

LRB – RESEARCH AND ANALYSIS SECTION ANALYSIS

JULY 20, 2006 AGENDA
PUBLIC SAFETY COMMITTEE

ITEM 18, FILE 060384
Emma J. Stamps

File No. 060384 is a resolution related to the Milwaukee Fire Department's application for the "Federal Mediation and Conciliation Service" grant from the Federal Mediation and Conciliation Service – Labor/Management Grant Program.

Background and Discussion

1. The Federal Mediation and Conciliation Service (FMCS) Grants Office was established in FY 1981 under the authority of the Labor-Management Cooperation Act of 1978 (PL 95-524). The Office administers the Labor-Management Cooperation Program that provides grants to labor-management committees.
2. The Milwaukee Fire Department (MFD) total authorized positions have increased from 1,124 in 1997 to 1,151 in 2006. Including the Chief of Fire, many positions have turned over during this period and changed working relationships.
3. MFD wishes to improve the working relationships between management and labor. The FMCS grant will augment an existing program that has a cultural competency component and conflict resolution component. MFD plans to work with Marquette University to help develop the program enhancements.
4. This resolution authorizes the MFD to apply for a \$132,000 Labor/Management Grant Program grant from the Federal Mediation and Conciliation Service (FMCS).
5. The \$132,000 grant requires a grantor (\$120,000) and city (\$12,000) contributions.
6. This new grant program operates from September 1, 2006 to March 1, 2008.
7. The file attachments and discussions with the Assistant Fire Chief provide several pertinent information regarding the program, including:
 - Marquette University, the MFD's academic partner, will be compensated for their instructor, analyses, reporting and materials at a \$73,461 total cost
 - Various management and represented staff, up to 26 in total, will participate
 - The training classes will be held at the City of Milwaukee Safety Academy
 - 2 to 4 persons are scheduled for program required travels to Washington DC at a \$4,606 total cost
 - Role of Fire and Police Commission and Department of Employee Relations Labor Relations section is not explicitly reference in regard to evaluating the effectiveness of this grant program
 - Training/education is conducted during on-duty or off-duty hours (involves city paying \$53,504 in overtime to hire fill ins to fully staff houses and equipment)
 - The grantor will evaluate the effectiveness of the program based on quarter reports
8. If adopted, the 2006 award will provide additional financial resources to the MFD above the revenue and tax levy support budgeted for in 2006.

Fiscal Impact

The resolution authorizes the application, acceptance and expenditure of a \$132,000 Labor/Management Program grant from the Federal Mediation and Conciliation Service.

According to the Fire Department, the fiscal note should indicate using MFD operating budgets to fund the \$12,000 city contribution over the 18-month grant period from 9-1-2006 to 3-1-2008.

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