Employees’ Retirement System.

**TERMS**

This Amended Agreement will take effect on January 1, 2024. While the Amended Agreement shall expire on December 31, 2024, the change to the contribution percentage IAFF members will pay into the Employees’ Retirement System will remain in place due to the changes in state law. Public Safety employees will be required to contribute half of all actuarially required normal cost contributions for funding pension benefits beginning in 2024.

**VIRTUAL MEETING INVITES**

[Margo.Franklin@milwaukeecountywi.gov](mailto:Margo.Franklin@milwaukeecountywi.gov)  
[Sarah.Zaug@milwaukeecountywi.gov](mailto:Sarah.Zaug@milwaukeecountywi.gov)  
[l1072president@gmail.com](mailto:l1072president@gmail.com)



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**PREPARED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources  
Sarah Zaug, Interim Director of Employee Relations, Department of Human Resources

**APPROVED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

**ATTACHMENTS:**

Amended 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  
Margaret Daun, 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  
Steve Cady, Research and Policy Director, Office of the Comptroller

