

Summary of Wage and Fringe Benefit Modifications
In the
2021 – 2022 Agreement Between the
City of Milwaukee and the
Milwaukee Firefighters’ Association, Local 215, IAFF, AFL-CIO

1. Contract Term: 4 year – January 1, 2023 through December 31, 2026
2. Article 3 – Ordinance and Resolution References:
 - Add the following language:
 - Effective for employees hired on or after January 1, 2024, pension benefits shall be provided through the City’s sole election to participate in the Wisconsin Retirement System (WRS). Benefits provided by the WRS for employees covered by the Agreement shall be those benefits defined in the applicable laws for the pension systems covering such employees, and the parties agree to abide by the pension provisions and requirements for administration and implementation as determined by the WRS. In the event of differences between this Agreement and the WRS, the WRS shall control.
3. Article 10 – Base Salary:
 - PP 1, 2023 – 3% No Retro
 - PP 1, 2024 – 3%
 - PP 1, 2025 – 0%
 - PP 1, 2026 – 1%, PP14 – 1%
 - .5% lump sum payment 1/1/2026 – based on PP26, 2025 rates
4. Article 10A – Longevity Pay
 - Effective for calendar year 2024
 - Add \$100 to each level of longevity pay for payment in 2025
5. Article 16 – EMT-II Premium Pay
 - Effective for calendar year 2024
 - 5% premium payment shall become pensionable, not base building
6. Article 27 – Sick Leave:
 - Effective for calendar year 2024:
 - Increase SLCIP hours for 53-hour employees to 24 hours per trimester, bank shall remain at 144 hours; max of 72 hours used per calendar year
 - Effective upon implementation of the 2023-2026 labor agreement:
 - 6 mo. employment requirement before use shall be removed

7. Article 32 – Vacation:

- Effective calendar year 2024, for use in 2025:
 - For employees working a 53-hour work week; the vacation accrual for 22 hours of vacation shall be reduced from at least twenty years of service to at least 18 years of service
 - For employees working a 40-hour work week; the vacation accrual for 16^{2/3} hours of vacation shall be reduced from at least twenty years of service to at least 18 years of service

8. Article 33 – Holidays

- Effective for calendar year 2025:
 - For employees who work a 53-hour work week: holiday hours off shall increase to 96
- Effective for calendar year 2023:
 - For employees who work a 40-hour work week: the number of holidays shall increase to 13.

9. Article 34 – Class A Uniform

- Effective as soon as administratively practicable after implementation
 - Class A uniform allowance of up to \$400
 - New recruits; this includes the class which started 3/3/2025
 - Current members who do not have a Class A uniform

10. Article 36 – Tuition and Textbook Reimbursement

- Reimbursement amount shall increase to \$1500

11. Article 42 – Bank of Hours For Association Activity

- Increase bank of hours to 2000

12. Article 46 – Contract Administration:

- Effective with the implementation of the 2023 wage rates, the full-time release member shall be paid at the rate of a Captain, at step 4, if the member released is not yet at that rank

13. Article 50 – Special Unit Pay

- Effective for calendar year 2024
 - \$350 per unit an employee is active in

14. New Article 60 – Paid Parental Leave

- Effective as soon as administratively practicable following implementation of the parties 2023-2026 Labor Agreement:
 - 6 Weeks of paid leave for 40 hour a week employee
 - 10, 24 hour shifts for those working a 53-hour work week

15. Appendix B: Cancer screenings

- Parties agree to this concept will meet to develop the process and details
- Need to determine which screenings and if there is a possibility to work with an organization to provide the screenings or if done through ins, etc.

16. City agrees to incorporate the following MOU's into the Labor agreement: Drug Testing, Educational Program, and SLCIP.

17. Add or update language and dates and delete obsolete language as necessary in all articles.

18. Incorporate language changes to address FLSA concerns settled through a filed law suit.