

Summary of Wage & Fringe Benefit Modifications  
In the 2001 – 2003 Agreement  
Between the  
City of Milwaukee  
And the  
Milwaukee Professional Fire Fighters Association Lo-215  
CC file #000997

1. Article 1, Duration – A three-year agreement 2001-2003.
2. Article 10, Base Salary – A 3.25% across-the-board increase in each year of the contract.
3. Article 5, Management Rights – A new transfer policy to be implemented Pay Period 1, 2004.
4. Article 10A, Longevity Pay – Effective for calendar year 2001 payments (paid in 2002), increase the longevity payment for employees with 20 years of service to \$850 per year.
5. Article 12, Emergency Recall Pay, Emergency Overtime and Standby Pay – Effective Pay Period 1, 2004 (December 21, 2003), implement a contractual compensatory time off (CTO) system. Compensatory time off shall be earned at a rate of time-and-one-half for those assignments for which CTO has traditionally been granted. The maximum CTO accumulation shall be 225 hours. Hours earned in excess of 225 shall be paid in cash. The Fire Chief shall develop procedures for requesting and scheduling usage of CTO.
6. Article 20, Fire Company and Battalion Staffing – Effective Pay Period 1, 2001, employees occupying the positions of Fire Audio Visual Training Specialist and Vehicle Operations Instructor shall receive on a bi-weekly basis an amount equal to 1% of his or her bi-weekly base salary.
7. Article 24, Pension Benefits – Eliminate the sunset on credit for military service.
8. Article 26, Health Insurance – Effective January 1, 2003, increase the active employee contribution for coverage under the Basic Plan to \$60 per month for single coverage and \$120 per month for family coverage. Effective January 1, 2002, increase the lifetime maximum under the major medical portion of the Basic Plan to \$500,000.
9. Article 28, Sick Leave – Effective for the trimester containing the execution date of the Agreement, increase the sick leave control incentive payment to \$200.
10. Article 29, Funeral Leave – Effective upon execution of the Agreement, modify the definition of “Immediate family” to include mother-in-law, father-in-law, son-in-law, daughter-in-law and to exclude foster parents and foster children.

11. Article 33, Vacations – Effective for 2003 vacation (vacation earned from the employees' anniversary date in 2002 for use in 2003), reduce the required length of active service as follows:

for employees whose work week averages more than 40 hours per week

- a. 18 hours per month for employees with at least 12 years but less than 20 years of active service.
- b. 22 hours per month for employees with 20 or more years.

for employees whose work week averages 40 hours per week

- c. 13 1/3 hours per month for employees with at least 12 years but less than 20 years of active service.
- d. 16 2/3 hours per month for employees with 20 or more years.

12. Article 35, Uniform Allowance – Effective for calendar year 2002 payments, increase the annual payment to \$300. Effective for calendar year 2003 payments, increase the annual payment to \$325. Effective with the first recruit class following execution of the Agreement, as soon as administratively practicable following assignment to a house, each recruit shall receive a one-time \$50 payment.
13. Article 37, Tuition and Textbook Reimbursement – Effective upon execution of the Agreement, increase the annual maximum reimbursement to \$750.
14. Article 38, Educational Program - Effective for payments for calendar year 2003, increase the annual payment at each level of educational attainment by \$25. Effective for calendar year 2003 payments, expand the list of fields of study for which educational program payments are made at the Bachelors and Masters Degree levels to include degrees in Public Administration, Business Administration/Management, Psychology, Nursing, Personnel Administration/Management and equivalent degrees, such equivalency being determined by the Department of Employee Relations.
15. Article 43, Bank of Hours for Association Activity – 1000 hours per calendar year of the contract. The Union shall reimburse the City for the base salary of Union members released for Association activities in excess of 1000 hours per calendar year. During the term of the 2001-2003 Agreement, the City shall forgive one-half of the hours owed that are in excess of the 1000 hours per calendar year.
16. Article 52, Parking Reimbursement – Effective the month following execution of the Agreement, increase the monthly maximum reimbursement to \$20.
17. Article 55, Waiver of Further Bargaining – Language changes consistent with case law regarding mid-term bargaining.