

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MILWAUKEE PROFESSIONAL FIRE FIGHTERS' ASSOCIATION
LOCAL #215, IAFF, AFL-CIO
AND
THE CITY OF MILWAUKEE**

RE: Special Pay for Heavy Urban Rescue Team (HURT)

The City and Union agree to the following:

1. Employees assigned by the Fire Chief to the Heavy Urban Rescue Team shall receive, in addition to base salary, annual compensation based on the following pay structure:
 - \$1250.00 HURT Co-directors
 - \$1000.00 HURT Assistant Directors
 - \$ 750.00 HURT Responders (members stationed at HURT Headquarters)
 - \$ 500.00 HURT Responders - Department-wide Call-up (members stationed at locations other than HURT Headquarters and available for activation)
2. Payments made under the provisions of this Memorandum of Understanding shall be paid as soon as practicable after December 31 of the year in which they were earned. Pro-rata adjustment to the nearest calendar month on the basis of service on HURT will be made for an employee who was assigned to HURT for less than a full calendar year. For purposes of prorating, an employee assigned to HURT for at least 14 days in a calendar month shall be deemed as having been assigned to HURT for the full calendar month; in the event the employee is assigned to HURT for less than 14 days in a calendar month, the employee shall be deemed as not having been assigned to HURT at all during the calendar month.
3. Notwithstanding the provisions of paragraph 2, above, Special Pay for HURT members may be paid on the last payroll check to eligible employees who leave the service of the City or to eligible deceased employees if the City determines it is administratively practicable to do so.
4. Payments under this section shall cease in the event the Milwaukee Metropolitan Sewerage District eliminates or reduces its funding to the City of Milwaukee for HURT services.
5. Payments made under the provisions of this Memorandum of Understanding shall not be construed as being part of employees' base pay and shall not be included in the computation of any fringe benefits enumerated in the City/Union collective bargaining agreement.
6. Payments made under the provisions of this Memorandum of Understanding shall not have any sum deducted for pension benefits nor shall such payments be included in any computation establishing pension benefits or payments.

7. An employee covered by this Memorandum of Understanding who, while performing rescue duties included under the provisions of the Milwaukee Metropolitan Sewerage District contract with the City of Milwaukee, shall, in cases of injury resulting in his or her becoming eligible for duty disability retirement, be covered under 36-05-3-c-1-a or 36-05-3-c-1-b, whichever is appropriate, of Chapter 36 of the Milwaukee City Charter.
8. Special Pay for HURT members shall first become effective October 1, 2000, with the prorated payments for 2000 made as soon as administratively practicable after December 31, 2000. Payments for 2001 and thereafter shall be made as soon as practicable after December 31 of the year for which they are earned.
9. HURT members shall attend HURT training (averaging four hours per month) as required by the department. Employees covered by the City/Union collective bargaining agreement shall be compensated for such training at the rate of time and one-half computed on the basis of the hourly rate of pay for their average work week in effect as established under Article 11, Hours of Work of the collective bargaining agreement.
10. The provisions of this memorandum of understanding shall not affect an employee's eligibility for payments under Article 50, Special Unit Pay, of the City-Union collective bargaining agreement.
11. Assignment to the HURT shall be at the sole discretion of the Fire Chief.
12. Administration and control of the provisions of this Memorandum of Understanding shall be by the City.

Dated this 23rd day of February, 2001.

Representatives of Milwaukee Professional Fire Fighters Association	City of Milwaukee Negotiating Team
<i>[Signature]</i>	<i>Frank H. Forbes</i>
<i>Thomas R. Schuch</i>	<i>Joseph Charval</i>
<i>Tom Goldschlager</i>	
<i>Spencer Kruger</i>	
<i>Bobbo L. Webber</i>	