

**Summary of Final Offer for Interest Arbitration  
2013 – 2016 Labor Agreement  
Between the  
City of Milwaukee (City)  
and the  
Milwaukee Professional Firefighters' Association**

1. Article 1, Duration Article 1: Four years, January 1, 2013 through December 31, 2016
2. Article 10, Base Salary:
  - (a) Effective Pay Period 1, 2013, a 2.0% across-the-board wage increase over Pay Period 26, 2012 wage rates.
  - (b) Effective Pay Period 1, 2014, a 1.0% across-the-board wage increase over Pay Period 26, 2013 wage rates.
  - (c) Effective Pay Period 14, 2014, a 1.0% across-the-board wage increase over Pay Period 13, 2014 wage rates.
  - (d) Effective Pay Period 1, 2015, a 2.0% across-the-board wage increase over Pay Period 26, 2014 wage rates.
  - (e) Effective Pay Period 1, 2015, a 2.9% pension offset (base-building and pensionable) for only those employees initially hired as a fireman prior to October 3, 2011.
  - (f) Effective Pay Period 1, 2015, increase the biweekly rates of pay by 1.0% for the title of Fire Paramedic and those Heavy Equipment Operators, and Lieutenants with a current EMT-II certification and available for assignment to paramedic duties. Effective Pay Period 1, 2015, Fire Captains with a current EMT-II certification and available for assignment to paramedic duties shall receive a 1%, pensionable, non-base-building supplement, payable biweekly.
  - (g) Effective Pay Period 1, 2016, a 2.0% across-the-board wage increase over Pay Period 26, 2015 wage rates.
  - (h) Effective Pay Period 14 a 2.0% across the board wage increase over Pay Period 13, 2016 wage rates.
  - (i) Effective Pay Period 25, 2016, a .25% across the board wage increase over Pay Period 14, 2016 wage rates.
  - (j) Effective Pay Period 1, 2016, a 2.9% pension offset (base-building and pensionable) for only those employees initially hired as a fireman prior to October 3, 2011.
3. Article 11, Hours of Work:
  - (a) Effective Pay Period 1, 2016, the normal hours of work shall increase from 49.8 hours to 53 hours per week.
4. Article 16, EMT-II Premium Pay:
  - (a) Effective the day after ratification by both parties, or the day after issuance of an arbitration award, add \$500 to the amount of premium pay that can be

included as final average salary for purposes of computing the normal service retirement allowance.

5. Article 23, Pension Benefits:

- (a) Effective the day after ratification by both parties, or the day after issuance of an arbitration award the normal service retirement age shall increase to 52 with 25 years of service for those employees initially hired as firemen on or after that that date.
- (b) Effective PP 1 of 2015, employees initially hired as a fireman prior to October 3, 2011 shall begin paying 3.5% of earnable compensation toward the employee contribution of their pension;
- (c) Effective PP 1 of 2016 employees initially hired as a fireman prior to October 3, 2011 shall pay 7% of earnable compensation toward the employee contribution.
- (d) Effective the day after ratification, or the day after issuance of an arbitration award any newly filed application for Duty Disability of any kind shall be referred to the Medical Council.

6. Article 24, Life Insurance:

- (a) Effective 90 days after ratification by both parties or issuance of an arbitration award the City shall provide base life insurance coverage of \$55,000 at no cost to the employee. Employees shall have the option to purchase additional life insurance up to 3 times their salary not to exceed \$300,000 and the option to purchase life insurance for spouses and dependents.

7. Article 27, Sick Leave:

Effective with the last payment in 2014, eligible employees shall be paid at his/her base salary hourly rate.

8. Article 48, Special Unit Pay:

- (a) Effective with payments for calendar year 2013, increase special unit pay from \$240 to \$350.
- (b) Effective for calendar year 2014, add the Tactical Emergency Medical Services Team as a special unit.

9. Update language and dates and delete any obsolete language.