

SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS  
IN THE 2001-2002  
CITY OF MILWAUKEE  
AND  
FIRE EQUIPMENT DISPATCHERS, LOCAL #494  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO  
LABOR AGREEMENT

COMMON COUNCIL FILE NO. 000998

1. Article 1, Duration

Two years (January 1, 2001 to December 31, 2002)

2. Base Salary

- a. Effective Pay Period 1, 2001: a 2.5% across the board wage increase.
- b. Effective Pay Period 1, 2002: a 3.0% across the board wage increase.

3. Article 10, Overtime and Shift and Weekend Differential

Effective the pay period following execution of the Agreement, increase shift and weekend differentials to the following amounts:

- a. Second shift - 40¢ (from 35¢)  
Third shift - 45¢ (from 40¢)
- b. Saturday - 50¢ (from 45¢)  
Sunday - 60¢ (from 55¢)

4. Article 19, Life Insurance

Effective the calendar month following execution of the contract, increase the amount of coverage that is free to employees to \$30,000 (from \$28,000).

5. Article 28, Vacations

Effective in fiscal year 2002, an employee shall earn vacation time in the following manner from his/her last anniversary date:

- a. One (1) day per month, with a maximum of 10 days per calendar year for employees with less than 5 years' creditable service.
- b. One and one-half (1.5) days per month with a maximum of 15 days per calendar year for employees with at least 5 but less than 10 years of creditable service.
- c. Effective fiscal year 2002: Two (2) days per month with a maximum of 20 days per

calendar year for employees with at least 10 but less than 15 years of creditable service.

- d. Effective fiscal year 2002: Two and one-half (2.5) days per month with a maximum of 25 days per calendar year for employees with at least 15 years but less than 22 years of creditable service.
- e. Effective in fiscal year 2002: Three days per month with a maximum of 30 days per calendar year for employees with at least 22 years of creditable service.

6. Article 20, Health Insurance

- a. Effective as soon as administratively practicable following execution of the Agreement, registered domestic partners of eligible employees covered by the Agreement, if registered as such by the City Clerk as provided under Chapter 111 of the Milwaukee Code of Ordinances, shall be eligible to be covered by health and dental insurance. An employee who elects coverage for his or her domestic partner must enroll in the same plan as the registered domestic partner.
- b. Effective January 1, 2002, for employees enrolled in the Basic Plan, the Major Medical lifetime maximum shall be increased from \$250,000 to \$500,000.

7. Article 7, Grievance & Arbitration Procedure

Eliminate obsolete reference to appeal rights to Fire and Police Commission and update job titles.

8. Article 5, Management Rights

Upon execution of the contract, present trading practices as set forth in Fire Department Order C#99-1 shall be modified to include the following provisions:

- a. Only two trades per slot per shift shall be allowed. In addition no employee shall make more than two trades per shift.
- b. Effective with the next class of Fire Dispatcher trainees, after successfully completing the initial four-month training period, an employee on probation shall make no more than 30 trades during the remainder of his or her probation.

9. Side Letter

The City will work cooperatively with the Union to develop by October 1, 2002, a mutually agreeable shift selection procedure for 2003 that will take into consideration seniority as well as the need to balance experience across the shifts. The recommendations of the City-Union shift selection procedure group, if any, shall be advisory and shall be subject to the approval of the Fire Chief.