

January 8, 2009

The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

RE: File No. 070015

To implement the rates of pay provided in the 2007-2009 Memorandum of Understanding between the City Negotiating Team and the Milwaukee Professional Fire Fighters' Association, Local 215, IAFF, AFL-CIO, we request your approval of the attached amendments to the Salary Ordinance.

The costs of these amendments to the Salary Ordinance were included in the fiscal note attached to the resolution approving the Memorandum of Understanding.

In view of the foregoing, we recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,

Troy M. Hamblin  
Labor Negotiator

Attachments

cc: Maria Monteagudo  
Douglas Holton  
Martin Matson  
Faranda Wragg  
Marie Pettigrew  
Chuck Schumacher

TMH:JJA:lk

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**SALARY ORDINANCE AMENDMENTS**  
**(Section 20, Milwaukee Professional Fire Fighters' Association)**

**COMMON COUNCIL FILE NO. 070015**

**EFFECTIVE PAY PERIOD 1, 2007 (December 31, 2006)**

1. Under Pay Range 857 add the job title and footnote designation "Fire Captain Incident Safety Officer 2/". Delete the biweekly rates of pay shown for Pay Ranges 850 through 857 and substitute therefor the following biweekly rates of pay:

<b>a.</b>	<b>Pay Range 850</b>				
	\$1,347.28	1,403.15	1,560.12	1,717.49	1,891.01
	2,082.39	2,273.41			
<b>b.</b>	<b>Pay Range 853</b>				
	\$1,698.77	1,736.30	2,144.57	2,229.87	2,407.49
<b>c.</b>	<b>Pay Range 856</b>				
	\$2,172.29	2,258.09	2,347.32	2,440.09	2,536.64
<b>d.</b>	<b>Pay Range 857</b>				
	\$2,440.09	2,536.64	2,637.01	2,741.37	2,849.79
	2,962.69				

**EFFECTIVE PAY PERIOD 1, 2008 (December 30, 2007)**

1. Delete the biweekly rates of pay shown for Pay Ranges 850 through 857 and substitute therefor the following biweekly rates of pay:

<b>a.</b>	<b>Pay Range 850</b>				
	\$1,391.07	1,448.75	1,610.82	1,773.31	1,952.47
	2,150.07	2,347.30			
<b>b.</b>	<b>Pay Range 853</b>				
	\$1,753.98	1,792.73	2,214.27	2,302.34	2,485.73
<b>c.</b>	<b>Pay Range 856</b>				
	\$2,242.89	2,331.48	2,423.61	2,519.39	2,619.08
<b>d.</b>	<b>Pay Range 857</b>				
	\$2,519.39	2,619.08	2,722.71	2,830.46	2,942.41

3,058.98

**EFFECTIVE PAY PERIOD 1, 2009 (December 28, 2008)**

1. Delete the biweekly rates of pay and footnotes shown for Pay Ranges 850 through 857 and substitute therefore the following biweekly rates of pay and footnotes:

<b>a. Pay Range 850</b>				
\$1,447.03	1,506.44	1,673.37	1,840.73	2,025.27
2,228.80	2,431.94			

Fire Paramedic 1/  
Firefighter 1/

1/Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

<b>b. Pay Range 853</b>				
\$1,820.82	1,860.74	2,294.92	2,385.63	2,574.53

Heavy Equipment Operator 1/ 2/

1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

2/ Employees promoted from the Firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

<b>c. Pay Range 856</b>				
\$2,324.40	2,415.65	2,510.54	2,609.20	2,711.88

Administrative Fire Lieutenant 2/ 3/  
Fire Lieutenant 1/ 2/ 3/  
Fire Paramedic Field Lieutenant 1/ 2/ 3/ 4/  
Paramedic Field Lieutenant 1/ 2/ 3/ 4/  
Paramedic Lieutenant 1/ 2/ 3/  
Vehicle Operations Instructor 3/

1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual

lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

2/ Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, Paramedic Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.

3/ Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4/ Positions to be reclassified to Fire Lieutenant upon becoming vacant.

**d.**

**Pay Range 857**

\$2,609.20	2,711.88	2,818.62	2,929.60	3,044.91
3,164.97				

Administrative Captain-EMS 1/ 2/

Administrative Fire Captain 2/

Fire Captain 1/ 2/

Vehicle Operations Training Coordinator 2/

1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

2/ Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, Administrative Captain-EMS or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 857.