

**Summary of Wage and Fringe Benefit Modifications
In the 2017-2020 Agreement
Between the
City of Milwaukee (City)
and the
Milwaukee Professional Firefighters' Association**

1. Contract Term: 4 year – January 1, 2017 through December 31, 2020
2. Article 10 – Base Salary:

For those employees hired prior to Oct 3, 2011:

- Pay Period 1, 2017 – 2.0% across-the-board increase
- Pay Period 1, 2018 – 2.25% across-the-board increase
- Pay Period 1, 2019 – 2.0% across-the-board increase
- Pay Period 1, 2020 – 2.25% across-the-board increase

For those employees hired on/after Oct 3, 2011:

- Pay Period 1, 2017 – 2.0% across-the-board increase
- Pay Period 1, 2018 – 2.75% across-the-board increase
- Pay period 1, 2019 – 2.75% across-the-board increase
- Pay period 1, 2020 – 2.75% across-the-board increase

3. Article 25 – Health Insurance:

- Premium: Effective January 1, 2019, City will pay 88% of the lowest cost plan (excluding the HDHP); employee will pay the difference based on plan selected
- Effective January 1, 2019, delete (b) and (c) under 3.a.(1): references to participation in the HRA and bonus \$10 or \$20
- Remove domestic partner language in 2.e (due to change in State Law; City can no longer provide)

4. Article 27 – Sick Leave

Average work week of 53 hours*:

- Effective Trimester 1, 2019 – Increase the SLCIP from 8 hours to 16 hours. If an employee earns the SLCIP in Trimester 1 and 2 the employee shall have the option for a lump sum payment or one 24 hour shift off; must be used in that fiscal year with prior approval of the Dept. If an employee earns the SLCIP in Trimester 2 and 3 the employee shall have the option of a lump sum payment or one 24 hour shift off; must be used in the following fiscal year with prior approval of Dept.

* Effective Trimester 1, 2019, the option for a lump sum payment will be given each trimester. If an eligible employee does not choose the lump sum payment but chooses to bank the hours to earn a 24 hour shift off but does not earn the needed SLCIP by the end of Trimester 3 the employee will be paid a lump sum payment for any SLCIP hours banked.

Average work week of 40 hours:

- Effective Trimester 1, 2019 – Employees working a schedule which averages 40 hours per week shall be eligible to earn 8 hours of SLCIP in a Trimester with the option of taking a lump sum payment or taking one 8 hour day off; must be used in that fiscal year with prior approval of the Dept. A SLCIP earned in Trimester 3 the day off with pay, if chosen, must be used in the following fiscal year with prior approval of the Dept.

5. Article 44 – Dues Check off – New Article

6. Trades – The parties agree that if an agreement cannot be reached on language when the new Dept. policy is provided, the parties will submit this one item to mediation or interest arbitration.

There will be minor changes to the following articles:

Article 7 – Grievance and Arbitration Procedure

Article 24 – Life Insurance

Article 37 – Educational Program:

Article 42 – Bank of Hours:

Article 45 – Contract Administration

Article 49 – Special Unit Pay: