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(ITEM) From Employee Relations, submitting documents relating to the tentative agreement with the Milwaukee County Firefighters' Association, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the negotiation staff of Milwaukee County and the Milwaukee County Firefighters' Association, IAFF, Local 1072, have reached agreement on all issues relating to wages, hours, and conditions of employment for employees in the bargaining unit represented by the Milwaukee County Firefighters' Association, for the period January 1, 2015 through December 31, 2016, modifying the previous agreement in the following respects:

- (1) Providing for the termination of the Agreement on December 31, 2014.
- (2) Providing for \$500.00 to be added to the base of each step pay period 1, 2015.
- (3) Providing for, effective upon execution of the 2015-2016 Agreement, the parties agree that the wage section of this agreement will be reopened following the Adoption of the 2016 Milwaukee County Budget, and that the parties will meet to solely negotiate wages for the period effective January 1, 2016 through December 2016.
- (4) Providing that the County will make the following annual payments for the completion of course work resulting in the award of an Associate/Bachelor Degree in the field listed in Paragraph (4) herein for all fire fighters in the bargaining unit:
 - \$125.00 per year for 16 credits
 - \$175.00 per year for 28 credits
 - \$225.00 per year for 40 credits
 - \$275.00 per year for 52 credits
 - \$325.00 per year for 64 credits
 - \$500.00 per year for 75 credits
 - \$500.00 for Associate's Degree
 - \$750.00 for Bachelor's Degree

These payments shall be made on an annual basis as soon as possible after December 31 of the current year. No payments will be made to any fire fighter that does not advance to the next Associate education credit level within a two year period. In the event that a fire fighter does not progress towards an Associate's Degree as described by above credit year designations, for a period of two years, not further payments shall be made after the two year period, Additionally, no payments will be made to fire fighters for any year in which they do not remain in the employ of Milwaukee County for the full calendar year.

43 Fire fighters who attain the required educational credits during the calendar
44 year shall be paid a prorated amount from the first pay period after the educational
45 courses are completed and reported to the County by December 31 of that year.

46 The above stated salary payments shall be over and above the base salary of
47 the positions eligible for these payments.

48 No employee will be eligible for these salary payments unless he has a
49 minimum of 1 year of current continuous service with Milwaukee County as a fire
50 fighter.

51 These payments shall not be used in the calculation of overtime-premium
52 pay or in the calculation of pension benefits.

53 The courses of study leading to an Associate Degree in Fire
54 Science/Technology and Bachelor's Degree in Fire Administration or Business
55 Administration, from any educational institution accredited by the North Central
56 Accrediting Association shall be acceptable.

57 (5) Providing for, effective the month following the implementation date of the
58 successor agreement to the 2012-2014 labor agreement, monthly contributions for
59 the Milwaukee County Health Insurance Plan will be \$130.00 for Employee only
60 plan without wellness credit, \$91.00 with wellness credit.

61 (6) Providing for, effective the month following the implementation date of the
62 successor agreement to the 2012-2014 labor agreement, monthly contributions for
63 the Milwaukee County Health Insurance Plan will be \$160.00 for Employee and
64 Child/Children plan without wellness credit, \$112.00 with wellness credit.

65 (7) Providing for, effective the month following the implementation date of the
66 successor agreement to the 2012-2014 labor agreement, monthly contributions for
67 the Milwaukee County Health Insurance Plan will be \$230.00 for Employee and
68 Spouse/Partner plan without wellness credit, \$180.00 with wellness credit.

69 (8) Providing for, effective the month following the implementation date of the
70 successor agreement to the 2012-2014 labor agreement, monthly contributions for
71 the Milwaukee County Health Insurance Plan will be \$250.00 for Employee and
72 Family plan without wellness credit, \$200.00 with wellness credit.

73 (9) Providing for, effective January of 2015, monthly contributions for the Milwaukee
74 County Dental Plan will be \$15.00 for employee only plan.

75 (10) Providing for, effective January of 2015, monthly contributions for the Milwaukee
76 County Dental Plan will be \$35.00 for Employee and Child(ren) plan.

77 (11) Providing for, effective January of 2015, monthly contributions for the Milwaukee
78 County Dental Plan will be \$35.00 for Employee and Spouse plan.

79 (12) Providing for, effective January of 2015, monthly contributions for the Milwaukee
80 County Dental Plan will be \$35.00 for Employee and Family plan.

81 (13) Providing for the reduction of minimum hours credited for call in pay from four (4)
82 to three (3).

83 (14) Providing that any temporary assignment will conform to the terms of Milwaukee
84 County General Ordinances.

85 (15) Providing that the County agrees that it will not transfer, in whole or in part, by sale
86 lease or merge, consolidation, subcontract or other means, and County function,
87 operation or activity in which members of the Association's bargaining unit are
88 employed, to another unit of government, corporation, partnership, individual or
89 other entity, unless such entity agrees to hire the effected employees with no break
90 in the continuity of service or seniority of current Milwaukee County Firefighters
91 IAAF, local 1072 members, and to adopt and maintain in force no less than the
92 present annual wages.

93

94 WHEREAS, such agreement was ratified by the membership of the Milwaukee
95 County Firefighters' Association on May 18, 2015; and

96

97 WHEREAS, the Committee on Finance, Personnel and Audit, on XXXX XX, 2013,
98 recommended approval (vote X-X) of the Milwaukee County Firefighters' Association
99 agreement; now, therefore,

100

101 BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby approves
102 the agreement on wages, benefits and conditions of employment with the Milwaukee
103 County Firefighters' Association, which is incorporated herein by reference to this File No.
104 XX-XXX, and hereby authorizes and directs the County Executive and the County Clerk to
105 execute the agreement; and

106

107 BE IT FURTHER RESOLVED that the Director of the Department of Administration is
108 hereby authorized and directed to prepare and submit appropriation transfer requests
109 reflecting this agreement at a later date, if necessary.