

**Summary of Wage and Fringe Benefit Modifications  
In the 2010 – 2012 Agreement  
Between the  
City of Milwaukee (City)  
and the  
Milwaukee Professional Firefighters' Association**

1. Article 1, Duration Article 1: Three year, January 1, 2010 through December 31, 2012
2. Article 2, Recognition and Article 9, Definitions  
  
Update to incorporate Fire Investigator and Special Lieutenant titles.
3. Article 10, Base Salary:
  - (a) Effective Pay Period 1, 2011, increase the biweekly rates of pay of all employees by \$12.50.
  - (b) Effective Pay Period 1, 2011, increase the biweekly rates of pay of Firefighter, Fire Paramedic and Heavy Equipment Operator by \$23.08,
  - (c) Effective Pay Period 1, 2011, increase the biweekly rates of pay of Lieutenant and Vehicle Operations Instructor by \$42.31.
  - (d) Effective upon the execution date of the Agreement all newly hired Firefighters shall be paid at the academy step which shall be 75% of step 1 of Pay Range 850.
  - (e) Effective Pay Period 26, 2011, a 2.95% across-the-board wage increase over the Pay Period 25, 2011 wage rates.
  - (f) Effective Pay Period 14, 2012, a 1.0% across-the-board wage increase over the Pay Period 13, 2012 wage rates.
4. Article 35, Uniform Allowance:
  - (a) Effective for calendar year 2011 payments eliminate the Uniform Replacement Allowance provided to employees. After the payments for calendar 2010 (paid in December 2010), there shall be no Uniform Allowance payments.
  - (b) Delete the existing contents of the Article. Deletion of this Article shall not affect any prior years' payments.
  - (c) Insert the following at the beginning of the Article: Uniform Allowance payments have been included in the Salary Schedule as of Pay Period 1, 2011.
5. Article 58, Training Standards Pay:
  - (a) Effective for calendar year 2011 payments eliminate Training Standards Pay payments provided to employees. After the payments for calendar year 2010 (paid in 2011), there shall be no Training Standards Pay payments.

- (b) Insert the following at the beginning of the Article: Training Standards Pay payments have been included in the Salary Schedule as of Pay Period 1, 2011.
6. Article 26, Health Insurance:
- (a) Effective January 1, 2012, active employees shall contribute 12% of the Health Insurance Premium payment for the plan selected.
  - (b) Effective January 1, 2012, registered domestic partners of eligible City employees shall be eligible for health benefits and dental insurance. Employees who elect coverage for his/her domestic partner must be enrolled in the same plan.
  - (c) Remove prohibited subjects of bargaining from the remainder of the article.
7. Update language and dates and delete any obsolete language.