



Cavalier Johnson
Mayor

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Director

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Labor Negotiator

Department of Employee Relations

March 9, 2026

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

RE: File No. 251923

Dear Committee Members:

This communication recommends changes to current footnotes for the sworn management positions of Battalion Chief, Fire; Deputy Chief, Fire; and Assistant Fire Chief to address internal equity issues as new appointments are made into these titles. This change also supports the Fire Chief's ability to attract applicants for these critical leadership positions.

This file recommends modifying footnote #1 for Pay Ranges 4SN and 4TN, and footnote #2 for Pay Range 4XX to read as follows:

- Effective Pay Period 8, 2026, employees who hold an Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary.

The recommendation included in this letter are to address benefit issues between the command staff of the Milwaukee Fire Department and the rank-and-file members of the Milwaukee Professional FireFighters' Association, Local #215. The modification of the EMT-II footnote is to address the issue of supervisors receiving less of a benefit than their subordinates with the same skills and qualifications. In addressing the benefit concerns with the Battalion Chief rank, it required a similar evaluation of both the Deputy Chief and Assistant Fire Chief ranks. The adjustment to the EMT-II footnote does not change the rate of pay of any current incumbent nor does it change the pay range.

Copies of the salary ordinance changes are attached. The fiscal impact of this change was included in the Fiscal Impact Statement included with CC file #231617.

Sincerely,

Nicole M Fleck

Nicole M. Fleck
Labor Negotiator

Attachments

CC: Chief Aaron Lipski
AC Josh Parish
DC Darin Peterburs

NMF
251923 F&P ltr_COA
labr/2026/COA_SO Changes