


**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**THE CITY OF MILWAUKEE (CITY)**  
**And the**  
**MILWAUKEE PROFESSIONAL FIREFIGHTERS' ASSOCIATION**  
**LOCAL #215, IAFF, AFL-CIO (ASSOCIATION)**

The City and the Association agree to the following regarding the payment of Hazard Pay to members of the Association as provided for under the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") Grant:

1. As soon as administratively practicable following approval of the Finance and Personnel Committee and the Common Council, eligible members of the Association, as defined in Paragraph 2, shall be paid hazard pay and that payment shall continue until the end of Pay Period 18, 2020. Hazard pay to members of the Association shall be extended if the hazard pay for eligible general city employees is extended. If hazard pay is extended for eligible general city employees, the total duration of hazard pay for eligible general city employees and members of the Association will be the same.
  
2. Hazard pay shall be paid to members of the Association who meet the following criteria:
  - Are performing hazardous duty or work involving physical hardship, in each case that is related to COVID-19, and
  - Whose duties are substantially dedicated to mitigating or responding to the COVID-19 public health emergency, as defined in "Coronavirus Relief Fund Frequently Asked Questions" updated May 28, 2020.
  
3. Hazard pay shall be paid as a lump sum, non-base building, non-pensionable bi-weekly payment of \$250.
  
4. Hazard pay shall be dependent upon the availability of funds from the CARES Act grant, approved via Common Council file 200022, as well as the continued Public Health Emergency as declared by the Commissioner of Health. The payment shall cease if funds from the CARES Act are no longer available, if further guidance indicates that hazard pay as described above is no longer an eligible expense under the CARES Act grant, or the Health Commissioner declares an end to the Public Health Emergency.

Dated this 29<sup>th</sup> day of June, 2020

| Association Representatives   | City Representatives |
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