

LEGISLATIVE REFERENCE BUREAU FISCAL ANALYSIS

NOVEMBER 1, 2006 AGENDA
PUBLIC SAFETY COMMITTEE

ITEM 6, FILE 060871
Emma J. Stamps

File No. 060871 is a resolution relating to the Milwaukee Fire Department's acceptance and funding of the "Federal Mediation and Conciliation Services" grant from the Federal Mediation and Conciliation Service – Labor/Management Grant Program.

Background and Discussion

1. 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, along with changed working relationships.
2. 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.
3. In July 2006, the Common Council adopted Resolution File No. 060384 authorizing the Milwaukee Fire Department to apply for a \$132,000 Labor/Management Grant Program grant from the Federal Mediation and Conciliation Service (FMCS).
4. Resolution File No. 060384 states that the \$132,000 grant requires a grantor (\$120,000) and city (\$12,000) contributions and that the program runs from 9/1/2006 – 3/1/2008.
5. The file attachments and discussions with the Assistant Fire Chief provide several pertinent information regarding the program, included the following:
 - 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
 - The 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

Discussion

6. The grant application in Resolution File No. 060871 has been approved for \$112,647 (\$101,382 grantor funded and \$11,265 city funded). If adopted, the award will provide additional financial resources to the MFD above the revenue and tax levy support budgeted for in 2006.

7. File No. 060871 authorizes acceptance and expenditure of the \$112,647 Federal Mediation and Conciliation Service grant award.

Fiscal Impact

The resolution authorizes the acceptance and expenditure of an \$112,647 Labor/Management Program grant from the Federal Mediation and Conciliation Service (\$101,382 grantor funded and \$11,265 city funded). The grant uses include:

- \$53,504 – Overtime for trainees (grantor)
- \$ 4,606 – Travel and training (grantor)
- \$31,587 – Marquette University instructor costs (\$20,322 grantor/\$11,265 city)
- \$22,950 – Project supplies and services (grantor)

According to the Fire Department, the fiscal note should indicate using MFD operating budgets to fund the city contribution over the 18-month grant period from 9-29-2006 to 3-31-2008.

Cc: Marianne C. Walsh
Chief William Wentlandt
Asst. Chief Mark Sain
W. Martin Morics

Mark Nicolini
Jennifer Meyer
Sandra Rotar

Prepared by: Emma J. Stamps x 8666
LRB – Research & Analysis Section
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