

Summary of Wage and Fringe Benefit Modifications
In the 2007-2009 Agreement between
Milwaukee Professional Fire Fighters Association Lo-215
And
The City of Milwaukee
CC#070015

1. Article 1, Duration – A three-year agreement beginning January 1, 2007, and ending at the end of December 31, 2009.

2. Article 10, Base Salary
 - Effective Pay Period 1, 2007, a 3.0% increase in the Pay Period 26, 2006 rates of pay.
 - Effective Pay Period 1, 2008, a 3.25% increase in the Pay Period 26, 2007, rates of pay.
 - Effective Pay Period 1, 2009, after adding \$13.81 to all Pay Period 26, 2008, rates of pay, increase such rates of pay by 3.0%. (It is understood that the \$13.81 results from including in base salary \$200 of the annual CPR Pay, \$60 of Training Standards Pay and an additional \$100.)
 - Within sixty calendar days of execution of the Agreement, all employees shall participate in direct deposit of paychecks.

3. Article 26, Health Insurance

Basic Plan: Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, but not sooner than January 1, 2009, increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.

HMO:

Effective 1/1/08: Eliminate requirement to offer an HMO. City may offer an exclusive provider organization with a SE Wisconsin network and no coverage outside of network. Implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment.

Effective 1/1/09: implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA)

Lo-215 Summary of 07-09 W&FB Modifications

including basic biometrics and a blood draw, but not sooner than January 1, 2009, increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.

Data obtained through the Health Risk Assessment (HRA) shall not be shared with the City of Milwaukee Worker's Compensation Section. A Wellness and Prevention Program and Committee shall be established to promote wellness and prevention of illness among employees and their families. The City shall not spend more than two million dollars annually, City-wide, including the cost of conducting the HRA, on the Wellness and Prevention Program.

4. Article 20, Fire Company and Battalion Staffing

-Effective the pay period following execution of the Agreement, increase the compensation for underfilling by five (5) dollars as follows:

- o Firefighter as Fire Lieutenant- \$22 per 24-hour work shift
- o HEO as Fire Lieutenant-\$17 per 24-hour work shift
- o Firefighter as HEO-\$16 per 24-hour work shift
- o Fire Captain as Battalion Chief-\$22 per 24-hour work shift

-Compensation for underfilling assignments of one hour or more shall be paid on an hourly basis to the nearest .1 of an hour. The hourly rate shall be calculated as the per work shift amount divided by 24. However, there shall be no compensation at all for an underfilling assignment lasting for a period of less than one hour.

5. Article 10A, Longevity Pay:

Effective for calendar year 2008 payments paid in 2009, increase the annual longevity pay by \$50 as follows:

- 10 yrs but less than 15 yrs of service - \$300
- 15 yrs but less than 20 yrs of service - \$550
- 20 or more yrs of service - \$900

6. Article 16, CPR Pay – Effective for calendar year 2008 payments (paid in 2009), CPR Pay shall be eliminated. No CPR payments shall be made after the payments for calendar year 2007 (paid in 2008).

7. Article 58, Training Standards Pay - Effective for calendar year 2008 payments (paid in 2009), Training Standards Pay shall be reduced by sixty (60) dollars. Annual Training Standards Pay for calendar year 2008 (paid in 2009) and for each calendar year thereafter shall be as follows:

- Classifications listed in subsection 1.a. : \$1,140.

Lo-215 Summary of 07-09 W&FB Modifications

- Classifications listed in subsection 1.b. : \$600.

8. Article 28, Sick Leave – Effective Trimester 1 of 2009, eliminate the \$200 lump sum payment and implement in place of it a SLIP payment equivalent to 8 hrs of pay at the base salary hourly rate of a top step firefighter in effect on the last day of the trimester for which the payment was earned.
9. Article 35, Uniform Allowance – Effective for the calendar year 2009 payments, increase the annual maintenance allowance for members of the Honor Guard by \$10 (to \$60).
10. Article 37, Tuition and Textbook Reimbursement – Effective January 1, 2009, increase the maximum annual reimbursement by \$25 (to \$925).
11. Article 38, Educational Program

Effective for payments for calendar year 2009, an employee with a Bachelor’s degree or a Master’s degree in Public Health, Chemical Engineering, Training and Development, Physical Education/Health Education, and Physician Assistant shall be eligible for Educational Pay under the existing terms and conditions of Article 38.

Effective for payments for calendar year 2009, degrees from institutions accredited by the following agencies shall be eligible for Educational Pay under the existing terms and conditions of Article 38:

North Central Association of Colleges and Schools
Middle States Association of Colleges and Schools
New England Association of Schools and Colleges, Inc.
Northwest Association of Colleges and Schools
Southern Association of Colleges and Schools
Western Association of Schools and Colleges

12. Article 27, Terminal Leave - Effective for retirements occurring on and after January 1, 2008, the following terminal leave benefit shall be provided in lieu of the existing terminal leave benefit:

One 24-hour work day’s base salary pay for each 10 work days (24-hour work days) of accumulated, unused sick leave rounded down to the nearest multiple of ten. Sick leave accumulated on an eight-hour basis shall be converted to 24-hour day work days based on the existing practice (i.e. one 8-hour work day equals .467 of a 24-hour work day). Employees who have fewer than twenty 24-hour work days of accumulated, unused sick days shall not be eligible to receive any terminal leave benefit.

Example 1 Firefighter retires with 209 accumulated, unused sick days.
Terminal leave benefit = 209/10 work days rounded down = **20 work shifts.**

Lo-215 Summary of 07-09 W&FB Modifications

Example 2 Firefighter retires with 140 24-hour accumulated, unused sick days and 132 8-hour days. $132 \text{ 8-hour days} \times .467 = 61.64$ twenty-four hour days. Total sick days after conversion = $140 + 61.64 = 201.64$. Terminal leave benefit = $201.64 \text{ days} / 10$ rounded down = **20 work shifts**.

13. Memorandum of Understanding

The Memorandum of Understanding of July 26, 2005, shall expire at the end of December 31, 2008. The fact that the Association agreed to the sunset of the MOU shall not be used by the City against the Association for any purpose.

14. Article 7, Grievance and Arbitration Procedures

During the term of the Agreement, if any change to Wis. Stat. § 62.50 is enacted that affects the Association's ability to arbitrate discipline, the parties will immediately enter into negotiations for the purpose of arriving at mutually satisfactory modifications to the article.

15. Article 43, Bank of Hours for Association Activity

Upon execution of the 2007-2009 Agreement, all monies owed to the City through the end of calendar year 2007 shall be considered paid in full.

16. Update language and dates and delete obsolete language as necessary in all articles.