

Reply to Common Council File No. 000998

From DOA-Budget and Management Division

April 10, 2002

Ref: 01003

Common Council File 000998 contains a resolution ratifying an agreement between the City and Fire Equipment Dispatchers, Local #494, IBEW, AFL-CIO for the period of January 1, 2001 through December 31, 2002. Local #494 represents 19 city employees.

This agreement provides annual across the board salary increases of 2.5% for 2001 and 3.0% in 2002. **The estimated cost of these increases is \$26,377 in 2001 and \$58,823 in 2002 (includes salary increases, overtime and rollups).** The cumulative cost over the two-year life of the contract is \$85,200. Funds for the 2001 and 2002 costs are included in the Wages Supplement Fund.

Pension, Life Insurance and FICA costs related to the salary increases are estimated at \$8,269 over the life of the contract. Although the cost increase related to pension benefits is attributed to the year in which salary costs and benefits are changed, the actual cost depends on the actuarial assumptions and pension fund earnings.

Other enhancements include: An increase in the overtime and shift differential by 5 cents; increase the amount of free life insurance coverage to \$30,000(from \$28,000); increase the Medical Medical lifetime maximum for employees enrolled in the Basic Plan to \$500,000 (from \$250,000); and a revision of vacation benefits. **The net effect of these changes is anticipated to be minimal (estimated to be \$3,857).**

The contract also includes a Domestic Partnership provision for same-sex and opposite-sex partners. This provision allows health and dental insurance and funeral leave benefits for domestic partners of City employees who are registered as such by the City Clerk (as provided under Chapter 111 of the Milwaukee Code of Ordinances). **Due to the limited number of employees in this union, the Department of Employee Relations estimates that there will not be a fiscal impact of this change for this contract period.**

Any ordinance changes necessary for the implementation of this contract will be discussed in separate Common Council File(s).

RECOMMENDATION: ADOPT THE RESOLUTION INCLUDED IN THIS FILE APPROVING A 2001-2002 LABOR AGREEMENT WITH LOCAL #494 FIRE EQUIPMENT DISPATCHERS.


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